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Deliverable 3.3
List of Good Practices Identified

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LIST OF GOOD PRACTICES IDENTIFIED

Task 3.3 Identification of good practices for assessing and supporting migrant women on entrepreneurship

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NEEDS' RESPONSE - Legenda	
Type of need	**Explanation**
Personal autonomy	Autonomy as strongly linked to practical aspects of the daily life. Examples reported: childcare, transportation means
General learning needs: language	Knowing the local language as a prerequisite to start-up and manage a business activity
Specific training needs	Acquire specific skills or professional qualifications in the working field (e.g., catering, pastry, etc.), but also learning about business development and management
Need for support and recognition	**Institutions -** Create a direct link between entrepreneurs and institutions to assist businesses through various support measures (technical support, mentoring, consultancy) and facilitate the bureaucratic procedures **Networks** – create a network among various stakeholders, in particular among women experiencing the same situation (undergoing an entrepreneurial path)
Need for information	Circulation and dissemination of news and initiatives targeting foreign female entrepreneurs or aspiring entrepreneurs
Need for economic support	Facilitation and guidance for accessing financial aids/loans or other forms of financial support/advantages (not necessarily in terms of economic resources), also in terms of greater protection against the risk of bankruptcy

1. Activa tu Emprendimiento

Fundación Mujeres [Women Foundation] NGO, Activa tu Emprendimiento programme | Spain
Keywords: *female third-country nationals; self-employment; business start-up; trainings*
Target: third-country nationals' female migrants

Objective: Improve the socio-labour insertion of migrant women through the activation of personalised and integrated itineraries of labour inclusion, whether employed for another company or **self-employed** (providing services to set up a business, e.g., workshops, advice on business ideas and access to microcredits)

Needs' response: specific training needs; need for economic support

Strengths	Weaknesses
• Free-of-charge trainings (lack of financial constraints for participation) • Accessibility to other resources throughout the programme but related to it.	• Lack of dissemination (not easy-to-access information for migrant women) • Need for fundings to start-up this service

2. AUF – mobile Akademie Unternehmensnachfolge für Frauen

Jump – Frauenbetriebe e.V. | Germany
Keywords: *aspiring female entrepreneurs, empowerment, networking, training, individual coaching*

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Target: Aspiring female entrepreneurs; SMEs with specific needs

Objective: (AUF - the mobile academy for business succession for women) encourages women who are interested in setting up their own businesses to tackle self-employment in the form of taking over a business and supporting it in developing its entrepreneurial potential. The model project also addresses small and medium-sized enterprises (SMEs) that want to actively prepare their succession and sees itself as a cross-sectoral interface (Workshop for women and companies, Individual coaching, networking)

Needs' Response: Specific training needs, need for support and recognition (network)

Strengths	Weaknesses
• Free-of-charge training, mainly based on improving the mindset and self-confidence of the women	• Only a limited geographical area is covered

3. BAND (Business Angels Netzwerk Deutschland)

Self-management (supported by the Federal Ministry for Economic Affairs and Energy | Germany
Keywords: *aspiring entrepreneurs; financial support; business start-up*
Target: Aspiring entrepreneurs

Objective: build up the business angels' culture[1] in Germany, fostering the exchange of experiences and promoting cooperations. Business angels finance start-ups with their own money, usually through an open investment in the company, or also via also silent participation, loans, or convertible loans (company's shares).

Needs' Response: need for economic support

Strengths	Weaknesses
• Counteracting financial issues; low loan rates • Networking (facilitation with distributors and other business partners)	• Accessibility: specific requirements such as language skills and a good business plan are needed

4. Business Plan Workbook

IQ Fachstelle Migrantenökonomie | Germany
Keywords: *migrants, business plan, tool, multiple languages*
Target: Migrant population

Objective: Give support in the creation of a business plan, via a written guide (workbook) translated in twelve languages

[1] Business Angels are companies or private persons who invests in startups and are part of the "Business Angels Network".

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Needs' Response: Specific training needs

Strengths	Weaknesses
• Increasing accessibility for the creation of a business plan (simplified text and translations)	• A tool that does not cover all the steps for the creation of a business plan

5. Creation of business support system and availability in Zemgale, Kurzeme, and Northern Lithuania 2017

Ministry of Environmental Protection and Regional Development of the Rep. of Latvia | Lithuania
Keywords: *entrepreneurs; aspiring entrepreneurs; consultations; training; networking*
Target: Entrepreneurs and aspiring entrepreneurs

Objective: Promote business development, providing support services and strengthening cooperation between business support institutions

Needs' Response: Specific training needs, need for support and recognition

Strengths	Weaknesses
• Qualified consultations and training	• Communication among partners

6. Generation 2.0 RED: Entrepreneurship Counselling program

Generation 2.0 RED | Greece
Keywords: *refugees; asylum seekers; one-on-one career counseling; business training*
Target: migrants, refugees, and asylum seekers

Objective: develop a holistic approach regarding equal access to work and education and to offer one-on-one career counselling, also addressing the needs for training and guidance and help women develop the necessary skills in groups (orientation for educational/vocational training, job readiness groups, soft skills development seminars, informative labour rights seminar and advocacy training, peer learning)

Needs' Response: Specific training needs; need for support and recognition, need for information

Strengths	Weaknesses
• Accessible to beginners • one-to-one counselling • Online counselling (easy-to-access service)	• Language barrier (only for English speakers) • Digital skills barrier (basic competencies needed) • Timing (Covid-19 period) • No links to start-up funding

7. Griot Kitchen – the recipes of dialogue

Association Ce.F.A.S. – Training Centre and high specialization | Italy

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Keywords: *asylum seekers, refugees, needs' analysis, tutoring*

Target: Asylum seekers, refugees, long-term migrants

Objective: help refugees and asylum seekers on their journey to employment and independence and promote their integration (professional training, tutoring, language courses, digital competences, transport and babysitting services, inclusion of women in the activity itself)

Needs' Response: need for autonomy, specific training needs, general training needs (language)

Strengths	Weaknesses
• Its design is based on an analysis of migrant women's needs • Constant tutoring activity supported by a network of diversified key stakeholders	Even though one of the objectives is to support migrants to achieve autonomy socially and professionally in the management of the cooperative, most of the organizational and administrative tasks are still managed by the promoters

8. Move it Forward for Female Digital Starters

Digital Leadership Institute | Belgium
Keywords: *women; digital and business skills; community impact; learning/ training; digital startup incubators*
Target: Women with little or no entrepreneurial and digital skills, especially those that come from a disadvantaged background

Objective: events that provide experience with building a business idea to a minimally viable stage, give them access to a community and mentors, and provide them with hands-on digital skills that they can use in their daily lives from the moment the event finishes (digital and business skills)

Needs' Response: Specific training needs (business and digital); need for support and recognition

Strengths	Weaknesses
• Free-of-charge participation • Accessible to beginners • Targeting community development	• The long-term sustainability depends on the stakeholders' partnerships

9. Mucha Más Libre

Mucha Más Libre (MML) | Spain
Keywords: *women; self-employment; business start-up; digital skills; family-work conciliation*
Target: Women

Objective: Support women entrepreneurs in the business start-up or growth, via consultancy, digital marketing, and website creation services.

Needs' response: specific training needs; need for support and recognition (network)

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Strengths	Weaknesses
• Peer-to-peer support (Women's support services to other women) • Online consultancy (easy-to-access service)	• Lack of financial or economic support for its clients

10. PAEM – Programa de Apoyo Empresarial a Mujeres (Women Entrepreneurship Supporting Programme

Chamber of Commerce of Seville | Spain
Keywords: *Women, entrepreneurship, awareness-raising, multiple services*
Target: Aspiring female entrepreneurs, Women entrepreneurs who need aid or subsidies for their business

Objective: Raise awareness among women and their environment about self-employment and business activity, acting as an effective instrument for the creation and consolidation of companies led by women (viability studies, business management consultancy, legal, tax, financial and labour law advice, advice for economic support and access to funding, training, participation in forums and events, networking)
Needs' Response: need for support and recognition, need for information, need for economic support

Strengths	Weaknesses
• Constant and adapted assistance	• No tailored material for migrant women entrepreneurs • Not specifically responding to migrant women's interests • Lack of information on the project among organizations working with migrant women

11. People's Trust

People's Trust NGO| Greece
Keywords: *financial support, long-term community support, business development and management*
Target: 18-65 years old people with a Greek tax number

Objective: Support entrepreneurship via financial and advisory support services for business development and management (current trainings on storytelling, digital media, and growth), and the strengthening of collaboration between entrepreneurs (networking event and Facebook webpage)

Needs' Response: specific training needs, need for economic support, need for information

Strengths	Weaknesses
• Financial Support (with low interest rate for loans)	• Application evaluation suffering from the lack of time and personnel resources (workload)

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• Supports entrepreneurs with no assets or credit • Long-term business support community (also in the follow-up stages)	

12. Praksis Business Coaching Centre (Praksis BCC)

Praksis NGO | Greece

Keywords: *coaching, counseling, business skills, tailor-made*

Target: Vulnerable groups with viable business ideas, existing businesses in difficulty and family businesses that are in the process of succession by the next generation.

