



**WP D:  
RESEARCH ON  
INNOVATIVE  
SOLUTIONS**

**DELIVERABLE D 2.9: National Participatory  
Forums Convened**

**Dr. Maria Giannacourou  
CRETHIDEV**

**Project 2017-1-094: *YOUNG-ICT\_WOMEN: Innovative Solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda (WOMEN4IT)***

DELIVERABLE D2.9: National Participatory Forums Convened

Work Package No & Title: WP D: Research on Innovative Solutions

Work Package Leader: P3- CRETHIDEV (Greece) Partners involved: P1 LIKTA, Latvian Information and Communication Technology association – (Latvia), P2 FUNDACIÓN PLAN INTERNATIONAL – (Spain), P4 MCA -Malta Communications Authority – (Malta), P5 BETI, Baltic Education Technology Institute – (Lithuania), P6 ICS, ECDL Ireland Ltd. – (Ireland), P7 EOS, Educating for an Open Society – (Romania), P8 ECWT, European Centre for Women and Technology – (Norway), P9 DE, DIGITAL EUROPE – (Belgium)

Distribution level: Partnership (Confidential)

Reviewed by: Peer review internal

Document Version: 1

Status: Final

[Document History](#)

Version	Date	Author/Organization	Changes
0.1	20/05/2019	CRETHIDEV	First version
0.2	24/05/2019	LIKTA	Review
1	31/05/2019	CRETHIDEV	Final



## Table of Contents

<b>1. INTRODUCTION .....</b>	<b>4</b>
<b>2. OVERVIEW OF RESEARCH ON INNOVATIVE SOLUTIONS .....</b>	<b>5</b>
<b>2.1 Purpose of the National Forum convened .....</b>	<b>6</b>
<b>3. METHODOLOGY FOR NATIONAL FORUM DEVELOPMENT .....</b>	<b>7</b>
<b>4. RESULTS.....</b>	<b>11</b>
<b>4.1 Identification of NF members categories.....</b>	<b>11</b>
4.1.1. Summary of NF members' categories .....	20
<b>4.2 Assessment of NF members' influence and interest .....</b>	<b>21</b>
4.2.1. Summary of NF members' analysis.....	28
<b>ANNEXES.....</b>	<b>30</b>
<b>ANNEX 1: Partners' NF Members Repository (empty).....</b>	<b>31</b>
<b>ANNEX 2: LIKTA NF Members' Repository.....</b>	<b>32</b>
<b>ANNEX 3: PLAN NF Members' Repository .....</b>	<b>36</b>
<b>ANNEX 4: CRETHIDEV NF Members' Repository.....</b>	<b>39</b>
<b>ANNEX 5: MCA NF Members' Repository .....</b>	<b>41</b>
<b>ANNEX 6: BETI NF Members' Repository .....</b>	<b>43</b>
<b>ANNEX 7: IRS NF Members' Repository .....</b>	<b>46</b>
<b>ANNEX 8: EOS NF Members' Repository.....</b>	<b>48</b>
<b>REFERENCES.....</b>	<b>50</b>

Implemented by:

[www.women4it.eu](http://www.women4it.eu) 3



The project Nr.2017-1-094 "YOUNG-ICT WOMEN: Innovative Solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda" benefits from a 2.714.304 € grant from Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Employment. The aim of the project is to increase the numbers of EU vulnerable girls and young women into the digital agenda.



## 1. INTRODUCTION

The main objective of the *YOUNG-ICT\_WOMEN: Innovative Solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda* (WOMEN4IT) project is to develop the digital competences of young women who are at risk of exclusion from the labour market by improving their employability through an alternative, integrated approach. The solution will upskill them, with a 'learning to learn' attitude, a sense of initiative, and the social skills necessary to find a job. Conducting needs assessments will help reaching this outcome since through the systematic review and study of multi-sourced data the identification of gaps between current and desired/required knowledge, skills, behavior and practice will be revealed.

The consortium aspires also to develop a new participatory alliance with employers and stakeholders so as to make the proposed solutions sustainable and transferable to different national settings and target groups

The project is implemented by 9 Partners:

LIKTA, Latvian Information and Communication Technology association, Latvia (Coordinator)

FUNDACIÓN PLAN INTERNATIONAL, Spain

CRETHIDEV, Creative Thinking Development, Greece

MCA -Malta Communications Authority, Malta

BETI, Baltic Education Technology Institute, Lithuania

ICS, ECDL Ireland Ltd., Ireland

EOS, Educating for an Open Society, Romania

ECWT, European Centre for Women and Technology, Norway

DE, DIGITAL EUROPE, Belgium

Implemented by:

[www.women4it.eu](http://www.women4it.eu)

4



The project Nr.2017-1-094 "YOUNG-ICT WOMEN: Innovative Solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda" benefits from a 2.714.304 € grant from Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Employment. The aim of the project is to increase the numbers of EU vulnerable girls and young women into the digital agenda.



## 2. OVERVIEW OF RESEARCH ON INNOVATIVE SOLUTIONS

Research on Innovative Solutions is one of the nine (9) WPs of WOMEN4IT project and it contributes in the provision of innovative solutions to increase the number of young women in the digital economy through mapping the theory, practices and policies that underpin the understanding of young women needs regarding access to technology and digital training as well as labour market needs.

More specifically, research on innovative solutions aims to:

- 1) Collect information on needs assessment in European and National level to reveal skills shortages/mismatches in the local labour market and improve the understanding of digital skills needs at national level,
- 2) Identify effective innovative approaches and good practices currently in use and their contribution to employment of NEETs/target groups.
- 3) Identify future trends in employability regarding digital skills to prepare trainees for the work challenges,
- 4) Provide the necessary input for next project phases and especially WP E: Design of Profiling Solutions

The research, data collection, analysis and interpretation activities will lead in the development of:

- DELIVERABLE D2.1: Development of Consolidated Report on Needs Assessment in European and National Level
- DELIVERABLE D2.2: Digital jobs profiles defined
- DELIVERABLE D2.7: Study of Innovative Approaches Contribution to Employment of NEETs/Target Groups
- DELIVERABLE D2.9: National participatory forums convened

In the following sections, DELIVERABLE D2.9: National participatory forums convened will be presented.

Implemented by:

[www.women4it.eu](http://www.women4it.eu) 5



The project Nr.2017-1-094 "YOUNG-ICT WOMEN: Innovative Solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda" benefits from a 2.714.304 € grant from Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Employment. The aim of the project is to increase the numbers of EU vulnerable girls and young women into the digital agenda.



## 2.1 Purpose of the National Forum convened

The purpose of this deliverable is to present the National Forums (NFs) which have been set up locally in each of the seven piloting partner countries involved in the project (Latvia, Spain, Greece, Malta, Lithuania, Ireland and Romania).

The NFs are composed of representatives from national and local governments, universities, professional and labour associations, training and employment institutions, industry and local businesses. Their role is, through ongoing engagement, to provide support to the partnership at a local level, promote the agenda of the project, facilitate collaboration, cooperation and co-learning in the wider community and realistically review W4IT outputs to increase the potential adoption of the proposed interventions.

### 2.1.1. Expected role of the National Forum members in Research

As members of the National Forums are considered the stakeholders, i.e. the persons or organizations that are impacted, positively or negatively, by the actions and intentions of the project. There is foreseen an ongoing engagement of stakeholders in the project, but their involvement, especially in the research phase, is important because they can support better decisions which is expected to lead to the delivery of better products and services, increasing the value of project outcomes.

Thus, the focus of the NFs members' involvement in this project phase is to:

- Contribute to best understanding local labour market ICT skills needs
- Contribute to the identification of young women skills' needs to promote employability
- Realistically review and contribute to digital occupations prioritization
- Provide insight and validate field research findings
- Provide insight on future employability trends
- Support localization of suggestions

The **duration** of the National Forum stakeholders' involvement for the project is expected to last from November 2018 – until the end of the project (August 2021), but for WP D – Research on Innovative Solutions, the end date is June 2019, in accordance to the timeline of the research phase.

Implemented by:

[www.women4it.eu](http://www.women4it.eu) 6



The project Nr.2017-1-094 "YOUNG-ICT WOMEN: Innovative Solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda" benefits from a 2.714.304 € grant from Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Employment. The aim of the project is to increase the numbers of EU vulnerable girls and young women into the digital agenda.



### 3. METHODOLOGY FOR NATIONAL FORUM DEVELOPMENT

The methodology for building National Forums in the seven piloting countries involved 4 steps:

#### **STEP 1: Identification of NF members**

The aim of this first step was to identify the key members to be included in the National Forums as these could create more value for the project by providing the necessary information to improve the quality of the project, and guaranteeing that all important dimensions have been taken into consideration. In addition, the participation of stakeholders in the research phase as members of the National Forums could promote the understanding of needs and priorities of the target population and avoid biases and assumptions that are often made. Through their participation, feedback and insight was provided to validate research findings, as part of research triangulation, but it also allowed for the necessary adjustments to ensure that research outputs and suggestions stay relevant, especially since IT is an especially slippery subject, continuously changing and imposing new demands on the work environment. Such changes make difficult to predict which skills jobs will require in the future, thus threatening to widen the skills gap and making career planning more challenging.

Thus, those organizations that could potentially affect or be affected by the proposed project interventions, were sought and lists were created, in the partner countries, by identifying individual stakeholders within each stakeholder organization.

#### **STEP 2: Assessment of NF members' interests**

In the WOMEN4IT project, special emphasis was placed in building an alliance with stakeholders in the ICT sector and the labour market to define innovative employment solutions in order to increase the number of girls and young women in ICT positions. Therefore, during the first phase of the project, the research phase, key stakeholders were reached through online and offline actions, in partner countries, and introduced to project objectives and research findings, because these constitute the basis for the development of project innovative solutions.

Then, their possible interests, as well as expectations regarding the project, were considered to assess their potential impact and expected degree of involvement. Each Forum member had its own objectives and interests for involvement in promoting young women engagement in STEM and IT sector, but, a common denominator for all was the creation of a positive and supportive environment to increase employment opportunities for women in the IT sector.

Implemented by:

[www.women4it.eu](http://www.women4it.eu) 7



The project Nr.2017-1-094 "YOUNG-ICT WOMEN: Innovative Solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda" benefits from a 2.714.304 € grant from Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Employment. The aim of the project is to increase the numbers of EU vulnerable girls and young women into the digital agenda.



Some NFs members' interests were less obvious than others and more difficult to define since interests are usually correlated with how persons affect or are affected by a situation. However, most common interests included:

- Financial – Economic: A training program on digital skills and jobs could lead to better prepared labor force and thus to increases in work productivity and efficiency, quality of products or services and support businesses growth potential.
- Intellectual – academic: Research findings could provide insight on future ICT, work, social changes and demands, allowing for preparatory work to meet new conditions.
- Community – Social: The training on digital skills and jobs could facilitate employability and therefore better economic prospects for various vulnerable groups.
- Working environment: Involving end-users representatives and beneficiaries in a participatory way in the decision-making, could increase their awareness and motivation by allowing their voices to be heard, as well as their preparedness to changing conditions, improving their employability and career prospects.

