



EMPOWERING WOMEN AND MAINSTREAMING
GENDER EQUALITY IN THE BLUE ECONOMY

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D2.3 – Impact assessment of the selected practices including their limits of upscaling and replicability (DRAFT)



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Technical references

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Abstract	This document describes the methodology, the criteria and the monitoring measures used to assess the impact of the selected Good Practices, along with their capacity to be replicated and scaled up in the blue economy sectors. This work is the base for an article that will be submitted after the end of WINBLUE on a scientific journal.
Title and number of connected deliverables	D2.2 Map of collected good practices and models on MARINA (initial version) D2.4 Map of collected good practices and models on MARINA (final version)
Explain Deliverable Dependency/ Connection	D2.2 and D2.4 contain the GPs collected with the WINBLUE project and considered in input for this deliverable (D2.3).
Title of connected external documents	

Reference of the document and the link (if available)	
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1. Objective and Responsibility

The sole responsibility for the content of this publication lies with the authors and contributors. Views and opinions expressed are, therefore, only those of the author(s) and contributors and do not necessarily reflect those of the European Union or the European Climate, Infrastructure and Environment Executive Agency (CINEA). Neither the European Union nor the granting authority can be held responsible for them. The European Commission (EC) is not responsible for any use that may be made of the information contained therein.

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3. Executive summary

This document describes the methodology, the criteria and the monitoring measures planned to assess the impact of the selected good practices, collected with WINBLUE, along with their capacity to be replicated and scaled up in the blue economy sectors.

4. Objective and purpose

This document is related to Work Package 2: “SELECT & ASSESS: Selection of existing good practices and assessment of their impact, scalability and replicability” task T2.3 – “Assessment of the impact, scalability and replicability of the selected good practices”. This document provides the impact assessment methodology by defining the different dimensions of the selected good practices at different levels of the organisations and across the different sectors of the blue economy. It also presents the results of the impact assessment.

5. Methodology

To build the framework for assessing the impacts of Good Practices collected, the impact assessment methodology proposed in WINBLUE considers the impacts from different perspectives:

- Social impacts. Social impact analysis (In particular, there are a lot of social aspects to consider, such as social norms related to businesses; social aggregations; social conscious and unconscious behaviour).
- Economic impacts.
- Environmental impacts.
- Cultural impacts.
- Cross-cutting characteristics. Assessment related to the alignment with Gender equality policy objectives at EU and International level.
- Scalability.
- Replicability.

The methodology the steps for identifying stakeholders, defining indicators and developing a framework for qualitative and quantitative data collection and analysis and identifying the data collection method. Finally, it is necessary to carry out the data analysis.

- Identify Stakeholders: In particular, the stakeholders are primarily all organisations who provided the GPs, already interviewed in the phase of GPs collection, and their communities (social, geographical, professional). However, all the actors (see section 5.1) who work in Blue Economy can be interested in accessing the GPs for their replicability.

- Define Indicators and the framework for qualitative and quantitative data collection and analysis and identify the Data Collection Method: Create specific indicators that will help to assess the impact of the GP. With respect to the data collection method, Observation (verifying info available) of the already collected data with the first round of interviews (see deliverable D2.2) and carry out a survey (questionnaire) used for clarifying and increasing information related to the impacts, according to the indicators identified.
- Data Analysis: Analyze the collected data to consider the impacts and identify trends, patterns, and outcomes.

5.1. The stakeholders

CNR shared with the WINBLUE partners an on-line questionnaire asking to specify for the GPs collected: The GP, the type of stakeholder that provided the GP, the other stakeholder types that are replicating or can replicate the GP and, the scale to which the other stakeholder types operate

5.2. Assessment framework features

The features of the framework for collecting qualitative and quantitative data for the GP assessment are described in the following sub-sections.

Below, a set of GP impact indicators and indicators relating to the scalability and replicability of a good practice are introduced (hereinafter referred to as cross-cutting).

As regards the impact indicators, below, qualitative indicators will be introduced that describe the type of impacts expected when the GP was defined, the impacts at the time of detection, and the descriptions of the same at the beginning and updated after a short period of time. This information is collected through a questionnaire addressed to the GP suppliers.

In particular, the scalability and replicability of a good practice require both qualitative (which describe the specific context) and quantitative considerations to understand what the scale factors and replicability conditions are. The values for the indicators provide mainly a forecast in terms of scalability and replicability, as the scalability and replicability impacts are mainly influencing the medium and long term.

To collect data on impacts, a questionnaire has been formulated and distributed to stakeholders who provided the good practice, to verify the situation in the short term.

The next subsections detail the framework for the different impacts.

5.2.1. Social impacts

With respect to the Social Impacts, we propose considering the following indicators:

1. Social behaviours and community development (social aggregation): this indicator enables us to assess if and how the GP can or will lead to changes in social behaviors, improve infrastructure, better access to services, and enhance community cohesion.
2. Health and Well-being: this indicator enables us to assess if and how implementing the GP in healthcare, education, and social services improved or can significantly improve individuals' and communities' overall health and well-being, also in the workplace.
3. Social Inclusion and Equity: this indicator enables us to assess if and how the GP helped or can help to reduce inequalities, promote social justice, and ensure that marginalised groups have access to opportunities and resources.

The table below provides the questions to be answered to assess each GP considering the indicators of Social Impacts:

Topic	Questions	Value
<u>Social behaviours and community development</u>	At the beginning of the activities related to your GP did	1
	you believe that the GP could produce changes in social	2

	behaviors, improve infrastructure, better access to services, and enhance community cohesion? (Give a value from 1 to 5 with 1 no changes and 5 a strong change).	3 4 5
	If in the previous question you indicated a value from 3 to 5, please describe the produced changes).	Description
	Currently can you affirm that the GP is producing changes in social behaviors, improving infrastructure, better access to services, and enhance community cohesion?	Yes No I do not know
	If in the previous question answered Yes, please describe these changes.	Description
<u>Health and Well-being</u>	Is the GP related to healthcare, education, and social services improvements (individuals' and communities' overall health and well-being)? (Give a value from 1 to 5 with 1 no changes and 5 a strong change).	1 2 3 4 5
	If in the previous question you indicated a value from 3 to 5, at the beginning of the activities related to your GP did you believe that the GP could produce changes related to healthcare, education, and social services improvements (individuals' and communities' overall health and well-being)? (Give a value from 1 to 5 with 1 no changes and 5 a strong change).	1 2 3 4 5
	If in the previous question you indicated a value from 3 to 5, please describe the produced changes)	Description
	Currently can you affirm that the GP is producing changes related to healthcare, education, and social services improvements (individuals' and communities' overall health and well-being)?	Yes No I do not know
	If in the previous question answered Yes, please describe these changes.	Description
<u>Social Inclusion and Equity</u>	At the beginning of the activities related to your GP did you believe that the GP could produce changes in terms of social inclusion and equity? (Give a value from 1 to 5 with 1 no changes and 5 a strong change).	1 2 3 4 5
	If in the previous question you indicated a value from 3 to 5, please describe the produced changes).	Description
	Currently can you affirm that the GP is producing changes in terms of social inclusion and equity?	Yes No I do not know
	If in the previous question answered Yes, please describe these changes.	Description

5.2.2. Economic impacts

With respect to the Economic Impacts, we propose considering the following indicators:

- Economic Benefits: this indicator enables to assess if and how the GP created or can create job opportunities, boost local economies, and reduce poverty levels.
- Economic Sustainability: this indicator enables to assess if and how the GP enabled, or can enable to improve economic sustainability.