Objective: It offers the knowledge, the strategic planning they need and the skills they need to succeed in business, all completely free of charge (Business Coaching, Business Counseling, Seminars in Business Skills)

Needs' Response: Specific training needs

Strengths	Weaknesses
• Methodology – holistic and providing all the skills and knowledge needed • Tailor-made consulting service • Tailor-made coaching • Training related to criticalities for business survival	• Timing (waiting period to access the programme)

13. Project of business training programme

Šiauliai city Municipality| Lithuania

Keywords: *entrepreneurs or aspiring entrepreneurs, training, consultation*

Target: Entrepreneurs and aspiring entrepreneurs

Objective: Develop training and consultation services for entrepreneurs

Needs' Response: Specific training needs

Strengths	Weaknesses
• Qualified consultations and training	• Online services (given Covid-19 pandemic)

14. Project for promotion of youth entrepreneurship 2014-2020

Šiauliai city Municipality| Lithuania

Keywords: *entrepreneurs, aspiring entrepreneurs, youth, consultancy, training*

Target: Entrepreneurs and aspiring entrepreneurs

Objective: Promoting youth entrepreneurship via consultancy and training services

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Needs' Response: Specific training needs

Strengths	Weaknesses
• Qualified consultations and training	• Online services (given Covid-19 pandemic)

15. Sfruttazero

Diritti a Sud and Solidaria | Italy
Keywords: *employment; interculturality; self-organization; labour exploitation*
Target: Italians and foreigners unemployed, in precarious job conditions, or victims of forced labour/exploitation

Objective: The activity promotes an ethical insertion in the labour market, respecting the rights of men and women workers, enabling several people to support themselves economically, providing an alternative to exploitative forms of work (other than providing a job in the tomato production chain, the project foresees job orientation and guidance, housing intermediation and legal support, the creation of mutual funds for support immigrants' self-determination paths, and training courses).

Needs' Response: Personal autonomy, need for economic support, need for information

Strengths	Weaknesses
• A zero exploitation agri-food chain that gives priority to respecting people's working conditions • Intercultural – the activity targets both Italian and foreign citizens (self-organization and job creation)	• Financial sustainability at risk, since the project is mainly funded via crowdfunding activities

16. Sportello Start-up d'Impresa

Porta Futuro Bari | Italy
Keywords: *start-up desk; consultancy, multiple services; accessibility*
Target: Citizens registered/to be registered to Porta Futuro Bari

Objective: The Start-up Desk supports new business initiatives with personalized (coaching, mentoring) and collective (workshops and generalist and specialist training courses) consultancy services, aimed at verifying the administrative, technical, and financial feasibility of the proposals. Porta Futuro supports citizens in proposing their idea to public and private entities that provide funding, and in creating dialogue with research centres, production districts, and entrepreneurial realities engaged in similar fields.

Needs' Response: need for support and recognition, specific training needs, need for economic support

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Strengths	Weaknesses
• Accessibility (collective and individualized consultancy, in person or online)	• Not being able to intercept all the potential users among young university students and postgraduates

17. WINGS (Elevating Women Entrepreneurship Initiatives for Generating Sustainable Impact and Networks

FH Joanneum | Austria, Italy, Poland, Spain, Belgium, UK
Keywords: *women entrepreneurs; networking; digital platform; dissemination; learning/training*
Target: Women entrepreneurs and other key stakeholders in the field of ICT and entrepreneurship

Objective: create a strong, recognizable & sustainable EU-wide network & online platform for facilitating the access and share of existing learning and training offers to support women entrepreneurs (Creation of a European Wide Network, Collection of Good Practices, Collection and Adaptation of Learning Materials, Development of a Web-Shop area for female entrepreneurs; organization of networks events)

Needs' Response: need for information; need for support and recognition (network); specific training needs

Strengths	Weaknesses
• Innovative digital network.	• Difficulty of access for business without digital competencies

18. Womeninbusiness Brussels

Brussels Capital Region (hosted by hub.brussels) | Belgium
Keywords: *women entrepreneurs; networking; digital platform; dissemination*
Target: Women entrepreneurs

Objective: A digital platform promoting female entrepreneurship in the Brussels Capital which gathers information on relevant initiatives and stakeholders regarding specific support services or awareness-raising and networking events.

Needs' Response: need for information; need for support and recognition (networks)

Strengths	Weaknesses
• Direct contact with other relevant public services (supported by public authorities)	• Lack of constant updating, and little information provided

19. Womenpreneur

Womenpreneur Initiative | Belgium, Middle East, and North Africa Regions
Keywords: *women; training and mentoring; policy design; consultancy*
Target: Women

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Objective: advance women's place in entrepreneurial scene, technology, innovation & society, through a variety of innovative experiences, entrepreneurial activities, mentorship sessions, leadership programs, technology education, networking events and opportunities (training and mentoring, policy writing and design for gender strategies, consultancy)

Needs' Response: Specific training needs; need for information

**Strengths and weaknesses unavailable*

20. Your Global Future

IDrops | Belgium
Keywords:
Target: Asylum seekers in the Flanders region

Objective: organize a general course of entrepreneurship for asylum seekers (business design and networking)

Needs' Response: Specific training needs; need for support and recognition (networks)

Strengths	Weaknesses
• Targeting vulnerable community • Foreseeing follow-up activities regardless of the results achieved	• No gender-related perspective

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Deliverable 3.3
ANNEX – In-depth analysis templates

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T3.3 – IDENTIFICATION OF GOOD PRACTICES

Mapping of local services/projects that have promoted consultancy or training activities for the launch and/or support of entrepreneurial activities

Form for the collection of information relating to projects/services to support entrepreneurship	
Name of the project/service[1]	**Activa tu Emprendimiento [Active your entrepreneurship]**
Institution/organization that manages the service/project	Fundación Mujeres [Women Foundation] NGO, Activa tu Emprendimiento programme.
Is the service/project currently active?	Yes.
Location of the service/ project (city, region where it is/was present)	Spain
Mission/Objectives of the service/project	Activa tu Emprendimiento seeks to provide migrant women from outside the EU with all the services necessary to set up a business. They offer blended workshops of up to 120 hours, advice on business ideas and development and access to micro-credits of up to 25,000 euros.
Funds/financing channels of the service/ project	Activa Tu Emprendimiento, aimed at immigrant women from third countries, is just one of the services carried out by the Women's Foundation. It is co-financed by the Directorate General for Migration of the Ministry of Labour, Migration and Social Security and the European Social Fund. They are working in Andalusia, Asturias, Galicia, Extremadura and Madrid.
Target (beneficiaries) of the service/project	Third-country migrant women
Number of beneficiaries involved in the activities of the service/project thus far	In 2018, Activa Tu Emprendimiento assisted 1023 women entrepreneurs and created 83 companies. The 5th of July 2021, 238 participants attended the Meeting of Women Entrepreneurs and Businesswomen under the title "Women's Entrepreneurship and Creative Economy for Sustainable Development", 41 of them entrepreneurs who presented their business ideas and 22 businesswomen who participated.
Brief description of the activities developed by the service/project	The programme is aimed at improving the socio-labour insertion of migrant women through the activation of personalised and integrated

[1] If possible, indicate the link to the web page of the service/project.

	itineraries of labour inclusion, whether self.-employed or employed for another company. Activa tu Emprendimiento seeks to motivate the entrepreneurship of the women participants. Aims: ● To train and coach their transversal skills and competences to approach the process of entrepreneurship and/or access to employment in the most appropriate and effective way. ● Encourage participation in networks, especially women entrepreneurs, to support their decision making towards entrepreneurship, their network of contacts and their visibility as entrepreneurs. ● Promote financial education and access to finance, as well as access to job offers.
Any partner/actors formally involved in the activities of the service/ project	It is co-financed by the Directorate-General for Migration of the Ministry of Labour, Migration and Social Security and the European Social Fund.
Main results achieved by the service/project in relation to the mission/ objectives	● 6.222 people who are users of the Service for the Laboral Insertion. ● 2.222 entrepreneurs and businesswomen advised in Business creation and consolidation service. ● 1282 women trained in the creation and consolidation of enterprises. ● 98 companies set up. ● 317 active women entrepreneurs.
Main difficulties encountered while carrying out the activities of the service/ project	The greatest difficulty encountered has been the COVID pandemic. COVID has not only changed the way women are accompanied, so that training is now online and face-to-face meetings are no longer held, but it has also drastically affected the economy in Spain, which has repercussions on initiatives to create new businesses: there is not as much budget for entrepreneurship.
Main strengths of the service/project	The service itself is a necessary and innovative idea, very much in line with ATHENA. The 120 hours of training offered is totally free, so it has enormous potential to make it accessible to women regardless of their economic capacity. Access to other resources within the training makes it easier for women to attend other activities outside the programme, where they can create business networks and new training.
Main weakness of the service/project	One of the weaknesses is the lack of dissemination. When we interviewed migrant women for the previous phase of the needs

	assessment, we told them that this programme existed and that they did not know about it. The fact that it is not known makes it inaccessible and therefore loses potential.
Are the activities developed by the service/project potentially transferable to other contexts?	The programme is funded so that users do not have to pay for it. This means that transferability is possible, but difficult without funding. If similar projects are funded, they can be carried out with the chosen mentors, but it will be difficult to implement without funding.
Telephone/email contacts of the service/ project	http://www.fundacionmujeres.es/proyectos/view/activa_tu_emprendimiento.html http://www.fundacionmujeres.es/files/attachments/Documento/12212061/image/_memoriaFM2018__compress.pdf

Form for the collection of information relating to projects/services to support entrepreneurship	
Name of the project/service[2]	**Mucho Más Libre**
Institution/organization that manages the service/project	Mucha Más Libre (MML)
Is the service/project currently active?	Yes.
Location of the service/ project (city, region where it is/was present)	Spain, La Rioja.
Mission/Objectives of the service/project	Mucho Más Libre: is a platform created by Sara Suberviola, an entrepreneur and graphic designer. It supports women entrepreneurs throughout the process of creating their business, whether they are thinking of starting up or already have a physical or digital business and want to make it grow.
Funds/financing channels of the service/ project	As it is an individual business and not a project as such, it has not had any funding that we are aware of. She offers her service to the community of women who want to contract it with closed budgets, and they do not have the funding to support them to access this service, they have to do it on their own.
Target (beneficiaries) of the service/project	Women
Number of beneficiaries involved in the activities of the service/project thus far	The total number of beneficiaries is not shared on their website so we do not have access to this section.