### STEP 3: Assessment of NF members' influence and interest

**Influence** refers to the power that stakeholders have over a project. It can be exercised by controlling the decision-making process directly and by facilitating or hindering the project's implementation. This control may come from a stakeholder's status or power, or from informal connections with leaders.

**Interest** refers to the degree to which achievement of project goals depends on the active involvement of a given stakeholder. Stakeholders who are important to a project are generally those whose needs the project seeks to meet as well as those whose interests may converge with the objectives of the project. Some stakeholders may be very interested for a project, but lack influence.

By exploring the concepts of stakeholder influence and importance, a model of four types of project-stakeholder relationships was produced, (Table 1) and partners were asked to assess the influence and the importance of each stakeholder.

Implemented by:

[www.women4it.eu](http://www.women4it.eu) 8



The project Nr.2017-1-094 "YOUNG-ICT WOMEN: Innovative Solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda" benefits from a 2.714.304 € grant from Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Employment. The aim of the project is to increase the numbers of EU vulnerable girls and young women into the digital agenda.





<p><b>High Interest / Low influence</b></p> <p><b>A</b></p>	<p><b>High Interest / High Influence</b></p> <p><b>B</b></p>
<p><b>C</b></p> <p><b>Low Interest / Low Influence</b></p>	<p><b>D</b></p> <p><b>Low Interest / High Influence</b></p>

Table 1: Analysis of National Forum members

The criteria used to map stakeholders included: power and status (political, social and economic), control of strategic resources, informal influence (e.g. personal connections) and relations with other stakeholders.

Mapping each stakeholder using the above model facilitated also the development of strategies for their involvement.

#### STEP 4: Stakeholders' engagement strategy

On the basis of the previous three steps and the NF members' assessment process, i.e. the influence, interest, and importance of each stakeholder, partners planned their involvement in the research phase:

- stakeholders of **high influence and high interest** were closely involved throughout the research phase to provide insight and ensure their support for the project
- stakeholders of **high influence and low interest** were informed about project activities and their views were acknowledged
- stakeholders of **low influence and high interest** were involved to ensure their views were taken into consideration and their needs were met
- stakeholders of **low influence and low interest** were informed about project outcomes and shared research findings.

An important element of working with National Forums was the ongoing engagement with the organizations of all the affected sectors through the identified members/stakeholders. This was largely achieved by networking, informal meetings, working groups online and face to

Implemented by:

[www.women4it.eu](http://www.women4it.eu) 9



The project Nr.2017-1-094 "YOUNG-ICT WOMEN: Innovative Solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda" benefits from a 2.714.304 € grant from Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Employment. The aim of the project is to increase the numbers of EU vulnerable girls and young women into the digital agenda.



face, discussing research perspectives and goals, and sharing research findings for critical review.

The focus of the National Forums is expected to evolve over time according to the progression of project activities and tasks to allow the forum to adapt to the new developments as well as to changes in the engagement, personal interests and attitudes.

Implemented by:

[www.women4it.eu](http://www.women4it.eu) 10



The project Nr.2017-1-094 "YOUNG-ICT WOMEN: Innovative Solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda" benefits from a 2.714.304 € grant from Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Employment. The aim of the project is to increase the numbers of EU vulnerable girls and young women into the digital agenda.



## 4. RESULTS

### 4.1 Identification of NF members categories

In the following tables the NF members per partner country are presented

Implemented by:

[www.women4it.eu](http://www.women4it.eu) 11



The project Nr.2017-1-094 "YOUNG-ICT WOMEN: Innovative Solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda" benefits from a 2.714.304 € grant from Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Employment. The aim of the project is to increase the numbers of EU vulnerable girls and young women into the digital agenda.



Table 2: LATVIA's NFs members

Name of Stakeholder Organization	Position	Type of Organization	Stakeholder's short profile	Organization's webpage
ICT Legal; University of Latvia	Head of company, researcher	Private company	ICT Legal provides full range of Latvian commercial, technology, privacy and intellectual property law services for national and international companies operating in the digital economy.	<a href="https://www.ictlegal.lv/en/">https://www.ictlegal.lv/en/</a>
Employment Agency of Latvia	Deputy Director	Employment agency	The mission of State Employment Agency is to ensure the implementation of unemployment reduction policy by providing efficient services and promoting employment in the public interests.	<a href="http://www.pva.gov.lv/index.php?new_lang=en">http://www.pva.gov.lv/index.php?new_lang=en</a>
Ministry of Economics	Sectoral Policy Department Senior Expert	Government	The Ministry of Economics is the leading state administrative institution in the field of economic policy formation in Latvia. The ministry develops and implements economic structural policy, manufacturing policy, energy policy, external economic policy, domestic market policy (for goods and services), commercial development policy, competitiveness and technological development policy, consumer rights protection policy, and construction and housing policy.	<a href="https://www.em.gov.lv/en/">https://www.em.gov.lv/en/</a>
Ministry of Environmental Protection and Regional Development	1) Project manager 2) Senior Project Activities Coordinator (Project Management Division)	Government	Ministry of Environmental Protection and Regional Development of the Republic of Latvia is responsible for implementing policy in three areas - environment protection, regional development as well as information and communication technologies. Implementation and coordination of the e-Governance is another broad policy area of the Ministry. It includes establishment of one-stop principle for provision of state and local government services and implementation of modern and effective information and communication technologies in the public sector.	<a href="http://www.vsrpm.gov.lv/enq">http://www.vsrpm.gov.lv/enq</a>
Riga TechGirls, Infogram	TechGirls, Co-Founder, Product Manager (Infogram)	NVO, Private company	The first community in Latvia dedicated to educating and inspiring girls & women about technology (Riga TchGirls). Infogram was built with the goal of increasing data literacy, giving anyone the power to visualize and share data in minutes.	<a href="http://rigatechgirls.org">http://rigatechgirls.org</a> <a href="https://infogram.com">https://infogram.com</a>
Lursoft IT	Board member	Private company	Lursoft is an IT company with over 20 years of experience, during time it has become an indispensable assistant to legal entities and individuals by providing access not only to the general national legal information database, but also providing a range of services, enabling to better value their customers including analytical services, monitoring, B2B and other solutions.	<a href="https://www.lursoft.lv">https://www.lursoft.lv</a>
Baltic Computer Academy	Head of Project Management Department	Private company	Baltic Computer Academy (BDA) Certification center offer internationally recognized certification exams and tests to any interests. BDA Certification center provide the testing according the international quality standards within professional monitoring of tests.	<a href="https://www.bda.lv/bda4/en">https://www.bda.lv/bda4/en</a>
Microsoft Latvia	Public Relations Manager	Private company	Founded in 1975, Microsoft (Nasdaq: MSFT) is the worldwide leader in software, services and solutions that help people and businesses realize their full potential. Microsoft Latvia was established in 1999, and is responsible for Microsoft business operations in Latvia. For more than 17 years, the professionals at Microsoft Latvia have been providing partner support, service and solution development, as well as marketing campaigns. Since its establishment, the enterprise has invested more than 30 million US dollars through cash and software donations in various Latvian community affairs projects.	<a href="https://www.microsoft.com/lv-lv">https://www.microsoft.com/lv-lv</a>
Ventspils Digital Centre	Deputy Director	Public Institution	Aims of VDC are: To facilitate the involvement of Ventspils municipality, residents and entrepreneurs in the information society and e-Government; To work actively in building up the information society and in implementation of e-solutions on local, regional, national and international level To form, support and develop the infrastructure of information and communication technologies.	<a href="https://www.digitalscentres.lv">https://www.digitalscentres.lv</a>
Region Human Resource and Competences	Director	Public Institution	ZRKAC is a municipal educational institution. Our aim is to offer and provide lifelong education for each inhabitant of Jelgava city and Zemgale region.	<a href="http://www.zrkac.lv/en/">http://www.zrkac.lv/en/</a>
Latvian Association of Local and Regional Governments	External Relations Ad	NGO	The Latvian Association of Local and Regional Governments (LALRG) is a public organisation associating local go-vernments of the Republic of Latvia on voluntary basis. It was founded in December 1991. All 119 local governments of Latvia are the members of the LALRG – 9 cities and 110 municipalities. The LALRG functions as a representative, advocate and advisor of the local governments in Latvia and Europe.	<a href="https://www.lalrg.lv/en">https://www.lalrg.lv/en</a>
Latvian Chamber of Commerce and Industry (LCCI)	Board Member	NGO	The biggest association of entrepreneurs in Latvia uniting more than 2500 members – micro, small, medium and large enterprises of all regions and industries, associations, city business clubs and other unions of entrepreneurs. Association represents interests of entrepreneurs, as well as provides services, so that Latvia has excellent enterprises in an excellent business environment. Main sectors of its activities are business environment, competitiveness of enterprises, export.	<a href="https://www.chamber.lv/en">https://www.chamber.lv/en</a>

Implemented by:

[www.women4it.eu](http://www.women4it.eu) 12



The project Nr.2017-1-094 "YOUNG-ICT WOMEN: Innovative Solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda" benefits from a 2.714.304 € grant from Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Employment. The aim of the project is to increase the numbers of EU vulnerable girls and young women into the digital agenda.