Topic	Questions	Value
<u>Economic Benefits</u>	At the beginning of the activities related to your GP did you believe that the GP could produce changes in terms of economic benefits (job opportunities, boost local economies, and reduce poverty levels)? (Give a value from 1 to 5 with 1 no changes and 5 a strong change).	1 2 3 4 5

	If in the previous question you indicated a value from 3 to 5, please describe the benefits.	Description
	Currently can you affirm that the GP is producing changes in terms of economic benefits?	Yes No I do not know
	If in the previous question answered Yes, please describe these benefits.	Description
<u>Economic sustainability</u>	At the beginning of the activities related to your GP did you believe that the GP could produce changes in terms of Economic sustainability? (Give a value from 1 to 5 with 1 no changes and 5 a strong change).	1 2 3 4 5
	If in the previous question you indicated a value from 3 to 5, please describe the produced changes).	Description
	Currently can you affirm that the GP is producing changes in terms of Economic sustainability?	Yes No I do not know
	If in the previous question answered Yes, please describe these changes.	Description

5.2.3. Environmental impacts

With respect to the Environmental Impacts, we propose considering the following indicator:

- Environmental Sustainability: this indicator enables us to assess if and how the Good Practice promoted sustainability or can lead to cleaner environments, conservation of resources, and increased awareness about environmental issues.

Topic	Questions	Value
<u>Environmental Sustainability</u>	At the beginning of the activities related to your GP did you believe that the GP could produce changes in terms of Environmental sustainability (promoted sustainability or can lead to cleaner environments, conservation of resources, and increased awareness about environmental issues)? (Give a value from 1 to 5 with 1 no changes and 5 a strong change).	1 2 3 4 5
	If in the previous question you indicated a value from 3 to 5, please describe the produced changes).	Description
	Currently can you affirm that the GP is producing changes in terms of Environmental sustainability?	Yes No I do not know
	If in the previous question answered Yes, please describe these changes.	Description

5.2.4. Cultural impacts

With respect to the Cultural Impacts, we propose considering the following indicator:

- 1 Changes of the mindset within the community of reference: this indicator enables to assess if and how the GP produced or can produce any change of the mindset of the community that is interested by this GP.
- 2 Education and Skills Development: this indicator enables to assess if and how the GP in education enhanced or can enhance learning outcomes, increase literacy rates, and provide individuals with valuable skills for the job market.

Topic	Questions	Value
<u>Changes of the mindset within the community of reference</u>	At the beginning of the activities related to your GP did you believe that the GP could produce changes in terms of the mindset of the community that is interested by this GP.	1 2 3 4 5
	If in the previous question you indicated a value from 3 to 5, please describe the benefits.	Description
	Currently can you affirm that the GP is producing changes in terms of the mindset of the community that is interested in this GP?	Yes No I do not know
	If in the previous question answered Yes, please describe these changes.	Description
<u>Education and Skills Development</u>	At the beginning of the activities related to your GP did you believe that the GP could produce changes in terms of Education and Skills Development (enhance learning outcomes, increase literacy rates, and provide individuals with valuable skills for the job market)? (Give a value from 1 to 5 with 1 no changes and 5 a strong change).	1 2 3 4 5
	If in the previous question you indicated a value from 3 to 5, please describe the produced changes).	Description
	Currently can you affirm that the GP is producing changes in terms of Education and Skills Development (enhance learning outcomes, increase literacy rates, and provide individuals with valuable skills for the job market)?	Yes No I do not know
	If in the previous question answered Yes, please describe these changes.	Description

5.2.5. Cross-cutting characteristics

The European Union (EU) has proposed the Gender Equality Strategy 2020-2025 ([Gender equality strategy - European Commission](#)). This strategy outlines several key objectives such as:

- Ending Gender-Based Violence: Implementing measures to prevent and combat violence against women and girls.
- Challenging Gender Stereotypes: Promoting gender equality in all areas of life.
- Closing Gender Gaps in the Labour Market: Ensuring equal opportunities and pay for women and men.
- Achieving Equal Participation: Promoting gender balance in decision-making positions.
- Addressing the Gender Pay and Pension Gaps: Reducing disparities in earnings and retirement benefits.
- Closing the Gender Care Gap: Promoting shared responsibilities in caregiving and domestic work.

The EU also adopted the Roadmap for Women’s Rights in 2025, which provides a long-term vision for achieving gender equality and addresses new challenges such as technology-facilitated bias and discrimination

At the international level, GE is the Sustainable Development “Goals 5: Achieve Gender Equality and Empower All Women and Girls”, which foresees:

- Ending Discrimination: Eliminating all forms of discrimination against women and girls.
- Ending Violence: Eradicating all forms of violence, including trafficking and exploitation.
- Eliminating Harmful Practices: Ending practices such as child marriage and female genital mutilation.
- Valuing Unpaid Care: Recognizing and valuing unpaid domestic work.
- Ensuring Full Participation: Promoting women's participation in leadership and decision-making.

- Universal Access to Reproductive Health: Ensuring access to sexual and reproductive health services.
- Equal Rights to Economic Resources: Providing equal access to economic resources and property ownership.
- Promoting Empowerment through Technology: Using technology to empower women.
- Adopting and Strengthening Policies: Implementing and enforcing policies for gender equality.

Considering the EU strategy and SDG5 objectives, we propose considering the following indicators:

- Ending discrimination: this indicator enables to assess us if and how the GP is contributing or will contribute to the elimination of all forms of discrimination against women and girls.
- Ending gender-based violence: this indicator enables to assess us if and how the GP is implementing or will implement measures to prevent and combat violence against women and girls.
- Challenging gender stereotypes: this indicator enables us to assess if and how the GP is promoting or will promote GE in all areas of life.
- Closing gender gaps in the labour market: this indicator enables us to assess if and how the GP is ensuring or will ensure equal opportunities and pay for women and men.
- Ensuring achieving full and equal participation: this indicator enables us to assess if and how the GP is promoting or will promote gender balance in decision-making positions.