[2] If possible, indicate the link to the web page of the service/project.

Brief description of the activities developed by the service/project	Sara Suberviola has created Mucho Más Libre to help women who want to change their lives because they feel they could access something that fits better with their lives. Mucho Más Libre is committed to women who want to reinvent themselves and create a digital business to promote equality, self-employment, success and leadership. This project was born based on being aware of the difficulty women had in reconciling family life and work due to unequal opportunities. MML offers three key services for the creation of a company: consultancy, digital marketing and website creation.
Any partner/actors formally involved in the activities of the service/ project	This project did not receive any funding or external partners. She works with her team.
Main results achieved by the service/project in relation to the mission/ objectives	MML has engaged and helped lots of women who seek for another opportunity in their lives and want to start a new idea and boost their own projects.
Main difficulties encountered while carrying out the activities of the service/ project	The greatest difficulty encountered has been the COVID pandemic. COVID has not only changed the way women are accompanied, so that training is now online and face-to-face meetings are no longer held, but it has also drastically affected the economy in Spain, which has repercussions on initiatives to create new businesses: there is not as much budget for entrepreneurship.
Main strengths of the service/project	Mucho Más Libre offers a specific service closely related with ATHENA, focused on women who want to create their own business. Being supported by other women could help women clients to feel more comfortable. Another main strength that consultory services could be arranged online, so it will lead people to access easily.
Main weakness of the service/project	Lack of financial aid for the clients who would like to be entrepreneurs could be considered as a weakness of Mucho Más Libre. The project would be more successful if clients, specifically migrant women, could access it with some economic support.
Are the activities developed by the service/project potentially transferable to other contexts?	Consultancy and guidance about how to boost your own business could be transferable to other contexts. Actually, having experts that

	lead the activities developed by Sara Suberviola could be enough to maintain the project alive.
Telephone/email contacts of the service/ project	https://www.muchomaslibre.com/ https://www.facebook.com/muchomaslibre/

Form for the collection of information relating to projects/services to support entrepreneurship	
Name of the project/service[3]	**WINGS (Elevating Women Entrepreneurship Initiatives for Generating Sustainable Impact and Networks).**
Institution/organization that manages the service/project	FH Joanneum
Is the service/project currently active?	The website is currently active but the project officially ended in 2016.
Location of the service/ project (city, region where it is/was present)	European Project: the countries involved are Austria, Italy, Poland, Spain, Belgium, UK.
Mission/Objectives of the service/project	WINGS addressed the topic of women entrepreneurship and aims at creating a strong, recognizable, and sustainable EU-wide network and multilingual online platform for facilitating the access and share of existing innovative learning offers available for supporting women entrepreneurs. The project's aim is to create a strong, recognizable & sustainable EU-wide network & online platform for facilitating the access and share of existing learning and training offers to support women entrepreneurs. The objectives are: ● To develop a unique EU network to facilitate ICT systems for learning, supporting & training women entrepreneurs bringing widespread visibility & maximizing the exploitation of innovative good practices in the field. ● To strengthen the linkages between EU women entrepreneurs, project managers, learning communities, multipliers & society encouraging the knowledge & experience exchange via a multi-lingual EU one-stop-shop online platform, where valuable & innovative EU. ● Learning opportunities can be found & accessed at one place; to foster new business opportunities by creating a Virtual Market for E-commerce and facilitating international networking.
Funds/financing channels of the service/ project	WINGS is an Erasmus + programme.

[3] If possible, indicate the link to the web page of the service/project.

Target (beneficiaries) of the service/project	Woman entrepreneurs, project managers, research teams in the field, distance organisations, association or consortia at the national or EU level, female national & regional networks, migrant women and public and private actors in the field of ICT and entrepreneurship.
Number of beneficiaries involved in the activities of the service/project thus far	The total number of beneficiaries is not shared on their website so we do not have access to this section.
Brief description of the activities developed by the service/project	WINGS key activities [move forward to the main results achieved to see the description] : ● Creation of a European Wide Network. ● Collection of Good Practices. ● Collection and Adaptation of Learning Materials. ● Development of a Web-Shop Area for Female Entrepreneurs. ● Organisation of Networks Events.
Any partner/actors formally involved in the activities of the service/ project	● FH Joanneum ● Inova Consultancy ● CRM Consulting ● HUB-KAHO University ● INCOMA ● Aarhus University ● Prodest ● ICE ● Progamma Integra
Main results achieved by the service/project in relation to the mission/ objectives	The website itself is a result achieved because it engaged entrepreneurs, educators and organisations. Adding to the platform mentioned, an Ebook has been created with the results of the three years project. ● Creation of a European Wide Network: Creating strong links between female entrepreneurs and actors in the field of entrepreneurship to encourage the exchange of knowledge across Europe. ● Collection of Good Practices: a compilation of many Europe-wide initiatives which support female entrepreneurship and promote a supportive ICT system for learning and training across a variety of subjects. ● Collection and Adaptation of Learning Materials: Learning materials are provided by associated partners of the project who are experts in the field of entrepreneurship. Entrepreneurs can access the learning materials or take training courses to gain knowledge in business-related fields.

	• Development of a Web-Shop Area for Female Entrepreneurs: Fostering new business synergies by a virtual market: section of the WINGS platform, where female entrepreneurs have the possibility to set up their own web-shop with a few easy clicks. • Organisation of Networking Events: Consortium-organised or relevant events bringing experienced and aspiring women entrepreneurs together, creating opportunities to network and learn.
Main difficulties encountered while carrying out the activities of the service/ project	Some of the businesses were not adapted to the digital sector. For next time it would be better to specify and narrow down the target sector further.
Main strengths of the service/project	One of the strengths of WINGS was the innovative nature of the initiative. It was needed to create a new way to interact and create a network in which women entrepreneurs all over Europe are in touch and could exchange experiences and start to spread their business.
Main weakness of the service/project	Interactions between women entrepreneurs were not as effective as expected in the one stop shops on the platform. At that time, technology was not as global as nowadays, so keeping in touch with digital platforms was not as easy as it is now, businesses were not adapting as well to the digital environment.
Are the activities developed by the service/project potentially transferable to other contexts?	Yes, they are transferable and sostenible as the output is an online network so it fits in our current situation.
Telephone/email contacts of the service/ project	Home | WINGS network (wings-network.eu)

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T3.3 – IDENTIFICATION OF GOOD PRACTICES

Mapping of local services/projects that have promoted consultancy or training activities for the launch and/or support of entrepreneurial activities

Form for the collection of information relating to projects/services to support entrepreneurship	
Name of the project/service[1]	1.Creating of business support system and availability in Zemgale, Kurzeme and Northern Lithuania 2017 04 01- 2019 03 31 2.Project of promotion youth entrepreneurs 2014 -2020 3.Project of business training program.
Institution/organization that managaes the service/project	1.The Ministry of Environmental Protection and Regional Development of the Respublic of Latvia, acting as the Managing Authority of the Interreg V-A Latvia- Lithuania Programme 2014-2020. 2.Šiauliai city Municipality 3.Šiauliai city Municipality
Is the service/project currently active?	Yes No, indicate the period in which it was active: 1.No 2.No 3.No
Location of the service/ project (city, region where it is/was present)	1.Šiauliai 2.Šiauliai 3.Šiauliai
Mission/Objectives of the service/project	1.Promote business development, providing support services and Strengthening cooperation between business support institutions. 2. Promoting youth entrepreneurship with consulting and trainings. 3.Trainings and consultations of entrepreneurs.
Funds/financing channels of the service/ project	1.Interreg V-A Latvia-Lithuania Programme 2014-2020, 85 percent, 15 - own funds 2.Šiauliai city Municipality 3.Šiauliai city Municipality
Target (beneficiaries) of the service/project	1.Enrepreneurs, people who want to start a business; mentors, consultants, business support institutions. 2. Entrepreneurs, people who want to start a business; 3. Entrepreneurs, people who want to start a business;
Number of beneficiaries involved in the activities of the service/project thus far	1.20 top consultants, 4 seminars, 2 conferences, 6 training courses, 250 consultations. 2-3.400 ours consultations, 65 persons were consulted, 11 trainings were organized, 14 Companies were established (in 2020) Each year the results are similar.