Table 3: SPAIN's NF members

Name of Stakeholder Organization	Position	email	Type of Organization	Stakeholder's short profile	Organization's webpage
SAP	Human Resources General Director	<a href="mailto:ana.maria.gomez.quevedo@sap.com">ana.maria.gomez.quevedo@sap.com</a>	Private	ERP and Digital Core; CRM and customer experience; Analytics; HR and people engagement; Digital Supply Chain; Network and Spend Management; Digital platform; Intelligence Technologies	<a href="https://www.sap.com/spain/index.html">https://www.sap.com/spain/index.html</a>
DigitalES	General Director	<a href="mailto:ana.pons@digitales.es">ana.pons@digitales.es</a>	Private	Spanish Association for Digitalization, integrates the leading companies in the digital technology and innovation sector in Spain. These companies employ more than 150,000 people and bill the equivalent of 4% of national GDP. The objective of DigitalEs is to promote the global and real digital transformation of citizens, companies and public administration, thus contributing to the economic and social growth of Spain.	<a href="https://www.digitales.es/">https://www.digitales.es/</a>
Cisco Systems Spain S.L	Project/Programme Management	<a href="mailto:ddeanbe@cisco.com">ddeanbe@cisco.com</a>	Private	Cisco designs and sells a broad range of technologies that have been powering the Internet since 1984. Across networking, security, collaboration, and the cloud, our evolving intent-based technologies are constantly learning and adapting to provide customers with a highly secure, intelligent platform for their digital business	<a href="https://www.cisco.com/c/es_es/index.html">https://www.cisco.com/c/es_es/index.html</a>
Employment agency - Council of Madrid	Manager of the Agency	<a href="mailto:garciadbe@madrid.es">garciadbe@madrid.es</a>	Public	In coordination with the Public Employment Services, we provide companies and unemployed people with a better service, always free, specialized and personalized. Services for unemployed people: work orientation, training, employment exchange and self-employment	<a href="https://www.madrid.es/portales/munimadrid/es/Inicio/Educacion-y-empleo/Empleo/Agencia-para-el-Empleo-de-Madrid/?vgnnextfmt=default&amp;vgnextoid=c65815fa10294110VgnVCM1000000b205a0aRC">https://www.madrid.es/portales/munimadrid/es/Inicio/Educacion-y-empleo/Empleo/Agencia-para-el-Empleo-de-Madrid/?vgnnextfmt=default&amp;vgnextoid=c65815fa10294110VgnVCM1000000b205a0aRC</a>
Red.es - Ministry of Economy	Deputy Director Digital Economy	<a href="mailto:JoseIgnacio.Sanchez@red.es">JoseIgnacio.Sanchez@red.es</a>	Public	We play an essential role in the implementation and deployment of the Digital Agenda for Spain plans with a clear objective: to work for digital convergence with Europe to improve public services and develop the digital economy.	<a href="https://red.es/redes/">https://red.es/redes/</a>
EOI Foundation	Executive Education	<a href="mailto:emiliocabanes@eoi.es">emiliocabanes@eoi.es</a>	Public	EOI bases its training offering on four basic core themes. Our aim is for the professionals we train to be able, after studying at our school, to conduct business practices and carry out projects based on these four principles. Because we believe these are fundamental keys to understanding contemporary society. Sustainability as a business practice that develops the environmentally-friendly economy. New technologies as a source of global exchange and knowledge enrichment. Entrepreneurship as an engine of economic development that gives value to creative ideas. And finally the development of a global economy in an international environment that is increasingly interconnected	<a href="https://www.eoi.es/es/becas/17531/fundacion-estatal-para-la-formacion-en-el-empleo">https://www.eoi.es/es/becas/17531/fundacion-estatal-para-la-formacion-en-el-empleo</a>
IBM	Diversity& Inclusion leader	<a href="mailto:mtimermans@es.ibm.com">mtimermans@es.ibm.com</a>	Private	Provisions of hardware solutions, including laptops and desktops, and mainframe systems, servers and storage, as well as software, financial services and a wide range of information technology services.	<a href="https://www.ibm.com/es-es">https://www.ibm.com/es-es</a>
FUNDACIÓN LABORAL DE LA CONSTRUCCIÓN	Training and employment Director	<a href="mailto:jviejo@fundacionlaboral.org">jviejo@fundacionlaboral.org</a>	Private	Facilitate to companies and workers the resources that make possible a more professional, safe, trained and future-oriented sector. A sector that today works more united and connected to each other than ever, with society and with the rest of sectors, to face the challenge of the new times. We work to ensure that occupational risk prevention, training, innovation, sustainability and new technologies help us to continue building that sector of progress that we all believe is possible.	<a href="https://www.fundacionlaboral.org/">https://www.fundacionlaboral.org/</a>

Implemented by:



Table 4: GREECE's NF members

Name of Stakeholder Organization	Position	email	Type of Organization	Stakeholder's short profile	Organization's webpage
Ministry of Administrative Reconstruction	Digital skills Expert-Education Advisor	<a href="mailto:pnikolaio@gmail.com">pnikolaio@gmail.com</a>	Public Institution	Responsible for the administrative reform. The e-government strategy includes the improvement of public services provided to citizens and businesses through the simplification and digitalization of procedures developing new skills and competences.	<a href="http://www.minadmin.gov.gr/">http://www.minadmin.gov.gr/</a>
VIAP MENTEL	CEO	<a href="mailto:info@viapmentel.com">info@viapmentel.com</a>	Private company, S.A. secretary of professional association	Manufacturing, exporting company which has invested in technology and digital skills of its employees, and holds an ISO 22000 certification. The company is run by a woman who is also the secretary of professional association.	<a href="http://www.viapmentel.com/home/">http://www.viapmentel.com/home/</a>
Dynamic Vision	Executive Director	<a href="mailto:athinakokosiouli@vahoo.com">athinakokosiouli@vahoo.com</a>	Private company, ltd	A consultancy company, supporting business innovation and offering solutions to privately held companies, SMEs, Universities and NGOs on a wide spectrum of professional fields, such as Environment, Communication, Information and Technology Services & Health.	<a href="http://dynamicvision.gr/ContactUs.html">http://dynamicvision.gr/ContactUs.html</a>
Shell Hellas SA	Legal Consultant	<a href="mailto:irenakokkoris@gmail.com">irenakokkoris@gmail.com</a>	Multinational firm	The Greek subsidiary of Shell international energy company with expertise in the exploration, production, refining and marketing of oil and natural gas, and the manufacturing and marketing of chemicals	<a href="https://www.shell.gr/">https://www.shell.gr/</a>
University of the Aegean	Associate Professor of Innovation Management	<a href="mailto:a.konstantelou@fme.aegean.gr">a.konstantelou@fme.aegean.gr</a>	Public Institution	An international research –oriented University, fully incorporating Information and Communication Technologies in all aspects of academic and administrative operations with important research outputs in specific fields of excellence and innovation.	<a href="http://www.aegean.gr/">http://www.aegean.gr/</a>
Eurotraining	Trainer, R&D manager	<a href="mailto:mzotaki@mastgroup.gr">mzotaki@mastgroup.gr</a>	Private company	Educational Organization of national scope, specialising in New Technologies and ICT, offering modern vocational training programs (blending learning using ICT), web-based Learning Management Systems, human resources training seminars, Inter-entrepreneurship training seminars.	<a href="http://www.eurotraining.gr">www.eurotraining.gr</a>
Collaborative Network	Mentor	<a href="mailto:dora.ntoulia@gmail.com">dora.ntoulia@gmail.com</a>	NGO	A non-profit, non- governmental women's organization, established through an initiative of a group of women from different academic backgrounds and aiming at promoting gender equality on all levels of social, political and economic life.	<a href="http://collaborativeterra.net@gmail.com">collaborativeterra.net@gmail.com</a>

Implemented by:

[www.women4it.eu](http://www.women4it.eu) 14



The project Nr.2017-1-094 "YOUNG-ICT WOMEN: Innovative Solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda" benefits from a 2.714.304 € grant from Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Employment. The aim of the project is to increase the numbers of EU vulnerable girls and young women into the digital agenda.



Table 5: MALTA's NF members

Name of Stakeholder Organization	Position	email	Type of Organization	Stakeholder's short profile	Organization's webpage
Eskills foundation	Chief Administrator	<a href="mailto:info.eskills@eskills.org.mt">info.eskills@eskills.org.mt</a>	Government	The eSkills Malta Foundation is a coalition of various representatives from Government, industry and education.	<a href="https://eskills.org.mt/en/Pages/Home.aspx">https://eskills.org.mt/en/Pages/Home.aspx</a>
National Council of Women	Office Secretary	<a href="mailto:ncwmalta@camline.net.mt">ncwmalta@camline.net.mt</a>	NGO	The National Council of Women provides a forum for women of different backgrounds and experiences to come together as individuals and as representatives of affiliated organizations, to exchange information and ideas, formulate policy, educate and promote change.	<a href="http://www.ncwmalta.com/home?!=1">http://www.ncwmalta.com/home?!=1</a>
University of Malta	Dean of Social WellBeing	<a href="mailto:andrew.azzopardi@um.edu.mt">andrew.azzopardi@um.edu.mt</a>	Private	The Faculty for Social Wellbeing contributes towards the welfare of society, in its particular way, according to its expertise. The different fields of knowledge are multidisciplinary.	<a href="https://www.um.edu.mt/socialwellbeing">https://www.um.edu.mt/socialwellbeing</a>
Jobs+	CEO	<a href="mailto:clvde.caruana@gov.mt">clvde.caruana@gov.mt</a>	Government	The primary functions of the Corporation, as established by the said Act, were that of providing a public employment service and training persons to improve their skills to find employment. In its early years, ETC focused on the registration of jobseekers, the provision of guidance to them and their referral for employment opportunities. Its training function focused on the provision of training courses and the management of apprenticeship schemes.	<a href="https://jobsplus.gov.mt/">https://jobsplus.gov.mt/</a>
Malta Information Technology Unit	Head Strategy & Business Department	<a href="mailto:emanuel.m.darmanin@gov.mt">emanuel.m.darmanin@gov.mt</a>	Government	MITA manages the implementation of IT programmes in Government to enhance public service delivery and provides the infrastructure needed to execute ICT services to Government. MITA is also responsible to propagate further use of ICT in society and economy and to promote and deliver programmes to enhance ICT education and the use of ICT as a learning tool.	<a href="https://www.mita.gov.mt/en/Pages/MITAHome.aspx">https://www.mita.gov.mt/en/Pages/MITAHome.aspx</a>

Implemented by:

[www.women4it.eu](http://www.women4it.eu) 15



The project Nr.2017-1-094 "YOUNG-ICT WOMEN: Innovative Solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda" benefits from a 2.714.304 € grant from Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Employment. The aim of the project is to increase the numbers of EU vulnerable girls and young women into the digital agenda.



Table 6: LITHUANIA's NF members 1/2

Name of Stakeholder Organization	Position	email	Type of Organization	Stakeholder's short profile	Organization's webpage
National Association of Distance Education	The head of administration	<a href="mailto:vytaute.monesteryckiene@gmail.com">vytaute.monesteryckiene@gmail.com</a>	Association	Carries out research in the field of distance education organization, management and academic affairs; organizes workshops, seminars, conferences for distance education tutors and organizers; The major purpose of NADE is to provide equal learning opportunities to all Lithuanian citizens, despite their place of living.	<a href="https://ndma.lt/en/about-na-de/">https://ndma.lt/en/about-na-de/</a>
"Joint Stock Company BALTIC STICKS"	Director	<a href="mailto:tomas@balticsticks.com">tomas@balticsticks.com</a>	Joint stock company /private business, non-governmental	The main activity of the company is the production and sale of wooden ice cream sticks. We have an IT department which is responsible for web-developing, communication with clients, accounting which require good computer skills and etc.	<a href="http://www.balticsticks.com">www.balticsticks.com</a>
Indeform Ltd.	CEO	<a href="mailto:contact@indeform.com">contact@indeform.com</a>	Private, limited liability company	Indeform is an innovative full-service IT company developing advanced custom software, interactive technologies and digital graphics solutions for energy, industrial, medical sectors and businesses.	<a href="http://www.indeform.com">http://www.indeform.com</a>
Pieno Zvaigzdes	Director	<a href="mailto:eb@pz.lt">eb@pz.lt</a>	Joint-stock company	Pieno Zvaigzdes established itself as a leading dairy in the Baltic States with primary focus on fresh dairy products and a sound base of export oriented sales. Its strategy is to continually strengthen position in the dairy sector maintaining regular contact with consumers to tackle the needs of tomorrow. Modern processing facilities, rigid quality control (ISO 9001) and innovative marketing strategies backed by professional management team ensure competitive platform for an efficient, sustainable and profitable long term growth.	<a href="http://www.pienozvaigzdes.lt">www.pienozvaigzdes.lt</a>
Devbridge Group	The social project manager	<a href="mailto:gintare.dzindzel@devbridge.com">gintare.dzindzel@devbridge.com</a>	Chicago-based programming company	Devbridge Group works in a field of Custom software, web and mobile app development. A strategic partner to mid-market and large manufacturing, financial services and technology companies. Company initiated Sourcery academies that are free of charge internal education programs created to allow students to improve their skills and prepare for a career in the IT industry.	<a href="https://www.devbridge.com">https://www.devbridge.com</a>

Implemented by:

[www.women4it.eu](http://www.women4it.eu) 16



The project Nr.2017-1-094 "YOUNG-ICT WOMEN: Innovative Solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda" benefits from a 2.714.304 € grant from Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Employment. The aim of the project is to increase the numbers of EU vulnerable girls and young women into the digital agenda.