Topic	Questions	Value
Ending discrimination	At the beginning of the activities related to your GP did you believe that the GP could contribute to the elimination of all forms of discrimination against women and girls? (Give a value from 1 to 5 with 1 no changes and 5 a strong change).	1 2 3 4 5
	If in the previous question you indicated a value from 3 to 5, please describe the produced changes).	Description
	Currently can you affirm that the GP is contributing or will contribute to the elimination of all forms of discrimination against women and girls?	Yes No I do not know
	If in the previous question answered Yes, please describe these changes.	Description
Ending gender-based violence	At the beginning of the activities related to your GP did you believe that the GP could contribute to implement measures to prevent and combat violence against women and girls? (Give a value from 1 to 5 with 1 no changes and 5 a strong change).	1 2 3 4 5
	If in the previous question you indicated a value from 3 to 5, please describe the produced changes).	Description
	Currently can you affirm that the GP is contributing or will contribute implement measures to prevent and combat violence against women and girls?	Yes No I do not know
	If in the previous question answered Yes, please describe these changes.	Description
Challenging gender stereotypes	At the beginning of the activities related to your GP did you believe that the GP could contribute to promoting GE in all areas of life girls overcoming stereotypes? GP is promoting or will (Give a value from 1 to 5 with 1 no changes and 5 a strong change).	1 2 3 4 5
	If in the previous question you indicated a value from 3 to 5, please describe the produced changes).	Description
	Currently can you affirm that the GP is contributing or will contribute to promoting GE in all areas of life girls overcoming stereotypes?	Yes No I do not know

	If in the previous question answered Yes, please describe these changes.	Description
Closing gender gaps in the labour market	At the beginning of the activities related to your GP did you believe that the GP could contribute to ensuring equal opportunities and pay for women and men? GP is promoting or will (Give a value from 1 to 5 with 1 no changes and 5 a strong change).	1 2 3 4 5
	If in the previous question you indicated a value from 3 to 5, please describe the produced changes).	Description
	Currently can you affirm that the GP is contributing or will contribute to ensure equal opportunities and pay for women and men GE in all areas of life girls overcoming stereotypes?	Yes No I do not know
	If in the previous question answered Yes, please describe these changes.	Description
Ensuring achieving full and equal participation	At the beginning of the activities related to your GP did you believe that the GP could contribute to promote gender balance in decision-making positions? (Give a value from 1 to 5 with 1 no changes and 5 a strong change).	1 2 3 4 5
	If in the previous question you indicated a value from 3 to 5, please describe the produced changes).	Description
	Currently can you affirm that the GP is contributing or will contribute to promote gender balance in decision-making positions?	Yes No I do not know
	If in the previous question answered Yes, please describe these changes.	Description

5.2.6. Scalability factors

When considering the scalability of a GP, it is important to consider the technical, the economic, the regulatory and the stakeholders' perspectives. Starting from the scalability and replicability factors identified in the deliverable "D2.9 Scalability and replicability" of the ReUseHeat project, these factors have been adapted to the WINBLUE needs and characteristics. Modularity refers to the property of a GP to be divided into actions. Component interactions of the GP referS to the actions interacting with each other. Existing structures and bodies refer to the structures and bodies to manage actions of the GP.

Scalability assessment				
	Factor	Question	Score options description	Score
Technical	Modularity	Can the GP be divided into Interdependent components/independent functional units?	<ul style="list-style-type: none"> Independent units clearly defined Component division somewhat clear Not clear if the solution could be divided 	3 2 1
		Would it be possible to (technically) easily add components to the solution to increase its size?	<ul style="list-style-type: none"> Yes, with minor change Yes, with some change Yes, with major change No, not considered yet 	4 3 2 1
			•	
	Component interactions of the GP	How the different components identified with the modularity interact?	<ul style="list-style-type: none"> Hybrid approach (Centralized/distributed) 	3 2

			<ul style="list-style-type: none"> Using a centralised and hierarchical approach Using a distributed and peer approach 	1
		Can new components be added?	<ul style="list-style-type: none"> Completely Partially No 	3 2 1
		What is the scale of the impacts of the GP?	<ul style="list-style-type: none"> International National Regional Local 	4 3 2 1
			•	
	Existing structures and bodies	Do the existing structures and bodies imply any limitation for the scalability?	<ul style="list-style-type: none"> No Not influent for scalability Yes 	3 2 1
	External constraints	Is the scalability of the solution influenced by the specific location of the GP implementation?	<ul style="list-style-type: none"> No influence Minor influence Certain influence Major influence 	4 3 2 1
			•	
Economic	Economy of Scale	If the scale your GP increases from the economic point of view how do you think the cost and benefit of your solution would increase (economies of scale and cost effectiveness)?	<ul style="list-style-type: none"> Cost and benefit would increase Cost and benefit would not increase Not yet considered 	3 2 1
		Do you foresee evolutions in the short to medium term which will have a positive influence on the cost-benefit ratio of the GP from scalability point of view?	<ul style="list-style-type: none"> Evolutions with major influence Evolutions with some influence Evolutions with minor influence Noevolutions 	4 3 2 1
		Are there any economic barriers with respect to scalability that could affect the GP?	<ul style="list-style-type: none"> No Minor Some Major 	4 3 2 1
			•	
Regulatory	Regulatory issues	Are there any regulatory barriers with respect to Scalability that could affect the GP?	<ul style="list-style-type: none"> No barriers Minor barriers Some barriers Major barriers 	4 3 2 1
			•	
Stakeholder	Level of Acceptance	Is the stakeholder acceptance important regarding Scalability potential for the GP?	<ul style="list-style-type: none"> Major importance Some importance Minor importance No importance 	1 2 3 4

5.2.7. Replicability factors

The framework for the replicability are:

Replicability assessment				
	Factor	Question	Score options description	Score
Technical	Standard	Is the GP defined according to a standard?	• Yes	3
			• I do not know	2