1 If possible, indicate the link to the web page of the service/project.

Brief description of the activities developed by the service/project	1.We trained 20 top consultants, they will become mentors for young entrepreneurs. We organized 4 seminars with our partners in Lithuania and Latvia, we organized 6 training courses how to start business. We made about 250 consultations for person, who are starting business. 2.
Any partner/actors formally involved in the activities of the service/ project	Feliksas Alius Valys – director, consultant Rūta Strainienė – financier, consultant Rita Vilkaitė – consultant Rasa Žukaitytė Šimkevičienė - consultant
Main results achieved by the service/project in relation to the mission/ objectives	
Main difficulties encountered while carrying out the activities of the service/ project	1, 2, 3 - we didn't have difficulties while carrying out the activities.
Main strengths of the service/project	1,2,3 - Our institution Šiauliai Business Incubator has experienced staff, who provide qualified consultations and trainings. We have extensive experience in project management.
Main weakness of the service/project	1.It is difficult to communicate with all partners because Lead Partner had problems with communication. 2-3.The biggest problem is Covid-19, so all trainings and consultations we made online with Zoom platform.
Are the activities developed by the service/project potentially transferable to other contexts?	Experience in training and consulting can be applied to other projects and activities. We have developed links with support institutions, the public and private sectors.
Telephone/email contacts of the service/ project	+37068799890, alius@svi.lt, Feliksas Alius Valys

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T3.3 – IDENTIFICATION OF GOOD PRACTICES

Mapping of local services/projects that have promoted consultancy or training activities for the launch and/or support of entrepreneurial activities

BELGIUM

Form for the collection of information relating to projects/services to support entrepreneurship	
Name of the project/service[1]	womeninbusiness.brussels
Institution/organization that mangaes the service/project	An initiative of the Brussels Capital Region hosted by hub.brussels
Is the service/project currently active?	Yes
Location of the service/ project (city, region where it is/was present)	Brussels Capital Region
Mission/Objectives of the service/project	• To stimulate business creation by women as well as job creation in Brussels. • Promote female entrepreneurship in Brussels in all its diversity as well as the visibility of its female entrepreneurial ecosystem. • Monitor the development of female entrepreneurship in Brussels both quantitatively and qualitatively and, thanks to the field expertise of our partners, issue recommendations to the authorities concerned. • Through the actions of the Women in Business platform, the Brussels Region wishes to stimulate female entrepreneurship.
Funds/financing channels of the service/ project	This initiative it is funded by the Brussels Capital Region.
Target (beneficiaries) of the service/project	Women entrepreneurs
Number of beneficiaries involved in the activities of the service/project thus far	/
Brief description of the activities developed by the service/project	WomenInBusiness.brussels, is a platform for female entrepreneurship in Brussels. It brings together a wide variety of stakeholders in the business field, each with their own expertise, such as awareness raising, business support, training or networking.

	The platform is aimed at all Brussels women, whether they are project leaders, or looking for information, specific support, awareness-raising events or reflection on female entrepreneurship, but also to all other women who would just be interested in finding out how other women have created their own jobs.
Any partner/actors formally involved in the activities of the service/ project	A large number of other entities – public and private - offering business support services in Brussels are partners of the platform. The full partners list can be found here: https://www.womeninbusiness.brussels/#partenaires
Main results achieved by the service/project in relation to the mission/ objectives	The platform gathers useful information about a series of training and networking events dedicated to female entrepreneurs that take place in Brussels.
Main difficulties encountered while carrying out the activities of the service/ project	Unknown
Main strengths of the service/project	Being an initiative supported by the public authorities of the Brussels Region, it offers direct contact with other relevant public services.
Main weakness of the service/project	The platform is not updated very often and Little information is included in the platform itself.
Are the activities developed by the service/project potentially transferable to other contexts?	Yes.
Telephone/email contacts of the service/ project	

Form for the collection of information relating to projects/services to support entrepreneurship	
Name of the project/service[2]	Move it Forward for Female Digital Starters
Institution/organization that mangaes the service/project	Digital Leadership Institute
Is the service/project currently active?	Yes
Location of the service/ project (city, region where it is/was present)	Move it Forward for Female Digital Starters was initiated in 2015 in Belgium and regular "Move it Forward" events are carried out in Brussels. Since 2015, such events have been also carried in six other countries in Europe and Middle East. Other events are planned in 2022 in France, Croatia, Romania and Luxembourg.
Mission/Objectives of the service/project	The Move It Forward event aims to give participants experience with building a business idea to a minimally viable stage, give them access to a community and mentors, and provide them with hands-on digital skills that they can use in their daily lives from the moment the event finishes. This approach contributes to increasing participation of girls and women in strategic and innovative economic sectors as innovators, entrepreneurs and leaders. It also contributes to their financial independence and self-determination as productive members of society.

	Move It Forward directly involves women in identifying social challenges that impact their communities and supports them in developing solutions for the benefit of these communities and of society at large. The initiative also creates and supports collaboration between local actors that can support further the participants in carrying on their projects, having a multiplying effect and sustaining impact.
Funds/financing channels of the service/ project	"Move it Forward" was initially only funded through sponsorship from private companies. As the project developed and showed impact potential, it has also received grants from regional subsidies as well as EU funding.
Target (beneficiaries) of the service/project	Women with little or no entrepreneurial and digital skills, especially those that come from a disadvantaged background (unemployed, migrants, in a career transition etc.)
Number of beneficiaries involved in the activities of the service/project thus far	Over 700 participants and local partner took part to the "Move it Forward" events so far.
Brief description of the activities developed by the service/project	**"Move it Forward" events** aim to: • Develop new skills and understanding the opportunities that (digital) entrepreneurship gives • Improve the level of digital and business skills, better usage of entrepreneurial and digital tools • Develop confidence to start and follow through with new ideas and projects • Learn to use various methodologies and business tools to further develop themselves, especially to create and evaluate new digital projects, entrepreneurial ventures and innovative ideas Following a Move It Forward event, the **partner community** members take part in an "incubating" program that delivers participants additional access to "digital start-up" mentors and coaches which increases their odds of launching a successful technology start-up. Moreover, other actors— from public authorities to civil society and business owners —are directly involved to create an ecosystem in which women can engage beyond the event.
Any partner/actors formally involved in the activities of the service/ project	For each event the organizing team partners up with a series of stakeholders from the local community that can help to deliver solutions that are suited for the local ecosystem and ensure greater support of initiatives beyond the event.
Main results achieved by the service/project in relation to the mission/ objectives	Using a bottom-up and results-driven approach, Move It Forward directly involves women in identifying social challenges that impact their communities and supports them in developing solutions for the benefit of these communities and of society at large. With a specifically intergenerational approach to optimize engagement and experience-sharing among women of all ages, each Move It Forward event has:

Main difficulties encountered while carrying out the activities of the service/ project	• reached 40-50 teen and adult women· • delivered 3-4 digital skills workshops · • created an average of 8 projects per event · • produced a minimum of 3-4 viable tech-driven/enabled start-up initiatives
Main strengths of the service/project	MIF events are free, targeted toward beginners, and focus on building skillsets, confidence and community to stream women and projects into digital startup incubators and eventually launch their business in order to drive jobs and positive economic transformation at the local, national and global level.
Main weakness of the service/project	Long-term sustainability of the local ecosystem developed during the MIF events depends on the local partners.
Are the activities developed by the service/project potentially transferable to other contexts?	Yes. The Move It Forward Plus project funded by the Erasmus+ programme of the EU aims at developing the tools for any organization that would like to develop such initiative in their local community.
Telephone/email contacts of the service/ project	info@dlii.org

Form for the collection of information relating to projects/services to support entrepreneurship	
Name of the project/service[3]	Womenpreneur
Institution/organization that mangaes the service/project	Womenpreneur Initiative
Is the service/project currently active?	Yes
Location of the service/ project (city, region where it is/was present)	Womenpreneur-Initiative is a Brussels based organisation, Their activities and initiatives are focused on Belgium and MENA (Middle East & North Africa) region.
Mission/Objectives of the service/project	The initiative's aim is to advance women's place in entrepreneurial scene, technology, innovation & society. This is carried through a variety of innovative experiences, entrepreneurial activities, mentorship sessions, leadership programs, technology education, networking events and opportunities.
Funds/financing channels of the service/ project	Private and public funding
Target (beneficiaries) of the service/project	Women
Number of beneficiaries involved in the activities of the service/project thus far	Since 2016 the initiative reached and supported more than 15,000 women.
Brief description of the activities developed by the service/project	• Training & Mentoring: customized workshops and trainings

	• Policy writing & design of gender strategies: writing policy papers, help organisations to develop gender mainstreaming strategies, gender information management system, and gender equality action plans. • Consultancy: advisory services for corporate institutions, governments, start-ups, entrepreneurs, and media platforms on female entrepreneurship, gender issues, social impact and inclusion and diversity.
Any partner/actors formally involved in the activities of the service/ project	/
Main results achieved by the service/project in relation to the mission/ objectives	Since 2016 Womenpreneur has reached more than 15,000 women and convened more than 20 global initiatives across Belgium and MENA region, to drive visibility, social impact, and resources for women in the ecosystem and beyond. Womenpreneur has been nominated change making initiative by the World Bank, organised initiatives and events for more than 5000 participants in the last 3 years, and has representatives in 10 countries. Womenpreneur advises United Nations and the European Union, corporate and other international institutions on women's' empowerment, inclusion, diversity and gender policy.
Main difficulties encountered while carrying out the activities of the service/ project	/
Main strengths of the service/project	/
Main weakness of the service/project	/
Are the activities developed by the service/project potentially transferable to other contexts?	Yes, the activities developed are transferable to other contexts, their initiatives have been implemented in Belgium and MENA (Middle East & North Africa) region.
Telephone/email contacts of the service/ project	https://womenpreneur-initiative.com/

Form for the collection of information relating to projects/services to support entrepreneurship	
Name of the project/service[4]	Your global future
Institution/organization that mangaes the service/project	iDrops
Is the service/project currently active?	No (active in the period 2018-2021)