Table 7: LITHUANIA's NF members 2/2

Name of Stakeholder Organization	Position	email	Type of Organization	Stakeholder's short profile	Organization's webpage
PRINTELA UAB	Managing Director	<a href="mailto:valdas@printela.lt">valdas@printela.lt</a>	Joint-stock company	The main activity is the manufacturing of all types of adhesive and textile labels. Since the beginning of the company, our main focus is dedicated to quality and professional customer service. We have been constantly investing in latest printing technologies and the qualification of our employees, so today we are proud to have a team with long years of working experience in label manufacturing and our printing equipment is one of the most modern in Europe. These conditions allow us to fulfil even the most complex projects on time and in highest quality.	<a href="http://www.printela.lt">www.printela.lt</a>
ELV projektai	Director	<a href="mailto:elvprojektai@gmail.com">elvprojektai@gmail.com</a>	Limited liability company	Provision of professional services in the fields of Accounting, Taxation, Payroll, Management Consultancy and Legal Services. Since its inception, VB Accounting and ERP Services has focused on making member firms increasingly relevant to their clients by leveraging the experience and talent.	<a href="http://www.elvrojektai.lt">http://www.elvrojektai.lt</a>
Epalete	Webmaster	<a href="mailto:audrius.batisa@epalete.com">audrius.batisa@epalete.com</a>	UAB / private limited liability company	Full-service digital marketing agency, and we create custom strategies for each of our clients based on their needs and goals. Our team is made up of marketers, designers, and developers, and we know what it takes to get real results online. We also keep the focus on the metrics that mean the most, like leads and revenue generated. We know that hitting these goals is what moves businesses forward, and we believe that our clients' success is the best measure of our own performance.	<a href="http://www.epalete.com">www.epalete.com</a>
Mokomieji filmai	CEO	<a href="mailto:audrius@mokolearning.lt">audrius@mokolearning.lt</a>	private limited liability company	We develop the topic and the main message of your video. Draft a script, sketch a storyboard, decide stylistics and many more, afterwards. Once we have got the creative part figured out, it is time to dust off astronaut suits and get into the infinite video production outer space.	<a href="http://www.mokolearning.lt">www.mokolearning.lt</a>

Implemented by:

[www.women4it.eu](http://www.women4it.eu) 17



The project Nr.2017-1-094 "YOUNG-ICT WOMEN: Innovative Solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda" benefits from a 2.714.304 € grant from Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Employment. The aim of the project is to increase the numbers of EU vulnerable girls and young women into the digital agenda.



Table 8: IRELAND's NF members

Name of Stakeholder Organization	Position	email	Type of Organization	Stakeholders short profile
Amazon Web Services	International community manager		web services company	cloud computing platforms provider
Solas	Manager online learning		State agency	Public sector: Further Education and Training
inou	Coordinator			National organization of the unemployed
EY	Advisory director (data protection and cybersecurity)		multinational professional services firm	assurance, tax, audit, transaction and advisory services
CPL	Group IT Director		Recruitment Company	
Dairin Hines	Clinical Informatics Manager		Hospital	
BSI	Head of Technology		IT Security Consultants	
Salesforce	EMEA sales recruiter		cloud-based software company	software solutions and enterprise cloud computing
Credit Agricole Assurances	IT Manager		cooperative financial institution	insurance
Wi pro	Mainframe Systems Programmer		IT company	information technology, consulting and business process services
IDA			government agency	

Implemented by:

[www.women4it.eu](http://www.women4it.eu) 18



The project Nr.2017-1-094 "YOUNG-ICT WOMEN: Innovative Solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda" benefits from a 2.714.304 € grant from Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Employment. The aim of the project is to increase the numbers of EU vulnerable girls and young women into the digital agenda.



Table 9: ROMANIA's NF members

Name of Stakeholder Organization	Position	email	Type of Organization	Stakeholder's short profile	Organization's webpage
Ministry of Communications and Information Society	Secretary of State	manuela.catrina@comunicatii.gov.ro	Government	IT national strategy	<a href="https://www.comunicatii.gov.ro/">https://www.comunicatii.gov.ro/</a>
Ministry of Education	General Director	c.orina.marin@edu.gov.ro	Government	IT education	<a href="http://www.edu.ro">www.edu.ro</a>
National Agency for the Equality between Women and Men (Agenția Națională pentru Egalitatea de Șanse între femei și bărbați)	Secretary of State	gvdraghici@yahoo.com	Government	Collaboration and support	<a href="http://www.anes.ro">www.anes.ro</a>
Girls Who Code Romania	Founder	monica@girlswhocode.ro	NGO	Training for girls	<a href="https://www.girlswhocode.ro/">https://www.girlswhocode.ro/</a>
Codette Romania	C-Founder	hello@codette.ro	NGO	Trainign and resources for coding with focus on women and girls	<a href="https://codette.ro/">https://codette.ro/</a>
Smart Everything Everywhere	Founder	dan.nechita@see40.org	NGO	Digital and smart technology with focus on equal access	<a href="http://see40.org/">http://see40.org/</a>
Coalition of Women in Business Association (Coaliția Asociațiilor)		secretariat@cafa.ro	NGO	Awareness and involvement in the project	<a href="http://www.cafa.ro">www.cafa.ro</a>
Asociation of Women Entrepreneurs in Romania (Asociația Femeilor)	Coordonator	daniela.strija@altcum.ro	NGO	Awareness and involvement in the project	<a href="http://www.afir.ro">www.afir.ro</a>
Asociația Oportunitati de Afaceri pentru Femei (Business)	Manager	bow@asoaf-bow.ro	NGO	Awareness and involvement in the project	<a href="http://www.asoaf-bow.ro">www.asoaf-bow.ro</a>
Association for Development Women Entrepreneurship Association (Asociația pentru Dezvoltarea Antreprenoriatului Femeilor)	Director	adaf@dcir.ro	NGO	Trainign and resources for coding with focus on women and girls	
Federation of Women Entrepreneurs in Romania	Director	office@ffa.com.ro	NGO	Technology for start-ups by women	<a href="https://ffa.com.ro/">https://ffa.com.ro/</a>

Implemented by:

[www.women4it.eu](http://www.women4it.eu) 19



The project Nr.2017-1-094 "YOUNG-ICT WOMEN: Innovative Solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda" benefits from a 2.714.304 € grant from Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Employment. The aim of the project is to increase the numbers of EU vulnerable girls and young women into the digital agenda.



#### 4.1.1. Summary of NF members' categories

The development of NF members lists by consortium partners, revealed the following categories (see also fig below):

- State Employment Agencies: 2
- Gender Equality Organizations: 1
- Government Authorities: 15
- Local Authorities: 2
- Private companies: 20
- NGOs: 7
- Training organizations and associations: 6
- Women Associations: 5
- University: 2



Figure 1: Categories of NF members involved in the project

Implemented by:

[www.women4it.eu](http://www.women4it.eu) 20



The project Nr.2017-1-094 "YOUNG-ICT WOMEN: Innovative Solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda" benefits from a 2.714.304 € grant from Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Employment. The aim of the project is to increase the numbers of EU vulnerable girls and young women into the digital agenda.



## 4.2 Assessment of NF members' influence and interest

In the following Tables, the assessment of NF members regarding influence and interest per partner country are presented.

Table 10: LATVIA's NF members 'analysis

<p><b>High Interest / Low influence</b></p> <p><b>A</b></p> <p>Riga TechGirls, Infogram</p> <p>Lursoft IT</p> <p>Baltic Computer Academy</p> <p>Microsoft Latvia</p> <p>Latvian Association of Local and Regional Governments</p>	<p><b>High Interest / High Influence</b></p> <p><b>B</b></p> <p>ICT Legal; University of Latvia</p> <p>State Employment Agency of Latvia</p> <p>Latvian Chamber of Commerce and Industry</p>
<p>Ministry of Economics</p> <p>Ministry of Environmental Protection and Regional Development</p> <p><b>C</b></p> <p><b>Low Interest / Low Influence</b></p>	<p>Ventspils Digital Centre</p> <p>Zemgale Region Human Resource and Competences Development Centre</p> <p><b>D</b></p> <p><b>Low Interest / High Influence</b></p>

Implemented by:

[www.women4it.eu](http://www.women4it.eu) 21



The project Nr.2017-1-094 "YOUNG-ICT WOMEN: Innovative Solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda" benefits from a 2.714.304 € grant from Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Employment. The aim of the project is to increase the numbers of EU vulnerable girls and young women into the digital agenda.