			<ul style="list-style-type: none"> No 	1
		From a replicability point of view what is the scale of the impact of the GP?	<ul style="list-style-type: none"> International National Regional Local 	4 3 2 1
	Component interactions of the GP	How the different components identified with the modularity interact?	<ul style="list-style-type: none"> Hybrid approach (Centralized/distributed) Using a centralised and hierarchical approach Using a distributed and peer approach 	3 2 1
		External constraints	Is the replicability of the solution influenced by the specific infrastructure used in the GP implementation?	<ul style="list-style-type: none"> No influence Minor influence Certain influence Major influence
Economic	Business model	Do you think that the GP could be easily deployed in other contexts without additional investment (time/money)?	<ul style="list-style-type: none"> Cost and benefit would increase Cost and benefit would not increase Not yet considered 	3 2 1
		If you answered Not yet, please describe why?	<ul style="list-style-type: none"> 	
		If the GP can provide economic indicators, these economic indicators can demonstrate that the business model is viable enough to be replicated?	<ul style="list-style-type: none"> Yes No Not yet considered 	3 2 1
		Are there any economic barriers with respect to replicability that could affect the GP?	<ul style="list-style-type: none"> No Minor Some Major 	4 3 2 1
Regulatory	Regulatory issues	Are there any regulatory barriers with respect to Replicability that could affect the GP?	<ul style="list-style-type: none"> No barriers Minor barriers Some barriers Major barriers 	4 3 2 1
Stakeholder	Level of Acceptance	Is the stakeholder acceptance important regarding Replicability potential for the GP?	<ul style="list-style-type: none"> Major importance Some importance Minor importance No importance 	1 2 3 4

6. Assessment and discussion

The subsections that follow give the assessment of the 68 Good Practices collected according to the indicators defined in Section 5.

6.1. Social impacts

Each organisation that provided GPs for the WINBLUE project, when a Good Practice started, it was aiming to produce Social changes and impacts (Expected Social changes and impacts), and this expectation was verified at the end of the WINBLUE project.

Social behaviours and community development

Considering the Expected Social changes and impacts at the beginning, 58 of the 68 GPs collected were expected to produce a medium/strong change.

In particular, the estimated potential level of change in social behaviours was mainly medium (Value=3) with 39,71%, followed by well observable with 33,82% (Value=4), only 11,76 is estimated strong.

Estimated potential level of change (at the beginning) that GPs could produce in social behaviors, improve infrastructure, better access to services, and enhance community cohesion		
Value	Number	%
1	0	0.00
2	10	14.71
3	27	39.71
4	23	33.82
5	8	11.76

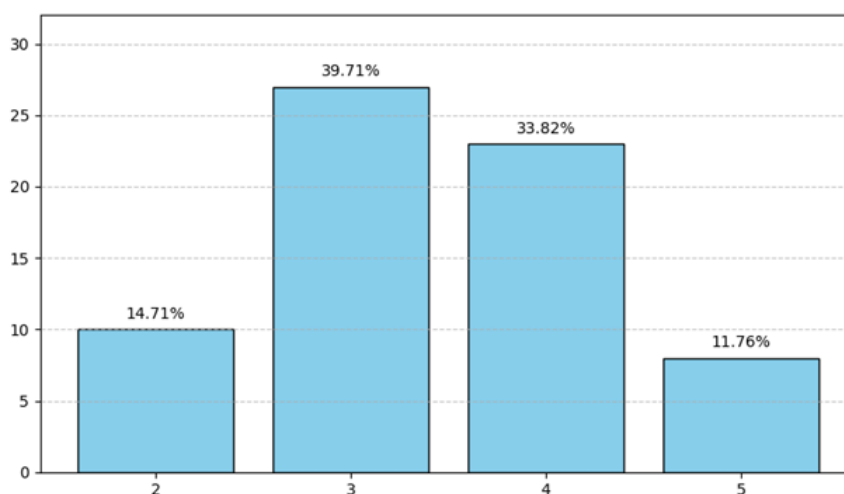


Fig.1: Distribution of the estimated potential level of change (at the beginning) that GPs could produce in social behaviors, improve infrastructure, better access to services, and enhance community cohesion

Considering the comments collected, many of the expected changes are linked to good practices involving training and mentoring, others are related to actions specifically addressed to improve the collective awareness on the importance of Gender Equality, of inclusion and a work organization that facilitates Gender Balance in the Blue Economy sectors. It has been estimated that the activities of Good Practices (by strengthening professional skills and awareness of one's potential as well as issues related to inclusion and gender equality) can improve the work environment both in terms of professional skills and in terms of serenity in workplace relationships.

Some qualitative comments related to the expected social impacts are described below. In particular, find below comments related to Good Practices for strengthening professional skills and awareness:

Social and Community Impact:

- Initiatives should significantly improve social behavior and strengthened community cohesion, particularly through inclusive and collaborative projects.

Institutional Change:

- Good Practices should help to identify overlooked institutional issues, enabling targeted interventions.

Skill Development & Networking:

- Annually, 10–20 women should gain practical aquaculture skills and built collaborative networks.

Inspiration & Awareness:

- Programs should inspire young women to pursue careers in ocean sciences and environmental stewardship.

Recognition & Empowerment:

- Women’s roles, especially in shellfish gathering and net-making, should be highlighted, leading to increased local economic activity, professional recognition, and personal empowerment.

Collaborative Projects:

- Joint efforts with fishermen’s associations should create inclusive environments, economic opportunities during low seasons, and broader public engagement.

Gender Equality Advocacy:

- Activities should include capacity-building, mentoring, networking, and lobbying for gender equality in aquaculture and fisheries.

Training Impact:

- Over 600 individuals in Norway’s fishing industry received training on sexual harassment awareness.

Sustained Commitment:

- Long-standing efforts in gender-balanced recruitment and respect for women stakeholders and cofounders were emphasized.

Some comments on the expected impacts for GPs that include actions addressing Gender Equality and inclusion, such as for example actions for conciliating Work-life balance, or preventing Sexual harassment, or for a balance in the recruitment process, and so on, are:

Workplace Culture Enhancements:

- Improve work-life balance, employee motivation, and productivity.
Foster a culture of trust, fairness, and inclusion.
- Positively influence social behaviors and organizational cohesion.
- Drive internal and societal change through inclusive behaviors and equal opportunities.
- Encourage collaboration and participatory approaches for broader impact.
- Improve working conditions and promote respect and collaboration.
- Strengthen corporate culture and social cohesion.
- Raise awareness and improve attitudes toward gender equality and anti-harassment.

Youth and Gender Representation:

- Support career development for young people, especially girls and young women.
- Increase visibility and recognition of women in marine sciences.
- Promote equity and inclusion in traditionally male-dominated sectors.

Long-Term Cultural Change:

- Challenge gender norms and foster an equitable, inclusive work environment.
- Contribute to lasting cultural transformation.

Well-being and Community Engagement:

- Enhance quality of life for working women.
- Reduce stress and improve mental and physical health.
- Boost productivity and strengthen family and community relationships.