Location of the service/ project (city, region where it is/was present)	Flanders
Mission/Objectives of the service/project	Although not specifically targeting women, the project aims to organize a general course of entrepreneurship for asylum seekers during their procure, regardless the possible outcome of their procedure. The course content entails entrepreneurship know-how that can be of use both in the country of arrival and departure. For those who are granted either asylum or secondary protection, the project will foresee in a sequel in the country of arrival as part of the integration process. For those whose request for asylum or secondary protection is rejected, a sequel will be organized in their country of origin.
Funds/financing channels of the service/ project	Public funding
Target (beneficiaries) of the service/project	Asylum seekers in the Flanders region.
Number of beneficiaries involved in the activities of the service/project thus far	Unknown
Brief description of the activities developed by the service/project	Your Global Future is a hands-on training in Business Design in which we work together with newcomers on entrepreneurship, future skills and networking. This course focuses on: • Stimulating an entrepreneurial attitude, discovering entrepreneurial potential & connecting participants with follow-up programs on entrepreneurship for newcomers. • Training skills that are central to this 21st century, such as problem-solving thinking, creativity, emotional intelligence, digital self-reliance, collaboration, project management, cognitive flexibility. • Expanding networks and forming new connections with local entrepreneurs, like-minded people, experts.
Any partner/actors formally involved in the activities of the service/ project	City of Antwerp
Main results achieved by the service/project in relation to the mission/ objectives	/
Main difficulties encountered while carrying out the activities of the service/ project	/
Main strengths of the service/project	Addresses the needs of a community in a very vulnerable situation, namely asylum seekers, and envisions a follow-up regardless of the results of the request for asylum.
Main weakness of the service/project	Gender-relater difficulties in developing a business are not specifically targeted.

Are the activities developed by the service/project potentially transferable to other contexts?	Yes.
Telephone/email contacts of the service/ project	https://www.idrops.org/projecten/your-global-future hello@idrops.be deniz@idrops.be

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T3.3 – IDENTIFICATION OF GOOD PRACTICES

Mapping of local services/projects that have promoted consultancy or training activities for the launch and/or support of entrepreneurial activities

Form for the collection of information relating to projects/services to support entrepreneurship	
Name of the project/service[1]	**Praksis Business Coaching Center (Praksis BCC)**
Institution/organization that mangaes the service/project	Praksis NGO
Is the service/project currently active?	Yes ☒ No, indicate the period in which it was active:
Location of the service/ project (city, region where it is/was present)	Athens, Greece
Mission/Objectives of the service/project	PRAKSIS BCC is aimed at people from socially vulnerable groups with viable business ideas, existing businesses in difficulty and family businesses that are in the process of succession by the next generation. To all these entrepreneurs PRAKSIS BCC offers, the knowledge, the strategic planning they need and the skills they need to succeed in business, all completely free of charge.
Funds/financing channels of the service/ project	Since August 2016, PRAKSIS BCC is funded exclusively by the Citi Foundation under the "Pathways to Progress" initiative. It is a global three-year investment program of $ 100 million and a voluntary contribution of 10,000 Citi employees, aimed at supporting the vocational training and employment of 500,000 young people worldwide who need to meet the challenges of today's competitive labor market. It is an extension of an initial $ 50 million offer that supported more than 100,000 young people in ten US cities.
Target (beneficiaries) of the service/project	Vulnerable groups with viable business ideas, existing businesses in difficulty and family businesses that are in the process of succession by the next generation.
Number of beneficiaries involved in the activities of the service/project thus far	• 396 business projects. 68% of the beneficiaries are women. • - 160 companies were created. 40% of the beneficiaries turn their idea into a viable reality.
Brief description of the activities developed by the service/project	The PRAKSIS Business Coaching Center follows an award-winning methodology that stands out, on the one hand, because it is holistic and provides entrepreneurs with all the skills and knowledge they need in order to proceed, and because it is personalized and responds to the needs and goals of each new entrepreneur. The program works in the logic of cycles. Each cycle lasts 4 months and includes 30 business projects. Praksis BCC uses three tools offered in parallel to young entrepreneurs, during the cycle.

	Business Coaching In coaching, the work is not about the business project but the entrepreneur himself. Accredited coaches participating in the program help the new entrepreneur to find an alternative way to manage challenges, to work on issues requiring targeting, to discover strengths and weaknesses, and to develop the social / personal skills [soft skills] required for success in the business scene. In the case of team projects, the influence of coaching is extremely useful in terms of role assignment and dynamics in the team. The new entrepreneur holds 5 to 7 personalized meetings with the coach **Business Counseling** Recognized and distinguished business consultants hold weekly meetings with young entrepreneurs. The work done is personalized and responds to the needs of each business project. Once the maturity phase of the business idea is determined, the two sides - a consultant and a new entrepreneur - co-decide on the work goal during the cycle. The new entrepreneur makes 5 to 7 personalized meetings with his business consultant, whose role is advisory. **Seminars in Business Skills** Knowledge acquisition and skills development are fundamental to the success of the aspiring entrepreneur. Thus, within each cycle, at least 6 individual group seminars are being carried out to train new businesses in areas that are critical to the survival of a small business. Seminar speakers are recognized market leaders from distinguished institutions (such as Deloitte, Citi Greece, Oriflame, HAEC, KEMEL and others) whom Praksis BCC warmly thanks for generously offering knowledge free of charge.
Any partner/actors formally involved in the activities of the service/ project	People's Trust, KEMEA, Deloitte, Oriflame, Action Finance Initiative, Saint Startup, Hellenic American College
Main results achieved by the service/project in relation to the mission/ objectives	The main results are the following: - undertook 396 business projects. 68% of the beneficiaries are women. - implemented 4730 hours of personalized business consulting & coaching and more than 80 seminars / workshops for the development of business skills were implemented - 160 companies were created. 40% of the beneficiaries turn their idea into a viable reality.
Main difficulties encountered while carrying out the activities of the service/ project	The main challenge nowadays is the Covid – 19 pandemic, on the one hand because it forced Praksis to drastically change the way it operates and on the other hand because it has significantly worsened the predisposition to entrepreneurship, due to the ominous forecasts but also due to the significant reduction of state funds to support the creation of new businesses. However, it should be noted that there are still organizations that support viable business ideas with which PRAKSIS BCC maintains close cooperation.
Main strengths of the service/project	PRAKSIS BCC follows an award-winning methodology that stands out, on one hand, because it is holistic and provides entrepreneurs with all the skills and knowledge they need and on

	the other hand, because it is personalized and responds to the needs and goals of each business idea/project separately. This cycle includes three phases. The main strengths of the three phases of the project are the following: ● Business Counseling: Each project is assigned a business consultant, according to the specific needs, the maturity phase and the field of activity of the business idea. The consulting is tailor made to the needs of the project (in fields such as concept clarification, strategy, business development, costing and business planning, digital marketing, eshop, financing etc). ● Business Coaching: Certified coaches participating in the program help the new entrepreneur to find an alternative way to manage challenges, to work on issues requiring targeting, to discover strengths and weaknesses, and to develop the social / personal skills [soft skills] required for success in the business scene. In the case of team projects, the influence of coaching is extremely useful in terms of role assignment and dynamics in the team. ● Seminars/training: Within each cycle, at least 10 group seminars are being carried out to train new businesses in areas that are critical to the survival of a small business, such as costing, digital marketing and branding. Seminar speakers are recognized market leaders from distinguished institutions (such as Deloitte, Citi Greece, Oriflame, HAEC, KEMEL and others).
Main weakness of the service/project	The main weakness concerns the timing of the services provided. The program works on the logic of the 4-month cycles. Each year Praksis implements 2 Cycles. Cycle A runs in the months of March– June and cycle B in the months of October - January. Consequently, while applications are accepted throughout the year, interviews are only held every September and February. This means that there may be a period of a few months from the time the applicant fills out the application form until he / she starts participating in the program. This waiting period can significantly affect the psychology and willingness of those interested in starting their business venture.
Are the activities developed by the service/project potentially transferable to other contexts?	The beneficiaries themselves, in the evaluation of the program, state that even if they do not proceed with the implementation of their business idea, they find a significant strengthening of their work skills.
Telephone/email contacts of the service/ project	bccinfo@praksis.gr/ T: +30 210 5205200

Form for the collection of information relating to projects/services to support entrepreneurship	
Name of the project/service	Entrepreneurship Counselling program which is part of the career counselling services.
Institution/organization that mangaes the service/project	Generation 2.0 RED
Is the service/project currently active?	The organization started to provide career counselling services since 2016 referring to second generation, migrants, refugees and asylum seekers. These included the systematic publication of job advertisements for potential migrant employees, consultation for job interviews and ways to develop migrants' CVs, up to counseling for setting up their own businesses. In 2019, the organization initiated the program of Entrepreneurship Counselling as part of the career counselling services under the funding of International Rescue Committee, which finished in 2020. Between March 2020 and August 2021, Entrepreneurship Counselling was included in the project Equality Works and it was focused solely on women entrepreneurship. This was implemented under the Active citizens fund program.
Location of the service/ project (city, region where it is/was present)	Athens, Attica region
Mission/Objectives of the service/project	The career counselling services aim to develop a holistic approach regarding equal access to work and education and to offer one-on-one career counselling. As part of the career counselling services, the Entrepreneurship Counselling aspired to address the needs for training and guidance and help women develop the necessary skills in groups.
Funds/financing channels of the service/ project	Currently, the career counselling services, and therefore the Entrepreneurship Counseling, are under the funding of 2014-2021 EEA Grants (funded by Iceland, Liechtenstein and Norway). In Greece, EEA Grants are managed by Bodosaki foundation and Solidarity Now.
Target (beneficiaries) of the service/project	The main target group of career counselling services include migrants, refugees and asylum seekers. Currently, the Entrepreneurship Counselling mostly on asylum seekers and refugees with particular attention to the female population.
Number of beneficiaries involved in the activities of the service/project thus far	Between 2019 and 2020, 32 persons have been engaged in the Entrepreneurship Counselling program. From March 2020, when program started to focus mostly on women entrepreneurship and was supported by the Active Citizens fund, it has been attended by 7 women in 3 educational circles.
Brief description of the activities developed by the service/project	The Career Counselling service was based on one-on-one model. It included 1) the Career Guidance sessions for those seeking to follow an educational or vocational path, 2) the Job Readiness groups, 3) the Soft Skills Development seminars, 4) the informative Labor Rights seminars and Advocacy trainings which aimed to foster equal access to the labor market, 5) the Peer Learning, where the trainers who were also beneficiaries of the program share their expertise with others. Probably the most relevant aspect of the career counseling services with regards to the ATHENA project is the Entrepreneurship Counselling which focusses on Social