Table 11: SPAIN's NF members' analysis

<p><b>High Interest / Low influence</b></p> <p><b>A</b></p> <p>Cisco Systems Spain S.L</p> <p>Fundación Laboral de la Construcción</p> <p>Orange Foundation</p>	<p><b>High Interest / High Influence</b></p> <p><b>B</b></p> <p>DigitalES</p> <p>SAP</p> <p>Employment Agency – Council of Madrid</p> <p>EOI Foundation</p> <p>Red.es</p>
<p><b>C</b></p> <p><b>Low Interest / Low Influence</b></p>	<p>IBM</p> <p><b>D</b></p> <p><b>Low Interest / High Influence</b></p>

Implemented by:



Table 12: MCA NF members'' analysis

<p><b>High Interest / Low influence</b></p> <p><b>A</b></p> <p>National Council of Women</p>	<p><b>High Interest / High Influence</b></p> <p><b>B</b></p> <p>Eskills foundation</p> <p>Malta Information Technology Unit</p>
<p><b>C</b></p> <p><b>Low Interest / Low Influence</b></p>	<p>Jobs+</p> <p>University of Malta</p> <p><b>D</b></p> <p><b>Low Interest / High Influence</b></p>

Implemented by:



Table 13: GREECE's NF members analysis

<p><b>High Interest / Low influence</b></p> <p><b>A</b></p> <p>Dynamic Vision Eurotraining Collaborative Network VIAP Mentel</p>	<p><b>High Interest / High Influence</b></p> <p><b>B</b></p> <p>Ministry of Administrative Reconstruction University of the Aegean</p>
<p><b>C</b></p> <p><b>Low Interest / Low Influence</b></p>	<p>Shell Hellas SA</p> <p><b>D</b></p> <p><b>Low Interest / High Influence</b></p>

Implemented by:





Table 14: LITHUANIA's NF members' analysis

<p><b>High Interest / Low influence</b></p> <p><b>A</b></p> <p>ELV projektai (Eglė Levinskienė) Epalete (Audrius Batisa) Pieno Žvaigždės (Eugenijus Budreika)</p>	<p><b>High Interest / High Influence</b></p> <p><b>B</b></p> <p>NADE (Vytautė Monasteryckienė) Mokomieji filmai (Audrius Martinkus) BalticStics (Tomas Deltuva) DevBridge (Gintarė Dzindzelėtaitė)</p>
<p>Printela (Vaidas Bukšnys)</p> <p><b>C</b></p> <p><b>Low Interest / Low Influence</b></p>	<p>INDEFORM (Algirdas Noreika)</p> <p><b>D</b></p> <p><b>Low Interest / High Influence</b></p>

Implemented by:

[www.women4it.eu](http://www.women4it.eu) 25



The project Nr.2017-1-094 "YOUNG-ICT WOMEN: Innovative Solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda" benefits from a 2.714.304 € grant from Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Employment. The aim of the project is to increase the numbers of EU vulnerable girls and young women into the digital agenda.



Table 15: IRELAND's NF members' analysis

<p><b>High Interest / Low influence</b></p> <p><b>A</b></p> <p>Credit Agricole Assurances Dairin Hines BSI Amazon Web Services</p>	<p><b>High Interest / High Influence</b></p> <p><b>B</b></p> <p>Solas inou EY CPL Salesforce Wi Pro IDA</p>
<p><b>C</b></p> <p><b>Low Interest / Low Influence</b></p>	<p><b>D</b></p> <p><b>Low Interest / High Influence</b></p>

Implemented by:



Table 16: ROMANIA's NF members analysis

<p><b>High Interest / Low influence</b></p> <p><b>A</b></p> <p>Girls Who Code Romania Codette Romania Smart Everything Everywhere Coalition of Women in Business Association Association of Women Entrepreneurs in Romania Business Opportunities for Women – România Association for Development Women Entrepreneurship Association Federation of Women Entrepreneurs in Romania</p>	<p><b>High Interest / High Influence</b></p> <p><b>B</b></p>
<p><b>C</b></p> <p><b>Low Interest / Low Influence</b></p>	<p>Ministry of Communications and Information Society</p> <p>Ministry of Education</p> <p>National Agency for the Equality between Women and Men</p> <p><b>D</b></p> <p><b>Low Interest / High Influence</b></p>

Implemented by:



#### 4.2.1. Summary of NF members' analysis

The Table below shows the analysis of the members that comprise the National Forums in the piloting countries of the consortium.

<p><b>High Interest / Low influence</b></p> <p><b>A</b></p> <p>Riga TechGirls, Infogram, Lursoft IT, Baltic Computer Academy, Microsoft Latvia, Latvian Association of Local and Regional Governments, Cisco Systems Spain S.L, Fundación Laboral de la Construcción, Orange Foundation, National Council of Women -Malta, Dynamic Vision, Eurotraining, Collaborative Network, VIAP Mentel, National Council of Women, ELV projektai, Epalete, Pieno Zvaigzdes, Credit Agricole Assurances, Dairin Hines, BSI, Amazon Web Services, Girls Who Code, Codette, Smart Everything Everywhere, Coalition of Women in Business Association, Association of Women Entrepreneurs in Romania, Business Opportunities for Women – România, Association for Development Women Entrepreneurship, Association, Federation of Women Entrepreneurs in Romania.</p>	<p><b>High Interest / High Influence</b></p> <p><b>B</b></p> <p>ICT Legal; University of Latvia, State Employment Agency of Latvia, Latvian Chamber of Commerce and Industry, DigitalES, SAP-ES, Employment Agency – Council of Madrid, EOI Foundation, Red.ES, Ministry of Administrative Reconstruction GR, University of the Aegean, Eskills foundation, Malta Information Technology Unit, Baltic Sticks, Devbridge Group, NADE, Mokomieji, Solas, inou, EY, CPL, Salesforce, Wi Pro, IDA,</p>
<p>Ministry of Economics-LV, Ministry of Environmental Protection and Regional Development, LV, Printela</p> <p><b>C</b></p> <p><b>Low Interest / Low Influence</b></p>	<p>Ventspils Digital Centre, Zemgale Region Human Resource and Competences Development Centre, IBM-ES, INTEFORM, SHELL HELLAS SA, Jobs+, University of Malta, Ministry of Communications and Information Society, RO, Ministry of Education, RO, National Agency for the Equality between Women and Men, RO,</p> <p><b>D</b></p> <p><b>Low Interest / High Influence</b></p>

Implemented by:



It seems that there are four major types of NF members which have been identified by project partners:

- policy influencing institutions (ministries and governmental agencies),
- grassroots NGOs promoting innovative formats for awareness-raising and education on technology opportunities, and
- entrepreneurship support structures with an interest in the opportunities offered by technology including vocational training organizations and professional associations, and
- labor market agents, i.e. businesses who are shaping demand.

The analysis revealed that the **policy actors** generally have a **low interest but a potential high influence** in up-scaling successful innovative initiatives, the **non-governmental** actors are generally **open and interested**, but due to limited capacity can exercise a **lower degree of influence**.

Implemented by:

[www.women4it.eu](http://www.women4it.eu) 29



The project Nr.2017-1-094 "YOUNG-ICT WOMEN: Innovative Solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda" benefits from a 2.714.304 € grant from Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Employment. The aim of the project is to increase the numbers of EU vulnerable girls and young women into the digital agenda.



## ANNEXES

Implemented by:



[www.women4it.eu](http://www.women4it.eu) 30



The project Nr.2017-1-094 "YOUNG-ICT WOMEN: Innovative Solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda" benefits from a 2.714.304 € grant from Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Employment. The aim of the project is to increase the numbers of EU vulnerable girls and young women into the digital agenda.



## ANNEX 1: Partners' NF Members Repository (empty)

 		<b>Project number: 2017-1-094</b>													
<b>PSR - Project Stakeholder Repository</b> <b>WOMEN4IT - Innovative Solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda</b>															
										Level of Activities*					
Nr.	Partner	Name of Stakeholder Organization	Contact Person	Position	email	Country	Type of Organization	Main areas of activities / profile / target audience of organization	L	R	N	E	I	Organization's webpage	Possible Contribution / Specialization
1															
2															
3															
4															
5															
6															
7															
8															
9															
10															
* L=Local R=Regional N=National E=European I=International															

Implemented by:



[www.women4it.eu](http://www.women4it.eu) 31



The project Nr.2017-1-094 "YOUNG-ICT WOMEN: Innovative Solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda" benefits from a 2.714.304 € grant from Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Employment. The aim of the project is to increase the numbers of EU vulnerable girls and young women into the digital agenda.



## ANNEX 2: LIKTA NF Members' Repository

				Project number: 2017-1-094				
PSR - Project National Forum Members WOMEN4IT - Innovative Solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda								
Nr.	Name of Stakeholder Organization	Stakeholder's Name	Position	Email	Type of Organization	Stakeholder's short profile	Organization's webpage	Contribution
1	ICT Legal; University of Latvia	Iřena Nesterova	Head of company, researcher	<a href="mailto:irena.nesterova@ictlegal.lv">irena.nesterova@ictlegal.lv</a>	Private company	ICT Legal provides full range of Latvian commercial, technology, privacy and intellectual property law services for national and international companies operating in the digital economy.	<a href="https://www.ictlegal.lv/en/">https://www.ictlegal.lv/en/</a>	Comment on experts job profile (Data protection) Suggest: Training opportunities and materials Potential employability possibilities
2	State Employment Agency of Latvia	Aiga Balode	Deputy Director	<a href="mailto:aiga.balode@nva.gov.lv">aiga.balode@nva.gov.lv</a>	Employment agency	The mission of State Employment Agency is to ensure the implementation of unemployment reduction policy by providing efficient services and promoting employment in the public interests.	<a href="http://www.nva.gov.lv/index.php?new_lang=ne">http://www.nva.gov.lv/index.php?new_lang=ne</a>	Suggest girls and young women to be involved in the project (unemployed and job seekers)

Implemented by:

[www.women4it.eu](http://www.women4it.eu) 32



The project Nr.2017-1-094 "YOUNG-ICT WOMEN: Innovative Solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda" benefits from a 2.714.304 € grant from Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Employment. The aim of the project is to increase the numbers of EU vulnerable girls and young women into the digital agenda.





3	Ministry of Economics	Una Rogule-Lazdiņa	Sectoral Policy Department Senior Expert	<a href="mailto:Una.Rogule-Lazdina@em.gov.lv">Una.Rogule-Lazdina@em.gov.lv</a>	Government	The Ministry of Economics is the leading state administrative institution in the field of economic policy formation in Latvia. The ministry develops and implements economic structural policy, manufacturing policy, energy policy, external economic policy, domestic market policy (for goods and services), commercial development policy, competitiveness and technological development policy, consumer rights protection policy, and construction and housing policy.	<a href="https://www.em.gov.lv/en/">https://www.em.gov.lv/en/</a>	Promote project ideas and activities, reflect digital transformation and job market trends
4	Ministry of Environmental Protection and Regional Development	1) Santa Sīpola 2) Diāna Tiltiņa	1) Project manager 2) Senior Project Activities Coordinator (Project Management Division)	<a href="mailto:santa.sipola@varam.gov.lv">santa.sipola@varam.gov.lv</a> <a href="mailto:diana.tiltina@varam.gov.lv">diana.tiltina@varam.gov.lv</a>	Government	Ministry of Environmental Protection and Regional Development of the Republic of Latvia is responsible for implementing policy in three areas - environment protection, regional development as well as information and communication technologies. Implementation and coordination of the e-Governance is another broad policy area of the Ministry. It includes establishment of one-stop principle for provision of state and local government services and implementation of modern and effective information and communication technologies in the public sector.	<a href="http://www.varam.gov.lv/en/">http://www.varam.gov.lv/en/</a>	Promote project ideas and activities, reflect digital transformation and job market trends
5	Riga TechGirls, Infogram	Alise Dīriķa	Board Member (Riga TechGirls), Co-Founder, Product Manager (Infogram)	<a href="mailto:alise.dirika@gmail.com">alise.dirika@gmail.com</a>	NVO, Private company	The first community in Latvia dedicated to educating and inspiring girls & women about technology (Riga TchGirls). Infogram was built with the goal of increasing data literacy, giving anyone the power to visualize and share data in minutes.	<a href="http://rigatechgirls.org">http://rigatechgirls.org</a> <a href="https://infogram.com">https://infogram.com</a>	Comment on different job profiles Suggest: Training opportunities and materials Potential employability possibilities Best practices of girls and young women involvement in digital skills training