Indirect Community Impact:

- Although not aimed at infrastructure or external services, improved employee well-being was expected to benefit the broader community.

Considering changes and impacts at the end of the WINBLUE project activities, it was verified if the collected GPs were producing changes in social behaviors, improving infrastructure, improving access to services, and enhancing community cohesion (see the following table).

Answers to the question “Currently, can you affirm that the GP is producing changes in social behaviors, improving infrastructure, better access to services, and enhancing community cohesion?”		
	#	%
Yes	47	69,12
No	8	11,76
I do not know	13	19,12

69,12 % of them is acting as a facilitator of Social change, 119,12% of respondents do not already have specific evidence (see the following graph) and 11,76 do not already observe any Social change in terms of social behaviors, improving infrastructure, better access to services, and enhancing community cohesion. It is necessary to underline that any action and practice, even if does not already produce social changes in the short and medium period, it could produce a change in the long period, or it can produce other kinds of changes.

Some comments describing the changes identified are listed below:

Positive Changes in Social Behaviors

- Flexible working practices have fostered an inclusive, motivated, and cohesive environment, strengthening employee relationships and well-being.
- Initiatives raised gender awareness, reduced harassment, and promoted respect, communication, and inclusion in the workplace.
- Unconscious bias training encouraged inclusive decision-making and leadership.
- Teamwork and leadership trainings improved collaboration, trust, and communication among staff.
- Networking and shared projects between boys and girls enhanced cross-gender collaboration and inclusivity.
- A shift in behaviors normalized women in technical and leadership roles, encouraging positive changes in workplace dynamics.

Empowerment and Skills Development

- Continuous training allowed participants to acquire new skills and share them locally for broader impact.
- Improved online infrastructure enabled broader access to updated training materials.
- Digital skills certifications and science communication training enhanced confidence and recognition, especially for women.
- Ongoing leadership development and KPI-based training improved management and team cohesion.
- Women were provided with tools and knowledge to access blue careers, fostering career growth.

Impact of Internal and Community Cohesion

- Flexible work arrangements and inclusive policies boosted internal cohesion and workplace well-being.
- Initiatives like the Gender Equality Champion and Gender Equality Plans, such as the unified Gender Equality programs (with actions performed by projects and associations) contributed to community cohesion through awareness and collaborative practices. It was underlined the importance to have a coordinated action plan to improve the effectiveness of the action.
- Enhanced visibility and appreciation of women's roles (e.g., in seafood processing or shellfish harvesting) strengthened unity within local communities.

Structural and Institutional Developments

- Some initiatives led to the creation of:
 - Action plans, monitoring mechanisms, and committees on gender-based violence and harassment.
 - Professional certifications and accreditations for specific marine professions (e.g., netmakers).
 - Federations and associations promoting the rights and recognition of women workers.
 - Gender equality certification in some companies prompted policy changes, training plans, and measurable objectives.

External Impact and Visibility

- Programs extended their impact to:

- Contractors and academic partners, shaping a more inclusive ecosystem.
- Youth engagement via comics, school events, and role-model visibility campaigns.
- Podcast and ambassador programs helped disseminate best practices and promote inclusive narratives at the European level.

Outcomes and Measurable Results

- Decrease in harassment cases.
- Increased female participation in STEM and leadership roles.
- Recognition of contributions through publications, letters of credit, and awards.
- Enhanced employee satisfaction, productivity, and community engagement.

Health and Well-being

The majority of the 68 GPs collected is not considered relevant for healthcare, education, and social services improvements (individuals and communities' overall health and well-being); indeed, 57,36% (19,12+38,24) of GPs is not relevant or very few for healthcare, education, and social services improvements (individuals' and communities' overall health and well-being). 42,64% is relevant to this issue.

GPs per relevance with healthcare, education, and social services improvements (individuals' and communities' overall health and well-being)		
Value	#	%
1	13	19,12
2	26	38,24
3	18	26,47
4	7	10,29
5	4	5,88

Considering the 30 GPs estimated relevant (with value from 3 to 5), i.e. the 42,64% of the collected GPs, it was asked to specify the level of change and impacts that GPs estimated, related to healthcare, education, and social services improvements (individuals' and communities' overall health and well-being) at the beginning of the activities. 28 of the 30 GPs are estimated to produce changes and impacts in terms of healthcare, education, and social services improvements (individuals' and communities' overall health and well-being).

Values	# of answers per value to "I" in the previous question you indicated a value from 3 to 5, at the beginning of the activities related to your GP did you believe that the GP could produce changes related to healthcare, education, and social services improvements (individuals' and communities' overall health and well-being)?"	" of answers per value to "I" in the previous question you indicated a value from 3 to 5, at the beginning of the activities related to your GP did you believe that the GP could produce changes related to healthcare, education, and social services improvements (individuals' and communities' overall health and well-being)?"
2	2	6,67
3	19	63,33
4	5	16,67
5	4	13,33

Also in this case the level of change in social behaviours was mainly medium, with 19 GPs on 30, i.e. the 63,3%.

Some comments describing the changes identified are listed below:

Workplace Safety and Wellbeing

- Fishing women feel safer at work.

- Improved mental health due to reduced discrimination.
- Reduced stress and better mental and physical health.

Education and Skills Development

- General improvements in education and awareness.
- Stronger connections with schools and high schools, promoting gender inclusion in STEM.
- Digital skills courses and certifications provided.

Support for Women

- Reintegration support after maternity leave or family care.
- Tools to facilitate work-life balance.
- Improved gender balance and collaboration in the workplace.

Infrastructure and Working Conditions

- Better port infrastructure for networkers.
- Prevention of work-related diseases.
- Avoidance of unhealthy or outdoor working conditions.

Social and Health Services

- Enhancements in healthcare, social services, and general wellbeing.

Considering changes and impacts at the end of the project related to healthcare, education, and social services improvements (individuals' and communities' overall health and well-being), it was verified that 29 of the 30 GP that were expected to produce changes really did it. For the one remaining it was not already observed any change or impact.

Answers to the question "Currently can you affirm that the GP is producing changes related to healthcare, education, and social services improvements (individuals' and communities' overall health and well-being)?"		
	#	%
Yes	29	96,67
No	0	0
I do not know	1	3,33

6.2 . Economic impacts

Considering the Economic Benefits, each organisation that provided GPs for the WINBLUE project, when a Good Practice started, was expected to produce Economic changes and impacts (Expected Economic changes and impacts), and these expectation values are:

Values	# of answer to the question "At the beginning of the activities related to your GP did you believe that the GP could produce changes in terms of economic benefits (job opportunities, boost local economies, and reduce poverty levels)?"	% of answer to the question "At the beginning of the activities related to your GP did you believe that the GP could produce changes in terms of economic benefits (job opportunities, boost local economies, and reduce poverty levels)?"
1	9	13,24
2	26	38,24
3	23	33,82
4	9	13,24
5	1	1,47

48,53% of answers show that the estimated level of economic change and impacts expected in terms of Economic Benefits is medium (3) well observable (4) or strong (5).