	Entrepreneurship for Women by providing educational seminars and counselling.
Any partner/actors formally involved in the activities of the service/ project	Between 2019 and 2020, the program was also supported by the International Rescue Committee.
Main results achieved by the service/project in relation to the mission/ objectives	Between 2019 and 2020, the Entrepreneurship Counselling program held two workshops. The first workshop named "How to develop a business idea" was coordinated by a professional economist and researcher who discussed with beneficiaries on one-on-one sessions how to further develop business ideas. The first workshop of Entrepreneurship Counselling program did not result in starting a business. The beneficiaries of the first workshop understood all the relevant aspects for setting up a business, they discussed alternative scenarios and were informed about the right to self-employment according to residence and work permits. Due to lack of resources (financial, legal, other) which prevented the initiation of businesses, the beneficiaries' plans were discussed for future investments. The second workshop named "Collaboratively Developing Our Business Idea – An Interactive Workshop" discussed more experiential and collaborative approaches to set up businesses. The second workshop made clear the need to further inform migrant population in Greece with respect to the country's entrepreneurial background context. From March 2020 until August 2021, when the program focused mostly on women entrepreneurship, the main result was that it brought women, who were underrepresented in the business field, closer with the field of entrepreneurship.
Main difficulties encountered while carrying out the activities of the service/ project	The two most important difficulties faced by migrants who participated in the Entrepreneurship Counselling program delt with their lack of financial resources in order to have their businesses started, as well as the fact that most of them were in a very early stage for developing their entrepreneurial idea.
Main strengths of the service/project	Entrepreneurship Counselling program managed to introduce the basic principles of entrepreneurship to migrants, to carefully develop their ideas before actually setting up their business and also to have ono-to-one counselling sessions in which migrants discussed their ideas and difficulties with business experts. Since 2020, when the program focused mostly on women entrepreneurship, the counseling seminars were online. This gave migrant women the opportunity to combine Entrepreneurship Counselling with the rest of social reproductive activities they took during the day.
Main weakness of the service/project	Entrepreneurship Counselling was held in English. This left out many French-speaking migrant women who wanted to participate in the program but could not speak English. Moreover, the same happened with migrant women who did not have basic computer skills. Lastly, the timing of the program was inconvenient, since the social and economic consequences of covid-19 pandemic were rather preventive factors for potential entrepreneurs.
Are the activities developed by the service/project potentially transferable to other contexts?	Other NGOs in Greece develop similar actions, however, very few are focused solely on women entrepreneurship.
Telephone/email contacts of the service/ project	Katerina Kapnisi, k.kapnisi@g2red.org

Form for the collection of information relating to projects/services to support entrepreneurship	
Name of the project/service	**People's Trust**
Institution/organization that mangaes the service/project	People's Trust (NGO)
Is the service/project currently active?	Yes
Location of the service/ project (city, region where it is/was present)	In Athens and from Northern Greece, in particular Thessaloniki, Northern Edessa and Polykastro
Mission/Objectives of the service/project	Support entrepreneurs and entrepreneurship in order to create new job positions
Funds/financing channels of the service/ project	Laskarides Foundation is the main institution funding People's Trust. The People's Trust supports people or new business, either with seed funding or with an interest fee loan. Their rationale is to provide start-up funding for new businesses, and also to help existing businesses which already have some profit through the provision of an interest fee loan.
Target (beneficiaries) of the service/project	Beneficiaries range from 18-65 years old and the average age is 38 years old. Men are more widely represented than women and all beneficiaries must have a Greek tax number.
Number of beneficiaries involved in the activities of the service/project thus far	Since 2016 approximately 3000 applications have been received and 395 companies have received financial and advisory support.

Brief description of the activities developed by the service/project	The project provides 10,000 euros in financial support for new companies or up to 10,000 euros in loans over 2 years for existing businesses. Additionally, it provides free business development services through advisory support services as well as educational programs. The programs network of mentors offered free seminars pre-covid, and now it offers webinars, with a particular focus on storytelling, digital media and digital growth. Finally, People's Trust facilitates the development of collaborations between entrepreneurs through one networking event each year and a special facebook group that serves as a hub for businesses and entrepreneurs.
Any partner/actors formally involved in the activities of the service/ project	There are many institutional partners involved in the business coaching center such as AFI, NBG seeds, Captain Vasilis Foundation, The American Farm School, ALBA, Solidarity Now and IRC. This networking enables the beneficiaries to access the resources of different institutions and build their network. Finally, the group Women on Top is involved in the project and prioritizes female beneficiaries.
Main results achieved by the service/project in relation to the mission/ objectives	They assess the impact through the number of jobs created, the sustainability of the businesses created and the number of applications to the program.
Main difficulties encountered while carrying out the activities of the service/ project	People's Trust was the first of its kind in Greece, which was a challenge because there was no technical knowledge on how to start its operations. AFI existed but the evaluation of applications was done by Eurobank. They needed to find a way to evaluate the applicants, but they did not have the traditional paperwork needed by the bank because potential beneficiaries may be unemployed or their businesses hadn't started yet. This meant that the evaluation carried a greater risk and had to be people-centric. An example of this challenge is that they could have an applicant who had a tax return of only 500 euros because most of their salary was paid illegally. As a result, they had to evaluate criteria such as how cooperative, dedicated, prepared and persistent the applicant was.

Main strengths of the service/project	The greatest competitive advantage is the financial support, as it is the only such funding vehicle in the country. Additionally, the low interest personal loans are also unique. The institution believes however that the business development support is more important than the 10,000 euros financial support as the beneficiaries are able to contact the People's Trust for any issue that arises. The People's Trust tries to create a support community with a family like atmosphere, which, even 3 to 4 years after a beneficiaries completion of the program.
Main weakness of the service/project	They have found the best way and method possible to evaluate applications and certify decisions with the limited resources they have. As People's Trust is comprised of a small team, they are limited by time and workload and thus unable to evaluate applications in depth and breadth. The program would benefit and have a greater impact if they had more employees.
Are the activities developed by the service/project potentially transferable to other contexts?	The mentorship component and focus on the needs of females could be transferred. However, along these lines the national unemployment agency (ΟΑΕΔ) contacted People's Trust and noted how difficult it would be to implement such a program at a large-scale organization. As a result, while it may not be easy to transfer element of the work of People's Trust, it could be useful to study the companies created with the support of this institution, particularly looking at what makes small companies sustainable.
Telephone/email contacts of the service/ project	-- **Thanos Kampylis** **Communications Manager** **The People's Trust** T:+30 210 3647972-3 linktr.ee/thepeoplestrust

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T3.3 – IDENTIFICATION OF GOOD PRACTICES

Mapping of local services/projects that have promoted consultancy or training activities for the launch and/or support of entrepreneurial activities

Form for the collection of information relating to projects/services to support entrepreneurship	
Name of the project/service[1]	**Business Plan Workbook**
Institution/organization that manages the service/project	IQ[2] Fachstelle Migrantenökonomie
Is the service/project currently active?	Yes.
Location of the service/ project (city, region where it is/was present)	Germany
Mission/Objectives of the service/project	The goal is to help migrants create a business plan. In this way, the establishment of a business is to be made successful.
Funds/financing channels of the service/ project	The Business Plan Workbook is product of the "IQ Fachstelle Migrantenökonomie" which is part of "IQ project Network". This Network of IQ-Projects is founded by the Federal Ministry of Labor and Social Affairs.
Target (beneficiaries) of the service/project	Migrants in general
Number of beneficiaries involved in the activities of the service/project thus far	From January 2019 to June 2021, a total of 6,411 consultations were were carried out. In addition 5,532 people took part in 342 events and 754 people in 51 training sessions hosted by the IQ funding program or in which projects of the IQ funding program were involved.
Brief description of the activities developed by the service/project	This guide takes you through the process of drawing up your business plan on a step - by - step basis. It´s published in 12 languages in a simplified way for better understanding.
Any partner/actors formally involved in the activities of the service/ project	Institut für Sozialpädagogische Forschung Mainz e.V.
Main results achieved by the service/project in relation to the mission/ objectives	• 6.222 people who are users of the Service for the Laboral Insertion. • 2.222 entrepreneurs and businesswomen advised in Business creation and consolidation service.

[1] If possible, indicate the link to the web page of the service/project.