Implemented by:



6	Lursoft IT	Daiga Kiopa	Board member	<a href="mailto:daiga@lursoft.lv">daiga@lursoft.lv</a>	Private company	Lursoft is an IT company with over 20 years of experience, during time it has become an indispensable assistant to legal entities and individuals by providing access not only to the general national legal information database, but also providing a range of services, enabling to better value their customers including analytical services, monitoring, B2B and other solutions.	<a href="https://www.lursoft.lv">https://www.lursoft.lv</a>	Comment on different job profiles Help to identify employment needs and trends
7	Baltic Computer Academy	Signe Briķe	Head of Project Management Department	<a href="mailto:signe.brike@bda.lv">signe.brike@bda.lv</a>	Private company	Baltic Computer Academy (BDA) Certification center offer internationally recognized certification exams and tests to any interests. BDA Certification center provide the testing according the international quality standards within professional monitoring of tests.	<a href="https://www.bda.lv/bda4/ne">https://www.bda.lv/bda4/ne</a>	Comment on different job profiles Attract target audience to project (self-employed)
8	Microsoft Latvia	Zelma Martinsone	Public Relations Manager	<a href="mailto:zemart@microsoft.com">zemart@microsoft.com</a>	Private company	Founded in 1975, <i>Microsoft</i> (Nasdaq: MSFT) is the worldwide leader in software, services and solutions that help people and businesses realize their full potential. <i>Microsoft Latvia</i> was established in 1999, and is responsible for <i>Microsoft</i> business operations in Latvia. For more than 17 years, the professionals at <i>Microsoft Latvia</i> have been providing partner support, service and solution development, as well as marketing campaigns. Since its establishment, the enterprise has invested more than 30 million US dollars through cash and software donations in various Latvian community affairs projects.	<a href="https://www.microsoft.com/lv-lv">https://www.microsoft.com/lv-lv</a>	Comment on different job profiles Suggest: Training opportunities and materials Potential employability possibilities

Implemented by:



9	Ventspils Digital Centre Zemgale region	Raitis Roze	Deputy Director	<a href="mailto:raitis.roze@ventspils.lv">raitis.roze@ventspils.lv</a>	Public Institution	<p>Aims of VDC are: To facilitate the involvement of Ventspils municipality, residents and entrepreneurs in the information society and e-Government; To work actively in building up the information society and in implementation of e-solutions on local, regional, national and international level; To form, support and develop the infrastructure of information and communication technologies.</p>	<a href="https://www.digitalaiscentrs.lv">https://www.digitalaiscentrs.lv</a>	Promote project ideas and activities in regions Help select participants and employers
10	Human Resource and Competences	Sarmīte Vīksna	Director	<a href="mailto:sarmite.viksna@zrkac.ielgava.lv">sarmite.viksna@zrkac.ielgava.lv</a>	Public Institution	ZRKAC is a municipal educational institution. Our aim is to offer and provide lifelong education for each inhabitant of Jelgava city and Zemgale region.	<a href="http://www.zrkac.lv/en/">http://www.zrkac.lv/en/</a>	Promote project ideas and activities in regions Help select participants and employers
11	Latvian Association of Local and Regional Governments	Elita Kresse	External Relations Adviser	<a href="mailto:elita.kresse@lps.lv">elita.kresse@lps.lv</a>	NGO	The Latvian Association of Local and Regional Governments (LALRG) is a public organisation associating local governments of the Republic of Latvia on voluntary basis. It was founded in December 1991. All 119 local governments of Latvia are the members of the LALRG – 9 cities and 110 municipalities. The LALRG functions as a representative, advocate and advisor of the local governments in Latvia and Europe.	<a href="https://www.lps.lv/ne">https://www.lps.lv/ne</a>	Promote project ideas and activities in regions Help select participants and employers
12	Latvian Chamber of Commerce and Industry (LCCI)	Katrina Zariņa	Board Member	<a href="mailto:katrina@chamber.lv">katrina@chamber.lv</a>	NGO	The biggest association of entrepreneurs in Latvia uniting more than 2500 members – micro, small, medium and large enterprises of all regions and industries, associations, city business clubs and other unions of entrepreneurs. Association represents interests of entrepreneurs, as well as provides services, so that Latvia has excellent enterprises in an excellent business environment. Main sectors of its activities are business environment, competitiveness of enterprises, export.	<a href="https://www.chamber.lv/en">https://www.chamber.lv/en</a>	Promote project ideas and activities, reflect digital transformation and job market trends

Implemented by:



[www.women4it.eu](http://www.women4it.eu) 35



The project Nr.2017-1-094 "YOUNG-ICT WOMEN: Innovative Solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda" benefits from a 2.714.304 € grant from Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Employment. The aim of the project is to increase the numbers of EU vulnerable girls and young women into the digital agenda.



### ANNEX 3: PLAN NF Members' Repository

								
WOMEN4IT		Project number: 2017-1-094						
<b>PSR - Project National Forum Members</b> <b>WOMEN4IT - Innovative Solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda</b>								
Nr.	Name of Stakeholder	Stakeholder's Name	Position	email	Type of Organization	Stakeholder's short profile	Organization's webpage	Contribution
1	SAP	Alba Herrero	Human Resources	<a href="mailto:ana.maria.gomez.quev">ana.maria.gomez.quev</a>	Private	ERP and Digital Core; CRM and customer experience; Analytics; HR and people engagement; Digital Supply Chain; Network and Spend Management; Digital platform; Intelligence Technologies	<a href="https://www.sap.com/s">https://www.sap.com/s</a>	Participation in the Focus Groups, contribution to the different WPs of the project (review and input), participation in Forums and Workshops Pilot for training
2	DigitalES	Alicia Richart	General Director	<a href="mailto:ana.pons@digitales.es">ana.pons@digitales.es</a>	Private	Spanish Association for Digitalization, integrates the leading companies in the digital technology and innovation sector in Spain. These companies employ more than 150,000 people and bill the equivalent of 4% of national GDP. The objective of DigitalEs is to promote the global and real digital transformation of citizens, companies and public administration, thus contributing to the economic and social growth of Spain.	<a href="https://www.digitales.e">https://www.digitales.e</a>	Participation in the Focus Groups, contribution to the different WPs of the project (review and input), participation in Forums and Workshops

Implemented by:



The project Nr.2017-1-094 "YOUNG-ICT WOMEN: Innovative Solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda" benefits from a 2.714.304 € grant from Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Employment. The aim of the project is to increase the numbers of EU vulnerable girls and young women into the digital agenda.



3	Cisco Systems	David de San Benito	Project/Program	<a href="mailto:ddesanbe@cisco.com">ddesanbe@cisco.com</a>	Private	Cisco designs and sells a broad range of technologies that have been powering the Internet since 1984. Across networking, security, collaboration, and the cloud, our evolving intent-based technologies are constantly learning and adapting to provide customers with a highly secure, intelligent platform for their digital business	<a href="https://www.cisco.com/">https://www.cisco.com/</a>	Participation in the Focus Groups, contribution to the different WPs of the project (review and input), participation in Forums and Workshops
4	Employment	Belén García Díaz	Manager of the	<a href="mailto:garciadbe@madrid.es">garciadbe@madrid.es</a>	Public	In coordination with the Public Employment Services, we provide companies and unemployed people with a better service, always free, specialized and personalized. Services for unemployed people: work orientation, training, employment exchange and self-employment	<a href="https://www.madrid.es">https://www.madrid.es</a>	Participation in the Focus Groups, contribution to the different WPs of the project (review and input), participation in Forums and Workshops. Provision of girls and young women
5	Red.es - Mir	José Ignacio Sánchez	Deputy Director	<a href="mailto:JoseIgnacio.Sanchez@red.es">JoseIgnacio.Sanchez@red.es</a>	Public	We play an essential role in the implementation and deployment of the Digital Agenda for Spain plans with a clear objective: to work for digital convergence with Europe to improve public services and develop the digital economy.	<a href="https://red.es/redes/">https://red.es/redes/</a>	Participation in the Focus Groups, contribution to the different WPs of the project (review and input), participation in Forums and Workshops

Implemented by:





		Emilio Cabanes Miro				EOI bases its training offering on four basic core themes. Our aim is for the professionals we train to be able, after studying at our school, to conduct business practices and carry out projects based on these four principles. Because we believe these are fundamental keys to understanding contemporary society. Sustainability as a business practice that develops the environmentally-friendly economy. New technologies as a source of global exchange and knowledge enrichment. Entrepreneurship as an engine of economic development that gives value to creative ideas. And finally the development of a global economy in an international environment that is increasingly interconnected	<a href="https://www.eoi.es/es/">https://www.eoi.es/es/</a>	Participation in the Focus Groups, contribution to the different WPs of the project (review and input), participation in Forums and Workshops Pilot for training
6	EOI Founda		Executive Educ	<a href="mailto:emiliocabanes@eoi.es">emiliocabanes@eoi.es</a>	Public			
7	IBM	Mercedes Tímerman	Diversity& Inclu	<a href="mailto:mtimermans@es.ibm.com">mtimermans@es.ibm.com</a>	Private	provide hardware solutions, including laptops and desktops, and mainframe systems, servers and storage, as well as software, financial services and a wide range of information technology services.	<a href="https://www.ibm.com/e">https://www.ibm.com/e</a>	Participation in the Focus Groups, contribution to the different WPs of the project (review and input), participation in Forums and Workshops
8	FUNDACIÓ	JOSÉ ANTONIO VIE	Training and er	<a href="mailto:lviejo@fundacionlabo">lviejo@fundacionlabo</a>	Private	Facilitate to companies and workers the resources that make possible a more professional, safe, trained and future-oriented sector. A sector that today works more united and connected to each other than ever, with society and with the rest of sectors, to face the challenge of the new times. We work to ensure that occupational risk prevention, training, innovation, sustainability and new technologies help us to continue building that sector of progress that we all believe is possible.	<a href="https://www.fundacionl">https://www.fundacionl</a>	Participation in the Focus Groups, contribution to the different WPs of the project (review and input), participation in Forums and Workshops Pilot for training

Implemented by:



## ANNEX 4: CRETHIDEV NF Members' Repository

 								
<b>Project number: 2017-1-094</b>								
Nr	Name of Stakeholder Organization	Stakeholder's Name	Position	email	Type of Organization	Stakeholder's short profile	Organization's webpage	Contribution
1	Ministry of Administrative Reconstruction	Pantelis Nikolaidis	Digital skills Expert-Educaiton Advisor	<a href="mailto:pnikolaigr@gmail.com">pnikolaigr@gmail.com</a>	Public Institution	Ministry, digital reform	<a href="http://www.minadmin.gov.gr/">http://www.minadmin.gov.gr/</a>	policy making
2	VIAP MENTEL	Vana Christopoulou	CEO	<a href="mailto:info@viapmentel.com">info@viapmentel.com</a>	Private company, S.A. secretary of professional association	Manufacturing company	<a href="http://www.viapmentel.com/home/">http://www.viapmentel.com/home/</a>	labour market trends
3	Dynamic Vision	Athina Kokosiouli	Executive Director	<a href="mailto:athinakokosiouli@yahoo.com">athinakokosiouli@yahoo.com</a>	Private company, ltd	Consutling and communicaiton company	<a href="http://dynamicvision.gr/ContactUs.html">http://dynamicvision.gr/ContactUs.html</a>	labour market trends

Implemented by:

[www.women4it.eu](http://www.women4it.eu) 39



The project Nr.2017-1-094 "YOUNG-ICT WOMEN: Innovative Solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda" benefits from a 2.714.304 € grant from Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Employment. The aim of the project is to increase the numbers of EU vulnerable girls and young women into the digital agenda.