Considering the comments collected, here the expected changes and impacts are summarized:

Job Creation & Employment Opportunities

- New roles for women, especially in STEM, maritime, and Blue Economy sectors.
- Support for migrant workers and youth employment.
- Creation of autonomous work opportunities.

Boosting Local Economies

- Initiatives contributing to regional economic growth.
- Collaboration with local industries (e.g., fishing factories) to create new business models.

Reducing Poverty

- Empowering women and marginalised groups with stable, better-paying jobs.
- Enhancing access to resources and services.
- Improved Work Environments

Practices focused on work-life balance, employee well-being, and flexibility led to:

- Increased productivity
- Better employee retention
- Attraction of new talent

Long-Term Economic Resilience

- Indirect benefits through inclusive recruitment, professional development, and gender-balanced income.
- Strengthening community cohesion and infrastructure.

At the end of the WINBLUE project for changes and impacts in terms of economic benefits we have that 30,88% of changes and impacts were observed. For 50% of Good Practices no changes or impacts were already observed. No changes or impacts are observed in 19,12% of GPs.

	# of answer to "Currently can you affirm that the GP is producing changes in terms of economic benefits?"	% of answer to "Currently can you affirm that the GP is producing changes in terms of economic benefits?"
Yes	21	30,88
No	13	19,12
I do not know	34	50

Changes and impacts observed in terms of Economic Benefits are summarised as follows:

1. Job Creation & Economic Empowerment

- New job opportunities for women, especially in STEM, maritime, and tourism sectors.
- Support for migrant women with fair wages and dignified work.
- Professionalization and registration of women in formal institutions.

2. Boosting Local Economies

- Economic benefits for local businesses (e.g., hotels, restaurants) through tourism linked to GP activities.
- Development of new business models (e.g., handicrafts from recyclable materials, BIOCHICA expansion).

3. Improved Workplace Conditions

- Enhanced employee well-being, work-life balance, and productivity.
- Reduction in absenteeism and turnover.
- Creation of inclusive environments with support services for gender-based issues.

4. Training & Career Advancement

- Soft skills and leadership training leading to career growth and organizational innovation.
- Increased representation of women in managerial and decision-making roles.

5. Long-Term Sustainability

- Indirect economic benefits through improved employee retention, organizational reputation, and partnerships.
- Contributions to financial sustainability and economic resilience.

Considering the Economic Sustainability, organisations that provided GPs for the WINBLUE project, when a Good Practice started, it was aiming to produce Economic changes and impacts (Expected Economic changes and impacts), and this expectation values and their percentages are:

Values	# of answer to the question "At the beginning of the activities related to your GP did you believe that the GP could produce changes in terms of Economic sustainability? (Give a value from 1 to 5 with 1 no changes and 5 a strong change)."	% of answer to the question "At the beginning of the activities related to your GP did you believe that the GP could produce changes in terms of Economic sustainability? (Give a value from 1 to 5 with 1 no changes and 5 a strong change)."
1	16	23,53
2	23	33,82
3	21	30,88
4	6	8,82
5	2	2,94

42,68% of answers show that the estimated level of economic change and impacts in terms of Economic Sustainability is medium (3) well observable (4) or strong (5).

Considering the comments collected, here the expected changes and impacts are summarized:

Economic Opportunities and Job Creation

- GPs are seen as investments in young talents and local workforce development.
- New job opportunities, especially in underprivileged economies and coastal communities.
- Empower women and increase female employment, in the Blue Economy and research sectors.

Organizational and Business Benefits

- GPs contributed to:
 - Cost savings in recruitment and retention
 - Improved organizational efficiency
 - Stronger employee performance
 - Increased workforce retention

Gender Equality and Inclusion

- Many responses highlight the role of some GPs in promoting gender equality, diversity, and inclusive leadership.
- Greater innovation, reduced absenteeism, and better use of human capital.

Sustainable Practices and Blue Economy

- Projects supported sustainable aquaculture, shellfish gathering, and eco-tourism.
- Some initiatives turned environmental threats (e.g., blue crab invasion) into business opportunities.

Training, Education, and Networking

- GPs provided professional training, research collaboration, and networking opportunities. These activities enhanced competence, job readiness, and sectoral innovation.

Work-Life Balance and Flexibility

- Several practices focused on flexible work arrangements to improve employee well-being. These were later recognized as contributing to economic sustainability through reduced turnover and increased productivity.

At the end of the WINBLUE project for changes and impacts in terms of economic sustainability, only for 25% of Good Practices collected changes and impacts in terms of economic sustainability were observed. For 57,33% of Good Practices no changes or impacts were already observed. No changes or impacts are observed in 17,65% of GPs.

	# of answer to "Currently can you affirm that the GP is producing changes in terms of economic benefits?"	% of answer to "Currently can you affirm that the GP is producing changes in terms of economic benefits?"
Yes	17	25
No	12	17,65
I do not know	39	57,33

Changes and impacts produced are:

Gender Equality and inclusion

- GPs support female education, gender balance, and inclusive recruitment.
- Several initiatives aim to reduce gender disparities, retain talent, and boost economic participation, especially for women.
- Gender equality is linked to higher innovation, diverse perspectives, and long-term economic benefits.

Organizational Efficiency and Performance

- Training in leadership, communication, and soft skills (e.g., time management, ethics) has improved:
 - Employee performance
 - Organizational efficiency
 - Resilience to market changes

These improvements contribute to long-term competitiveness and financial sustainability.

Blue Economy and Sustainable Practices

- Projects in the maritime and aquaculture sectors promote:
 - Sustainable fishing and fish-farming
 - Recycling fishing nets into handicrafts
 - Eco-tourism and environmental education

These activities are seen as economically sustainable and environmentally responsible.

Well-being and Work-Life Balance

- Practices that support employee well-being (e.g., burnout prevention, mindfulness) lead to:
 - Lower absenteeism
 - Higher retention
 - Improved job satisfaction

These outcomes reduce costs and support stable, productive work environments.

Socio- Economic Impact

- GPs are credited with:
 - Fostering local employment
 - Attracting partnerships and funding

6.3. Environmental impacts

As already specified before, Environmental impacts and changes are specified in terms of Environmental Sustainability.