[2] Short for : Integration through Qualification

	• 1282 women trained in the creation and consolidation of enterprises. • 98 companies set up. • 317 active women entrepreneurs.
Main difficulties encountered while carrying out the activities of the service/ project	none
Main strengths of the service/project	The service is easily transferable to other countries. It has already been translated into many languages and gives easier access to the preparation of a business plan. The Business Workbook is interactive and explains many technical terms that are necessary for further work.
Main weakness of the service/project	The workbook is only part of the solution. The target group still needs help in creating a business plan and in approaching investors and distribution partners. It is a good tool but is not enough on its own to successfully start a company.
Are the activities developed by the service/project potentially transferable to other contexts?	It is quite easy to adapt to fit other European regions. One only has to adapt individual legal norms and legal forms to the respective country.
Telephone/email contacts of the service/ project	https://www.netzwerk-iq.de/fileadmin/Redaktion/Downloads/Fachstelle_Migrantenoekonomie/Businessplan_Workbook/IQ-BPB_en_web.pdf fachstelle@migrantenoekonomie-iq.de

Form for the collection of information relating to projects/services to support entrepreneurship	
Name of the project/service[3]	**Business Angels Netzwerk Deutschland e.V. (short: BAND)**
Institution/organization that manages the service/project	It´s managing itself with support of the Federal Ministry for Economic Affairs and Energy
Is the service/project currently active?	Yes.
Location of the service/ project (city, region where it is/was present)	Germany
Mission/Objectives of the service/project	BAND is committed to building up the business angels culture in Germany, organizes the exchange of experience and promotes cooperations. BAND is the spokesperson for business angels networks vis-à-vis politics and the public and represents the interests of business angels in the interest of young innovative companies.

[3] If possible, indicate the link to the web page of the service/project.

	BAND was founded in 1998 as a registered association. Since 2001, BAND has been the recognized umbrella organization of German business angels and their networks.
Funds/financing channels of the service/ project	Federal Ministry for Economic Affairs and Energy, Sparkasse Finanzgruppe (Big German Bank), High-Tech Gründerfonds (Venture Capital Investor), Osborne Clarke[4]
Target (beneficiaries) of the service/project	People who wants to start up an innovative business
Number of beneficiaries involved in the activities of the service/project thus far	The total number of beneficiaries is not shared on their website so we do not have access to this section.
Brief description of the activities developed by the service/project	Business Angels are companies or private persons who invests in startups and are part of the "Business Angels Network". Business angels finance start-ups with their own money, usually through an open investment in the company. Of course, there is also the complementary or exclusive case that the business angel only takes a silent participation or finances with a loan. Convertible loans also play a role, i.e. the business angel has the right to convert the loan into shares at a later date. Example for funding through an open sharing: A and B, as founding shareholders, each hold 50% in the start-up company X-GmbH. The share capital of X-GmbH amounts to € 25,000. A and B agree with the business angel C on financing via an open participation by increasing the share capital by 10 %, i.e. € 2,500. Together, both sides value X-GmbH at 500,000 €. Therefore, C pays a total of €50,000, of which €2,500 is paid into the share capital and €47,500 into the capital reserve of X-GmbH. During the holding period of the investment, the business angel does not earn any money with the start-up. Only when he can sell his investment again (if possible after the company has increased significantly in value), he can hope for a profit from the proceeds of the sale.
Any partner/actors formally involved in the activities of the service/ project	EXIST - Business start up grant (https://www.exist.de/EN/Home/home_node.html) Forum Start Up Chemie (https://forum-startup-chemie.de/)
Main results achieved by the service/project in relation to the mission/ objectives	

[4] Osborne Clarke LLP is a member of the Osborne Clarke Verein, a Swiss verein which does not itself provide legal or other client services. Each of the member entities is a separately constituted and regulated legal entity or partnership which provides legal and other client services in accordance with the laws of the jurisdictions in which it operates.

	The project has engaged and helped lots of women who seek for another opportunity in their lives and want to start a new idea and boost their own projects.
Main difficulties encountered while carrying out the activities of the service/ project	Difficulties certainly exist. These are not known to me so far and will be submitted when they become known.
Main strengths of the service/project	The project has the possibility to counteract financing problems and avoid high loan sums. It can be an alternative and also a supplement to loans from banks. In addition, potential stakeholders are in a network that facilitates contact with distributors and other useful partners.
Main weakness of the service/project	The entry for women with a migration background is quite difficult, as many competences are required to become part of the programme. Competences such as language and a very good business plan.
Are the activities developed by the service/project potentially transferable to other contexts?	Yes, under certain conditions. Big businesses and state authorities must have an interest in promoting small businesses.
Telephone/email contacts of the service/ project	https://www.business-angels.de/en/ https://www.facebook.com/BusinessAngelsNetzwerkDeutschland

Form for the collection of information relating to projects/services to support entrepreneurship	
Name of the project/service[5]	**AUF – mobile Akademie Unternehmensnachfolge für Frauen**
Institution/organization that manages the service/project	jumpp - Frauenbetriebe e.V.
Is the service/project currently active?	Yes, runs from 2021 to the end of 2023
Location of the service/ project (city, region where it is/was present)	Frankfurt am Main, Germany
Mission/Objectives of the service/project	"AUF - die mobile Akademie Unternehmensnachfolge für Frauen" (AUF - the mobile academy for business succession for women) encourages women who are interested in setting up their own businesses to tackle self-employment in the form of taking over a business and supports them in developing their entrepreneurial potential. For this purpose, we offer a gender-appropriate series of workshops. The model project also addresses small and medium-sized enterprises (SMEs) that want to actively prepare their succession and sees itself as a cross-sectoral interface. For this purpose, the academy

[5] If possible, indicate the link to the web page of the service/project.

	actively involves regional networks, business and educational actors with their diverse know-how: so that they sensitize, inform and qualify around the topic of female business succession.
Funds/financing channels of the service/ project	The project is funded by the Federal Ministry for Economic Affairs and Energy (BMWi) as part of the initiative "Company succession - from practice for practice"
Target (beneficiaries) of the service/project	• women who are interested in setting up their own businesses • small and medium-sized enterprises (SMEs) that want to actively prepare their succession and sees itself as a cross-sectoral interface
Number of beneficiaries involved in the activities of the service/project thus far	The total number of beneficiaries is not shared on their website so we do not have access to this section.
Brief description of the activities developed by the service/project	• Workshops for women, companies • Individual coaching • Creating networks
Any partner/actors formally involved in the activities of the service/ project	jumpp - Frauenbetriebe e.V.
Main results achieved by the service/project in relation to the mission/ objectives	As the project did not start until 2021, no evaluations have been collected yet.
Main difficulties encountered while carrying out the activities of the service/ project	It´s not specialized for migrant women. The project is for women in general and would still need to add suitable content for the target group.
Main strengths of the service/project	The workshops work on the mindset and self-confidence of the women. It is a kind of coaching, which usually costs a lot of money. The participants benefit from the experience of the coaches and get access to business networks.
Main weakness of the service/project	It´s only available in Frankfurt am Main and the surrounding.
Are the activities developed by the service/project potentially transferable to other contexts?	Yes, they are. The project aims for skills like self-esteem and networking which are independent of languages and countries.
Telephone/email contacts of the service/ project	https://www.auf-unternehmensnachfolgerin.de/ christine.acker@jumpp.de

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T3.3 – IDENTIFICATION OF GOOD PRACTICES

Mapping of local services/projects that have promoted consultancy or training activities for the launch and/or support of entrepreneurial activities

Form for the collection of information relating to projects/services to support entrepreneurship	
Name of the project/service[1]	**Griot Kitchen – the recipes of dialogue**
Institution/organization that manages the service/project	Association Ce.F.A.S. – Training Centre and high specialization
Is the service/project currently active?	Yes
Location of the service/ project (city, region where it is/was present)	Carmiano (Lecce, Puglia, Southern Italy)
Mission/Objectives of the service/project	The project aims to help refugees and asylum seekers on their journey to employment and independence and promote their integration.
Funds/financing channels of the service/ project	Griot Kitchen is included in the project Mi-gratefull kitchen supported by the Fund for the financing of projects and activities of general interest in the Third Sector (art.2 D.Lgs n.117/2017) - Notice 1-2018 (AD 633/2018) Program "PugliaCapitaleSociale 2.0"
Target (beneficiaries) of the service/project	Asylum seekers, refugees, long-term migrants (direct beneficiaries). Other target will be the women of the local community invited to "teach" first and then "exchange knowledge" with the migrants involved in the project.
Number of beneficiaries involved in the activities of the service/project thus far	The members come from different countries (Somalia, Nigeria, Mali, Senegal, Ivory Coast, Armenia) and are aged between 18 and 45.
Brief description of the activities developed by the service/project	It is a project that provides people defined as “disadvantaged”, such as women leaving reception projects, with the opportunity to redeploy their personal and work skills. The most interesting aspect that emerges from this experience is undoubtedly the training and professional path, which is designed and defined based on the real needs detected and expressed by the women. In fact, the cooperative was founded in 2019 as a joint project between a reality that deals with reception in the province of

[1] If possible, indicate the link to the web page of the service/project.