4	Shell Hellas SA	Irena Kokori	Legal Consultant	<a href="mailto:irenakokoris@gmail.com">irenakokoris@gmail.com</a>	Multinational firm	Energy and petrochemicals company	<a href="https://www.shell.gr/">https://www.shell.gr/</a>	labour market trends
5	University of the Aegean	Anastasia Konstantelou	Associate Professor of Innovation Management	<a href="mailto:a.konstantelou@fm.e.aegean.gr">a.konstantelou@fm.e.aegean.gr</a>	Public Institution	Education	<a href="http://www.aegean.gr/">http://www.aegean.gr/</a>	disseminate project, test solutions
6	Eurotraining	Marina Zotaki	Trainer, R&D manager	<a href="mailto:mzotaki@mastgroup.gr">mzotaki@mastgroup.gr</a>	Private company	Trainer	<a href="http://www.eurotraining.gr">www.eurotraining.gr</a>	disseminate project, test solutions
7	Collaborative Network	Dora Ntoulia	Mentor	<a href="mailto:dora.ntoulia@gmail.com">dora.ntoulia@gmail.com</a>	NGO	Mentoring	<a href="http://collaborativeterra.net@gmail.com">collaborativeterra.net@gmail.com</a>	disseminate project, provide end users, test solutions

Implemented by:

[www.women4it.eu](http://www.women4it.eu) 40





The project Nr.2017-1-094 "YOUNG-ICT WOMEN: Innovative Solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda" benefits from a 2.714.304 € grant from Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Employment. The aim of the project is to increase the numbers of EU vulnerable girls and young women into the digital agenda.





## ANNEX 5: MCA NF Members' Repository

 								
Project number: 2017-1-094								
PSR - Project National Forum Members WOMEN4IT - Innovative Solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda								
Nr.	Partner	Name of Stakeholder Organization	Stakeholder's Name	Position	email	Type of Organization	Stakeholder's short profile	Organization's webpage
1	MCA	Eskills foundation	Carm Cachia	Chief Administrator	<a href="mailto:info.eskills@eskills">info.eskills@eskills</a>	Government	The eSkills Malta Foundation is a coalition of various representatives from Government, industry and education.	<a href="https://eskills.org.mt/en/Pages/Home.aspx">https://eskills.org.mt/en/Pages/Home.aspx</a>
2	MCA	National Council of Women	Marie Demicoli	Office Secretary	<a href="mailto:ncwmalta@camline">ncwmalta@camline</a>	NGO	The National Council of Women provides a forum for women of different backgrounds and experiences to come together as individuals and as representatives of affiliated organizations, to exchange information and ideas, formulate policy, educate and promote change.	<a href="http://www.ncwmalta.com/home?l=1">http://www.ncwmalta.com/home?l=1</a>
3	MCA	University of Malta	Prof. Andrew Azzoaprdi	Dean of Social WellBeing	<a href="mailto:andrew.azzopardi@">andrew.azzopardi@</a>	Private	towards the welfare of society, in its particular way, according to its expertise. The different fields of knowledge are multidisciplinary.	<a href="https://www.um.edu.mt/socialwellbeing">https://www.um.edu.mt/socialwellbeing</a>

Implemented by:

[www.women4it.eu](http://www.women4it.eu) 41



The project Nr.2017-1-094 "YOUNG-ICT WOMEN: Innovative Solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda" benefits from a 2.714.304 € grant from Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Employment. The aim of the project is to increase the numbers of EU vulnerable girls and young women into the digital agenda.



							The primary functions of the Corporation, as established by the said Act, were that of providing a public employment service and training persons to improve their skills to find employment. In its early years, ETC focused on the registration of jobseekers, the provision of guidance to them and their referral for employment opportunities. Its training function focused on the provision of training courses and the management of apprenticeship schemes.	
4	MCA	Jobs+	Clyde Caruana	CEO	<a href="mailto:clyde.caruana@gov.mt">clyde.caruana@gov.mt</a>	Government		<a href="https://jobsplus.gov.mt/">https://jobsplus.gov.mt/</a>
5	MCA	Malta Information Technology	Ur Amanuel Darmanin	Head Strategy & Business Department	<a href="mailto:emanuel.m.darmanin@gov.mt">emanuel.m.darmanin@gov.mt</a>	Government	MITA manages the implementation of IT programmes in Government to enhance public service delivery and provides the infrastructure needed to execute ICT services to Government. MITA is also responsible to propagate further use of ICT in society and economy and to promote and deliver programmes to enhance ICT education and the use of ICT as a learning tool.	<a href="https://www.mita.gov.mt/en/Pages/MITAHome.aspx">https://www.mita.gov.mt/en/Pages/MITAHome.aspx</a>

Implemented by:


[www.women4it.eu](http://www.women4it.eu) 42



The project Nr.2017-1-094 "YOUNG-ICT WOMEN: Innovative Solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda" benefits from a 2.714.304 € grant from Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Employment. The aim of the project is to increase the numbers of EU vulnerable girls and young women into the digital agenda.



## ANNEX 6: BETI NF Members' Repository

 Project number: 2017-1-094								
PSR - Project National Forum Members WOMEN4IT - Innovative Solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda								
Nr.	Name of Stakeholder Organization	Stakeholder's Name	Position	email	Type of Organization	Stakeholder's short profile	Organization's webpage	Contribution
1	National Association of Distance Education	Vytaute Monasteryckiene	The head of administration	<a href="mailto:vytaute.monasteryckiene@gmail.com">vytaute.monasteryckiene@gmail.com</a>	Association	Carries out research in the field of distance education organization, management and academic affairs; organizes workshops, seminars, conferences for distance education tutors and organizers; The major purpose of NADE is to provide equal learning opportunities to all Lithuanian citizens, despite their place of living.	<a href="https://ndma.lt/en/about-nade/">https://ndma.lt/en/about-nade/</a>	Advices and insights on distance education organization; will take part in national conference and focus group; insights on long-life learning and training programs. Contribution in the creation of learning material.
2	"Joint Stock Company BALTIC STICKS"	Tomas Deltuva	Director	<a href="mailto:tomas@balticsticks.com">tomas@balticsticks.com</a>	Joint stock company /private business, non-governmental	The main activity of the company is the production and sale of wooden ice cream sticks. We have an IT department which is responsible for web-developing, communication with clients, accounting which require good computer skills and etc.	<a href="http://www.balticsticks.com">www.balticsticks.com</a>	Will provide insights on ICT skills which are must in nowadays society and when looking for job. Will provide help when gaining those skills, participate in all activities and etc.
3	Indeform Ltd.	Algirdas Noreika	CEO	<a href="mailto:contact@indeform.com">contact@indeform.com</a>	Private, limited liability company	Indeform is an innovative full-service IT company developing advanced custom software, interactive technologies and digital graphics solutions for energy, industrial, medical sectors and businesses.	<a href="http://www.indeform.com">http://www.indeform.com</a>	Employment and internship opportunities for a persons strong in tech, math and engineering areas. Consulting services for low qualified young women and training on needed skills.

Implemented by:

[www.women4it.eu](http://www.women4it.eu) 43



The project Nr.2017-1-094 "YOUNG-ICT WOMEN: Innovative Solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda" benefits from a 2.714.304 € grant from Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Employment. The aim of the project is to increase the numbers of EU vulnerable girls and young women into the digital agenda.



4	Pieno Zvaigzdes	Eugenijus Budreika	Director	<a href="mailto:eb@pz.lt">eb@pz.lt</a>	Joint-stock company	Pieno Zvaigzdes established itself as a leading dairy in the Baltic States with primary focus on fresh dairy products and a sound base of export oriented sales. Its strategy is to continually strengthen position in the dairy sector maintaining regular contact with consumers to tackle the needs of tomorrow. Modern processing facilities, rigid quality control (ISO 9001) and innovative marketing strategies backed by professional management team ensure competitive platform for an efficient, sustainable and profitable long term growth.	<a href="http://www.pienozvaigzdes.lt">www.pienozvaigzdes.lt</a>	In our company, IT department is very strong part of whole body. We can provide consulting services and advices on how to improve their IT skills.
5	Devbridge Group	Gintare Dzindzeleitaite	The social project manager	<a href="mailto:gintare.dzindzeleitaite@devbridge.com">gintare.dzindzeleitaite@devbridge.com</a>	Chicago-based programming company	Devbridge Group works in a field of Custom software, web and mobile app development. A strategic partner to mid-market and large manufacturing, financial services and technology companies. Company initiated Sourcery academies that are free of charge internal education programs created to allow students to improve their skills and prepare for a career in the IT industry.	<a href="https://www.devbridge.com">https://www.devbridge.com</a>	We can provide professional consulting and insights on IKT skills development and necessity. Possibly, to suggest internship.
6	PRINTELA UAB	Valdas Buksnys	Managing Director	<a href="mailto:valdas@printela.lt">valdas@printela.lt</a>	Joint-stock company	The main activity is the manufacturing of all types of adhesive and textile labels. Since the beginning of the company, our main focus is dedicated to quality and professional customer service. We have been constantly investing in latest printing technologies and the qualification of our employees, so today we are proud to have a team with long years of working experience in label manufacturing and our printing equipment is one of the most modern in Europe. These conditions allow us to fulfil even the most complex projects on time and in highest quality.	<a href="http://www.printela.lt">www.printela.lt</a>	We can provide our help on ICT skills for manufacturing career. Participate in events and provide all necessary consulting services on improving ICT skills.