Considering the expected changes and impacts provided by the collected GPs for the WINBLUE project when each Good Practice started, in terms of Environmental Sustainability, the expected values are:

Values	# of answer to the question "At the beginning of the activities related to your GP did you believe that the GP could produce changes in terms of Environmental sustainability (promoted sustainabil-	% of answer to the question "At the beginning of the activities related to your GP did you believe that the GP could produce changes in terms of Environmental sustainability (promoted sustainability or can lead to
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	ity or can lead to cleaner environments, conservation of resources, and increased awareness about environmental issues)?"	cleaner environments, conservation of resources, and increased awareness about environmental issues)?"
1	33	48,53
2	17	25
3	9	13,24
4	5	7,35
5	4	5,88

26,47% of answers show that the expected level of Environmental change and impacts, is medium (3) well observable (4) or strong (5).

Considering the comments collected, here the expected changes and impacts are summarized:

- **Environmental Sustainability Projects:** Initiatives in places like the Maldives and Indonesia.
- **Training and Education:** Focus on greener technologies and sustainable practices.
- **Empowerment and Inclusion:** Women's associations promoting sustainable aquaculture and marine practices.
- **Technological Innovation:** Adoption of greener technologies in industries like shipping and marine energy.
- **Awareness and Advocacy:** Activities promoting environmental awareness, reporting environmental crimes, and encouraging sustainable tourism.
- **Circular Economy:** Examples like using waste as resources and turning ecological threats into opportunities.
- **Community Engagement:** Emphasis on inclusivity (gender, age) in environmental training and decision-making.

At the end of the WINBLUE project for changes and impacts in terms of Environmental sustainability, only for 16,18% of Good Practices collected changes and impacts were observed. For 29,41% of Good Practices no changes or impacts were already observed. No changes or impacts are observed in 54,41% of GPs.

	# of answer to "Currently can you affirm that the GP is producing changes in terms of economic benefits?"	% of answer to "Currently can you affirm that the GP is producing changes in terms of economic benefits?"
Yes	11	16,18
No	37	54,41
I do not know	20	29,41

Changes and impacts produced are:

Environmental Focus Areas

- Marine biodiversity protection: Some projects in the Maldives and Indonesia emphasize coral reef and biodiversity conservation.
- Sustainable aquaculture: Women's associations promote fish wealth, safety, and environmental sustainability.
- Overfishing prevention: Training helps rural women adopt sustainable fishing techniques.

Sustainable Practices

- Fishing net repair and reuse: Reduces microplastic pollution and promotes eco-friendly craft production.
- Shellfish harvesting: Highlighted as a sustainable practice aimed at long-term resource preservation.

Innovation and Commercialisation

- Green technologies: Training includes greener technologies and sustainable practices.
- Marine biomass valorization: A patent is being developed for a green process.

- Blue crab commercialization: Cited as a successful example of biodiversity defense.

Community and Awareness

- Training and education: Focus on raising awareness among youth and women about marine environmental protection.
- Tourism and marine sector engagement: Associations are invited to collaborate but prefer to remain independent from large corporations to maintain sustainability.

6.4. Cultural impacts

As already specified before, Cultural impacts and changes are specified in terms of Changes of the mindset within the community of reference, and Education and Skills Development.

Considering the expected changes and impacts (in terms of Changes of the mindset within the community of reference) provided by the collected GPs for the WINBLUE project when each Good Practice started, the expected values are:

Values	# of answer to the question "At the beginning of the activities related to your GP did you believe that the GP could produce changes in terms of the mindset of the community that is interested in this GP? (Give a value from 1 to 5 with 1 no changes and 5 a strong change)"	% of answer to the question "At the beginning of the activities related to your GP did you believe that the GP could produce changes in terms of the mindset of the community that is interested in this GP? (Give a value from 1 to 5 with 1 no changes and 5 a strong change)"
1	0	0
2	8	11,76
3	21	45,59
4	31	30,88
5	8	11,77

88,24% of answers show that the expected level of change and impacts in terms of Changes of the mindset within the community of reference, is medium (3) well observable (4) or strong (5).

Specific comments on these expected changes are:

Empowerment & Inclusion of Women

- Increased participation of women in the Blue Economy.
- Promotion of gender equality in education, employment, and leadership roles.
- Recognition of women's historical and current contributions in marine and coastal sectors.

Cultural & Mindset Shifts

- Shift in societal perceptions of undervalued professions (e.g., net-making, shellfish harvesting).
- Greater awareness of gender issues, harassment, and the importance of inclusivity.
- Encouragement of respectful, open-minded attitudes in professional and social contexts.

Organizational & Policy Impact

- Implementation of flexible working practices promoting work-life balance and trust.
- Development of inclusive policies (e.g., GEOMAR's Diversity Charter).
- Improved employee satisfaction, retention, and collaboration.

Community & Stakeholder Engagement

- Engagement of local communities, policymakers, and industries in inclusive practices.
- Partnerships between mentors and mentees strengthening institutional ties.
- Broader cultural, legal, and social recognition of women's roles.

Long-Term Benefits

- Empowerment of marginalised groups.
- Increased advocacy and support for policy changes.
- Promotion of mental health, leadership, and personal growth.

- Encouragement of intergenerational change through education and visibility.

At the end of the WINBLUE project for changes and impacts in terms of *Changes of the mindset within the community of reference*, 69,12% of Good Practices collected observed changes and impacts. For 25% of Good Practices no changes or impacts were already observed. No changes or impacts are observed in 5,88% of GPs.

	# of answer to "Currently can you affirm that the GP is producing changes in terms of Changes of the mindset within the community of reference?"	% of answer to "Currently can you affirm that the GP is producing changes in terms of Changes of the mindset within the community of reference?"
Yes	47	69,12
No	4	5,88
I do not know	17	25

Changes and impacts at the end of the WINBLUE project are summarised:

Gender Equality & Women's Empowerment

- Increased female participation in education, maritime careers, and the Blue Economy.
- Greater visibility and recognition of women's roles in traditionally male-dominated sectors.
- Enhanced self-confidence and respect for women in the workplace and community.
- Ongoing efforts to combat sexual harassment and promote safe, inclusive environments.

Cultural & Mindset Shifts

- Communities are starting to become more inclusive, open-minded, and supportive.
- Traditional gender roles are being challenged and redefined.
- Awareness campaigns, training, and public engagement are fostering long-term cultural change.

Organizational Transformation

- Implementation of work-life balance and flexible work policies are running.
- Improved employee well-being, collaboration, and leadership development is sometime observed.
- Establishment of support systems for victims and promotion of ethical workplace behavior.