	Lecce, an association operating in the field of social agriculture and a training center. It is precisely from this continuity and synergy that a particular training and professional path is articulated, whose strong points are the **constant tutoring activity** and a series of practical solutions which have been identified precisely to intervene on the criticalities and needs for autonomy that the women included in the reception projects express at the end of that period in the structures. The creation of the training path is fundamental as a prerequisite for participating in entrepreneurial activities. The training course, which lasts about a year, tries to respond to women's training needs, ranging from the more general to the more professional. Alongside these subjects, a fundamental role is played by the **professional training** part, specific to work in the kitchen. After the initial phase, the women study and experiment with the dishes that they offer in catering services and in small productions for local restaurants. Other proposed training courses concern the cultivation of a vegetable garden with vegetables of foreign origin to be used in the cooperative's production workshops. According to the president, continuous training is at the basis of everything that is proposed and that turns around the cooperative's projects, to make women as competent and autonomous as possible. In conclusion, a set of effective tools emerges from the designed and implemented path, potentially transferable to other contexts dedicated to fostering entrepreneurship among foreign women, especially women coming out of reception projects: • Strengthening of language skills • Computer training • Vocational training • Continuous tutoring activities • Activation of transport services • Activation of babysitting services • Inclusion of women as members in the cooperative
Any partner/actors formally involved in the activities of the service/ project	Yes, Rinascita social cooperative, GustaMente Puglia, Slow Food Lecce
Main results achieved by the service/project in relation to the mission/ objectives	The development of local social capital is directly linked to the logic adopted for the entire co-production project that leads to the development of an open relationship between the actors: migrants, professionals, and members of the local community who intervene to transfer skills (e.g. the elderly ladies) or use the service (e.g. those who subscribe to the cookery classes).The members of the local community have been involved in the planning and delivery of culinary training moments for migrants. Relationships which consisted of reciprocity and trust arose. The generative power of this type of relationship was to empower the person through the creation

	of bonds and networks, which are the main resource produced by the project. The project led to the establishment of the GRIOT association of female migrant chefs, who offer a wide range of catering services and cooking lessons
Main difficulties encountered while carrying out the activities of the service/ project	Support women towards full personal and professional autonomy is one of the main difficulties encountered, because of both (1) knowing the significant information for starting up and managing a business activity, especially in terms of understanding the country of residence's bureaucratic procedures is an issue, requiring specific skills and knowledge to be acquired by migrant women; (2) lack of resources, in terms of means of transportation and family care services (lack also of economic resources to pay for a babysitting services), hindering women's autonomy
Main strengths of the service/project	• Its design is based on an analysis of migrant women's needs • Constant tutoring activity supported by a network of diversified key stakeholders
Main weakness of the service/project	Even though the idea is that women will become autonomous at some point, the administrative management of the cooperative, as well as the management of catering deliveries and the organization of services are still tasks carried out by the promoting organization
Are the activities developed by the service/project potentially transferable to other contexts?	Yes, all services developed may be potentially transferred to other contexts considering the local characteristics. A priviledged target would be foreign women entrepreneurs coming out of the reception system.
Telephone/email contacts of the service/ project	Facebook page: https://www.facebook.com/GRIOT-Storie-e-cucine-migranti-100615058047308/ EMAIL: cooperativagriot@gmail.com; cefaseventi@gmail.com

Form for the collection of information relating to projects/services to support entrepreneurship	
Name of the project/service[2]	Sfruttazero
Institution/organization that mangaes the service/project	"Diritti a Sud" and "Solidaria" Associations
Is the service/project currently active?	Yes
Location of the service/ project (city, region where it is/was present)	Nardò (Lecce, Puglia, Southern Italy) and Bari (Puglia, Southern Italy)
Mission/Objectives of the service/project	It is a project of self-production of tomato sauce of cooperative and mutualistic purposes, promoted by Italians with working difficulties

2 If possible, indicate the link to the web page of the service/project.

	and foreign people, both men and women, victims of exploitation in agriculture.
Funds/financing channels of the service/ project	Crowfunding; sale of products.
Target (beneficiaries) of the service/project	Italian and foreign men and women unemployed, in precarious job conditions or victims of forced labour/exploitation
Number of beneficiaries involved in the activities of the service/project thus far	In addition to the work of permanent employees, fixed-term contracts are made from time to time as required. For the tomato harvest, for example, around 30 contracts are usually made.
Brief description of the activities developed by the service/project	The main activities are the planting and growing of the tomatoes. Then, there is a phase of harvesting seasonal agricultural products (especially tomatoes and fruit), then, a processing stage for the production of tomato sauce and canned tomatoes, and finally a selling and dissemination stage. All the employees have regular contracts which respect workers' rights. There is also an activity of assistance and guidance in terms of employment, housing intermediation and legal support, including the creation of a mutual aid fund to support immigrants' self-determination paths, as well as participation in training courses or conferences throughout Italy.
Any partner/actors formally involved in the activities of the service/ project	Not collected
Main results achieved by the service/project in relation to the mission/ objectives	The activity has promoted ethical labour insertion, respecting the rights of men and women workers, enabling several people to support themselves economically without resorting to exploitative forms of work.
Main difficulties encountered while carrying out the activities of the service/ project	Difficulties are mainly found in production costs (in a context of competition from non-virtuous companies), which raise the selling price of the sauce and products, making them niche products and not allowing the project to be extended to larger numbers of workers.
Main strengths of the service/project	Seasonal workers such as men, women, immigrants and foreigners are employed under decent conditions to take part in a range of agricultural activities including growing and harvesting tomatoes, processing them into sauce and marketing them within a completely 'off-market' 'zero exploitation' agri-food chain. The workers are both Italian and foreign, demonstrating that everyone finds space and recognition of their rights in the production of 'clean and transparent tomato sauce'. As proof of this, on the labels of Sfruttazero products you can find the faces and names of those who participated in the production, their nationality, and the qualification of 'free farmer'. The project is based on the idea that the process of integrating immigrants or anyone on the margins of society is through self-organisation and job creation.
Main weakness of the service/project	It is very difficult to guarantee continuity in employment contracts and economic sustainability of the project, as it is an activity mainly based on crowdfunding and the sale of products in unfavourable market conditions.

Are the activities developed by the service/project potentially transferable to other contexts?	The project can certainly be transferred to contexts where there are forms of labour exploitation in agriculture, in particular to facilitate knowledge of the rights and better integration of foreign workers.
Telephone/email contacts of the service/ project	E-mail: info@dirittiasud.org Cell: 340 8550770

Form for the collection of information relating to projects/services to support entrepreneurship	
Name of the project/service[3]	Sportello Start-up d' Impresa
Institution/organization that manages the service/project	**Porta Futuro Bari** was born as an experimental reception, orientation, and training service centre, responding to the occupational needs of citizens. Its goal is to create an urban and metropolitan hub that can promote the full integration of young people into the labour market in the area, guaranteeing hospitality, guidance, training, and support for business start-ups. The centre promotes and favours the meeting between the citizens' employment demand and the labour supply of businesses (companies, districts, representatives)
Is the service/project currently active?	Yes
Location of the service/ project (city, region where it is/was present)	Municipality of Bari, Puglia, Italia
Mission/Objectives of the service/project	The Start-up Desk supports new business initiatives with personalized (coaching, mentoring) and collective (workshops and generalist and specialist training courses) consultancy services, aimed at verifying the administrative, technical, and financial feasibility of the proposals. Porta Futuro supports citizens in proposing their idea to public and private entities that provide funding, and in creating dialogue with research centres, production districts, and entrepreneurial realities engaged in similar fields.
Funds/financing channels of the service/ project	**PORTA FUTURO BARI** is funded by Puglia Region and supported by the "Giovani in rete: la PA al servizio di nuova occupabilità" Project, financed within the PON Programme "Governance e Azioni di Sistema 2007-2013"
Target (beneficiaries) of the service/project	The Start-up Desk services target all citizens already registered or to be registered to Porta Futuro Bari.
Number of beneficiaries involved in the activities of the service/project thus far	Since 01/01/2019: 1650 beneficiaries
Brief description of the activities developed by the service/project	The activity developed by the Start-up Desk mainly consists in the provision of individual counseling in which the citizen is summoned on the basis of the demand intercepted during the welcome interview, from which follows a formative path to respond to the beneficiary's needs and giving support for the development of his/her business idea. The formative path may be provided online and/or in person. At the end of each meeting, the user receives information sheets on public funding of his interest, the legislation in force for the implementation of the proposed idea and a format for the preparation of a business plan. In addition, participation in workshops (general and / or specialist) on issues related to business creation

[3] If possible, indicate the link to the web page of the service/project.

	is evaluated and shared with the citizen, as part of the individualized consultancy path. Portafuturo guarantees free technical support to access financial advantages and /or support measures for starting a business.
Any partner/actors formally involved in the activities of the service/ project	**Porta Futuro Bari** is implemented in collaboration with **Comune di Bari, Puglia Region** and with the technical support of **Capitale Lavoro S.p.a.**
Main results achieved by the service/project in relation to the mission/ objectives	The Start-Up Desk has contributed to the launch of new entrepreneurial activities for many young people. In particular, the service facilitated the job demand-supply matching and contributed to improving the professional knowledge of users through various orientation and specific training activities.
Main difficulties encountered while carrying out the activities of the service/ project	Users with little motivation to undertake a path of self-employment or entrepreneurship, difficulty of users in dealing with the bureaucratic procedures of starting up a new business, discontinuity of users in taking part to accompanying process.
Main strengths of the service/project	The main strength of the Start-up Desk is its accessibility. In addition to being open to all citizens, the Start-up Desk offers personalized and collective advice, in person and online.
Main weakness of the service/project	Failing to fully intercept all groups of potential start-up users, including young university students or recent graduates.
Are the activities developed by the service/project potentially transferable to other contexts?	The activities developed by the Start-up Desk could be easily replicated and transferable as part of the creation of a Desk that specifically supports the start-up of an entrepreneurial activity by a different target group, namely that of migrant women.
Telephone/email contacts of the service/ project	http://www.portafuturobari.it/contatti/contatti.aspx