Implemented by:



7	ELV projektai	Egle Levinskiene	Director	<a href="mailto:elvprojektai@gmail.com">elvprojektai@gmail.com</a>	Limited liability company	Provision of professional services in the fields of Accounting, Taxation, Payroll, Management Consultancy and Legal Services. Since its inception, VB Accounting and ERP Services has focused on making member firms increasingly relevant to their clients by leveraging the experience and talent.	<a href="http://www.elvprojektai.lt">http://www.elvprojektai.lt</a>	We can provide all necessary help for women who want to work in accounting and finances sector but do not have all ICT skills which are required: consulting, share of good practices, mentoring.
8	Epalete	Audrius Batisa	Webmaster	<a href="mailto:audrius.batisa@epalete.com">audrius.batisa@epalete.com</a>	UAB / private limited liability company	Full-service digital marketing agency, and we create custom strategies for each of our clients based on their needs and goals. Our team is made up of marketers, designers, and developers, and we know what it takes to get real results online. We also keep the focus on the metrics that mean the most, like leads and revenue generated. We know that hitting these goals is what moves businesses forward, and we believe that our clients' success is the best measure of our own performance.	<a href="http://www.epalete.com">www.epalete.com</a>	We will help to create training material
9	Mokomieji filmai	Audrius Martinkus	CEO	<a href="mailto:audrius@mokolearning.lt">audrius@mokolearning.lt</a>	private limited liability company	We develop the topic and the main message of your video. Draft a script, sketch a storyboard, decide stylistics and many more, afterwards. Once we have got the creative part figured out, it is time to dust off astronaut suits and get into the infinite video production outer space.	<a href="http://www.mokolearning.lt">www.mokolearning.lt</a>	help when organizing trainings; recommendations on creating learning programs; contribution in the creation of learning material; will take part of organizing seminars / workshops of information technologies;

Implemented by:



[www.women4it.eu](http://www.women4it.eu) 45



The project Nr.2017-1-094 "YOUNG-ICT WOMEN: Innovative Solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda" benefits from a 2.714.304 € grant from Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Employment. The aim of the project is to increase the numbers of EU vulnerable girls and young women into the digital agenda.



## ANNEX 7: IRS NF Members' Repository

  Project number: 2017-1-094								
<b>PSR - Project Stakeholder Repository</b> <b>WOMEN4IT - Innovative Solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda</b>								
Nr.	Name of Stakeholder Organization	Stakeholders' name	Position	email	Type of Organization	Stakeholders' short profile	Organization's webpage	Contribution
1	Amazon Web	Cornelia Robinsons	International community		web services	cloud computing platforms provider	<a href="https://aws.amazon.com/">https://aws.amazon.com/</a>	internship
2	Solas	Michael Mooney	Manager online learning	<a href="mailto:michael.mooney@solas.ie">michael.mooney@solas.ie</a>	State agency	Public sector: Further Education and Training	<a href="http://www.solas.ie/Pages/HomePage.aspx">http://www.solas.ie/Pages/HomePage.aspx</a>	maybe internship/Help us to identify the best training solutions
3	inou	John Stewart	Coordinator			National organization of the unemployed		Help us to identify the best training solutions/roadmaps for the project

Implemented by:

[www.women4it.eu](http://www.women4it.eu) 46



The project Nr.2017-1-094 "YOUNG-ICT WOMEN: Innovative Solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda" benefits from a 2.714.304 € grant from Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Employment. The aim of the project is to increase the numbers of EU vulnerable girls and young women into the digital agenda.



4	EY	Carol Murphy	Advisory director (data protection and cyberscurity)		multinational professional services	assurance, tax, audit, transaction and advisory services		maybe traineeship
5	CPL	Kevin Sweeney	Group IT Director	kevin.sweeney@cpl.ie	Recruitment Company	Recruitment Company	<a href="https://cpljobs.com/pl/?lang=en">https://cpljobs.com/pl/?lang=en</a>	Help us to identify the best training solutions/roadmaps for the project
6	Dairin Hines	The Childrens University Hospital,	Clinical Informatics Manager		Hospital			maybe traineeship
7	BSI	Stephen Bowes	Head of Technology	<a href="mailto:stephen.bowes@bsigroup.com">stephen.bowes@bsigroup.com</a>	IT Security Consultants	<a href="https://www.bsigroup.com/en-IE/">https://www.bsigroup.com/en-IE/</a>	maybe internship/Help us to identify the best training solutions	maybe traineeship
8	Salesoforce	Michelle Blazek	EMEA sales recruiter		cloud-based software company	software solutions and enterprise cloud computing		Help us to identify the best training solutions/roadmaps for the project
9	Credit Agricole	Guillaume Van Aelst	IT Manager		cooperative financial	insurance		maybe traineeship
10	Wi pro	Aileen Wynne	Mainframe Systems Programmer	aileen.wynne@wipro.com	IT company	information technology, consulting and business process services	<a href="https://www.wipro.com/">https://www.wipro.com/</a>	maybe traineeship
11	IDA	Victoria MacKechnie			Government agency	investment		maybe traineeship

Implemented by:


[www.women4it.eu](http://www.women4it.eu) 47



The project Nr.2017-1-094 "YOUNG-ICT WOMEN: Innovative Solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda" benefits from a 2.714.304 € grant from Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Employment. The aim of the project is to increase the numbers of EU vulnerable girls and young women into the digital agenda.



## ANNEX 8: EOS NF Members' Repository

 <b>Project number: 2017-1-094</b>										
PSR - Project National Forum Members WOMEN4IT - Innovative Solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda										
Nr.	Partner	Name of Stakeholder Organization	Stakeholder's Name	Position	email	Country	Type of Organization	Stakeholder's short profile	Organization's webpage	Contribution
1	EOS	Ministry of Communications and Information Society	Maria Manuela Catrina	Secretary of State	manuela.catrina@comunicatii.gov.ro	Romania	Government	IT national strategy	<a href="https://www.comunicatii.gov.ro/">https://www.comunicatii.gov.ro/</a>	The governmental stakeholders keep "on radar" innovative approaches which might become broaden to national-level promoted practices or influence policy making.
2	EOS	Ministry of Education	Corina Marin	General Director	corina.marin@edu.gov.ro	Romania	Government	IT education	<a href="http://www.edu.ro">www.edu.ro</a>	
3	EOS	National Agency for the Equality between Women and Men (Agenția Națională pentru Egalitatea de Șanse între femei și bărbați)	DRAGHICI AURELIA GRATIELA	Secretary of State	gvdraghici@yahoo.com	Romania	Government	Collaboration and support	<a href="http://www.anes.ro">www.anes.ro</a>	

Implemented by:

[www.women4it.eu](http://www.women4it.eu) 48



The project Nr.2017-1-094 "YOUNG-ICT WOMEN: Innovative Solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda" benefits from a 2.714.304 € grant from Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Employment. The aim of the project is to increase the numbers of EU vulnerable girls and young women into the digital agenda.





4	EOS	Girls Who Code Romania	Monica Muntean	Founder	monica@girlswhocode.ro	Romania	NGO	Training for girls	<a href="https://www.girlswhocode.ro/">https://www.girlswhocode.ro/</a>	Grassroots initiatives developing and testing innovative formats (workshops, meet-ups, mentoring) to link tech practitioners with young people (women in particular). These types of stakeholders are organically developing teaching  There's interest in the project outcomes from the SME's perspective, namely to broaden opportunities of women entrepreneurs with support from tech tools / develop support services and the project can contribute to a better understanding of barriers and ways to overcome them.
5	EOS	Codette Romania	Silvia Stegaru	C-Founder	hello@codette.ro	Romania	NGO	Trainign and resources for coding with focus on women and girls	<a href="https://codette.ro/">https://codette.ro/</a>	
6	EOS	Smart Everything Everywhere	Dan Nechita	Founder	dan.nechita@see40.org	Romania	NGO	Digital and smart technology with focus on equal access	<a href="http://see40.org/">http://see40.org/</a>	
7	EOS	Coalition of Women in Business Association (Coalitia Asociatiilor)			secretariat@cafa.ro	Romania	NGO	Awareness and involvement in the project	<a href="http://www.cafa.ro">www.cafa.ro</a>	
8	EOS	Association of Women Entrepreneurs in Romania (Asociația Femeilor Întreprinzătoare)	Daniela Sfrija	Coordonator	daniela.sfrija@altcum.ro	Romania	NGO	Awareness and involvement in the project	<a href="http://www.afir.ro">www.afir.ro</a>	
9	EOS	Asociația Oportunitati de Afaceri pentru Femei (Business Opportunities for Women)	Elena Laslu	Manager	bow@asoaf-bow.ro	Romania	NGO	Awareness and involvement in the project	<a href="http://www.asoaf-bow.ro">www.asoaf-bow.ro</a>	
10	EOS	Association for Development Women Entrepreneurship Association (Asociația pentru Dezvoltarea Antreprenoriatului Femin)	Rotaru Cornelia	Director	adaf@ccir.ro	Romania	NGO	Trainign and resources for coding with focus on women and girls		
11	EOS	Federation of Women Entrepreneurs in Romania	CRISTINA CHIRIAC	Director	office@ffa.com.ro	Romania	NGO	Technology for start-ups by women	<a href="https://ffa.com.ro/">https://ffa.com.ro/</a>	

Implemented by:

[www.women4it.eu](http://www.women4it.eu) 49



The project Nr.2017-1-094 "YOUNG-ICT WOMEN: Innovative Solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda" benefits from a 2.714.304 € grant from Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Employment. The aim of the project is to increase the numbers of EU vulnerable girls and young women into the digital agenda.



## REFERENCES

Josephine Namusisi, (2017): Stakeholders Analysis.

[https://www.dgf.ug/sites/default/files/dgf\\_publications/STAKEHOLDER%20ANALYSIS.pdf](https://www.dgf.ug/sites/default/files/dgf_publications/STAKEHOLDER%20ANALYSIS.pdf)

Reinhard Steurer, Markus E. Langer, Astrid Konrad, Anrde Martinuzzi. (2005): Corporations, Stakeholders and Sustainable Development I: A Theoretical Exploration of Business-Society Relation

[https://s3.amazonaws.com/academia.edu.documents/43266283/lecture1\\_relation-ship\\_CSR\\_SD\\_.pdf?AWSAccessKeyId=AKIAIWOWYYGZ2Y53UL3A&Expires=1559323258&Signature=mr0TQ9Dy3SoYjugx716C%2FVhcHyl%3D&response-content-disposition=inline%3B%20file-name%3DCorporations\\_Stakeholders\\_and\\_Sustainabl.pdf](https://s3.amazonaws.com/academia.edu.documents/43266283/lecture1_relation-ship_CSR_SD_.pdf?AWSAccessKeyId=AKIAIWOWYYGZ2Y53UL3A&Expires=1559323258&Signature=mr0TQ9Dy3SoYjugx716C%2FVhcHyl%3D&response-content-disposition=inline%3B%20file-name%3DCorporations_Stakeholders_and_Sustainabl.pdf)

Implemented by:

[www.women4it.eu](http://www.women4it.eu) 50



The project Nr.2017-1-094 "YOUNG-ICT WOMEN: Innovative Solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda" benefits from a 2.714.304 € grant from Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Employment. The aim of the project is to increase the numbers of EU vulnerable girls and young women into the digital agenda.