Community Engagement & Broader Impact

- Stronger institutional partnerships and knowledge exchange.
- GPs are seen as replicable models for other sectors and regions.
- Increased advocacy for policy change and gender-sensitive practices.
- Positive influence on youth enrollment in maritime academies and related fields.

Considering the expected changes and impacts (in terms of Education and Skills Development) provided by the collected GPs for the WINBLUE project when each Good Practice started, the expected values are:

Values	# of answer to the question "At the beginning of the activities related to your GP did you believe that the GP could produce changes in terms of Education and Skills Development?"	% of answer to the question "At the beginning of the activities related to your GP did you believe that the GP could produce changes in terms of Education and Skills Development?"
1	10	14,71
2	18	26,47
3	18	26,47
4	11	16,18
5	11	16,18

58,82% of answers show that the expected level of change and impacts in terms of *Education and Skills Development*, is medium (3) well observable (4) or strong (5).

Comments related to the expected impacts and changes are:

Education & Learning Outcomes

- Enhanced learning opportunities for women and girls, in STEM and Blue Economy sectors.
- Increased literacy, digital skills, and access to training for marginalized groups.
- Development of educational content with gender awareness and inclusivity.

Skills Development

- Training in technical, communication, leadership, and management skills.
- Practical workshops in aquaculture, oceanography, and environmental assessment.
- Mentorship programs supporting research, career planning, and professional networking.

Gender Equality & Empowerment

- Support for women through mentorship, funding, and career guidance.
- Cultural shifts toward inclusive education and workplace equality.
- Empowerment of women in traditionally male-dominated sectors.

Organizational & Community Impact

- Creation of new professional activities requiring tailored training.
- Improved teamwork, collaboration, and emotional intelligence.
- Long-term impact on workplace culture, reporting mechanisms, and professional development reviews.

At the end of the WINBLUE project for changes and impacts in terms of *Education and Skills Development*, 50% of Good Practices collected observed changes and impacts. For 27,94% of Good Practices no changes or impacts were already observed. No changes or impacts are observed in 22,06% of GPs.

	# of answers to "Currently can you affirm that the GP is producing changes in terms of Education and Skills Development?"	% of answers to "Currently can you affirm that the GP is producing changes in terms of Education and Skills Development?"
Yes	34	50
No	15	22,06
I do not know	19	27,94

Changes and impacts at the end of the WINBLUE project are summarised:

Education & Learning Outcomes

- Support for girls' education, especially in STEM and Blue Economy fields.
- Increased literacy and access to professional certifications (e.g., fishing net maintenance).
- Development of science communication, digital literacy, and time management skills.

Skills Development & Professional Growth

- Training in leadership, teamwork, emotional intelligence, and collaboration.
- Mentorship programs leading to research opportunities, career advancement, and networking.
- Empowerment through hands-on workshops, technical visits, and vocational training.

Gender Equality & Inclusion

- Integration of gender awareness into educational content and workplace training.
- Increased female participation in aquaculture, engineering, and renewable energy.
- Empowerment of women through self-confidence building, upskilling, and career support.

Community & Organizational Impact

- Cultural shift toward inclusive learning environments and work-life balance.
- Improved reporting mechanisms, workplace safety, and employee engagement.
- Expansion of cross-sector learning and knowledge sharing platforms.

Long-Term & Systemic Change

- Continuous professional development through structured reviews and follow-up projects.
- Increased access to education for marginalized groups, including non-literate women.
- Preparation for the future workforce through targeted training and flexible work policies.

6.5. Cross-cutting characteristics

As already specified before, there are some characteristics and indicators related to Gender Equality for measuring impacts and changes that are: 1) Ending discrimination, 2) Ending gender-based violence, 3) Challenging gender stereotypes, 4) Closing gender gaps in the labour market, 5) Ensuring achieving full and equal participation.

Considering the expected changes and impacts (in terms of Ending discrimination) provided by the collected GPs for the WINBLUE project when each Good Practice started, the expected values are:

Values	# of answer to the question "At the beginning of the activities related to your GP did you believe that the GP could contribute to the elimination of all forms of discrimination against women and girls?"	% of answer to the question "At the beginning of the activities related to your GP did you believe that the GP could contribute to the elimination of all forms of discrimination against women and girls?"
1	3	4,41
2	16	23,53
3	22	32,35
4	25	36,76
5	2	2,94

72,06% of answers show that the expected level of change and impacts in terms of Ending discrimination, is medium (3) well observable (4) or strong (5).

A summary of responses underlines the following expected changes and impacts:

Empowerment & Participation

- Increased female participation in education.
- Improvement of women visibility, skills, and confidence through training, mentorship, and leadership roles.
- Projects promote equal access to opportunities and recognition of women's contributions.

Cultural & Mindset Shifts

- GPs are fostering gender awareness, breaking stereotypes, and promoting inclusive attitudes.
- Cultural exchanges and shared activities are helping reduce prejudices and normalize women's roles in male-dominated sectors.
- Some responses acknowledge that cultural change takes time, but early signs are promising.

Organizational Practices & Policy Impact

- Implementation of flexible work arrangements, initiatives for providing all with equal opportunities, and practices for harassment prevention.
- Programs aiming to institutionalize equality and accountability.
- Work-life balance initiatives for women balancing professional and caregiving roles.

Community & Institutional Change

- Evidence of balanced leadership teams, inclusive hiring, and support systems.
- GPs are seen as catalysts for broader societal change, though some note limited immediate impact.
- Emphasis on long-term commitment to dismantling systemic barriers and fostering equity.

At the end of the WINBLUE project for changes and impacts in terms of Ending discrimination, 57,35% of Good Practices collected observed changes and impacts. For 32,35% of Good Practices no changes or impacts were already observed. No changes or impacts are observed in 10,29% of GPs.

	# of answers to "Currently can you affirm that the GP is contributing or	% of answers to "Currently can you affirm that the GP is contributing or will
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	will contribute to the elimination of all forms of discrimination against women and girls?"	contribute to the elimination of all forms of discrimination against women and girls?"
Yes	39	57,35
No	7	10,29
I do not know	22	32,35

Changes and impacts at the end of the WINBLUE project are summarised:

Empowerment Through Education & Career Development

- GPs support girls' education, especially in STEM and Blue Economy sectors.
- Women gain digital, technical, and leadership skills, improving their employability and visibility.
- Mentorship, training, and awareness programs help women overcome barriers and advance professionally.

Cultural & Mindset Shifts

- GPs foster gender awareness, challenge biases, and promote inclusive attitudes.
- Cultural change is underway, though many note it is gradual and requires long-term effort.
- Initiatives like showcasing female role models and historical figures help normalize women's presence in male-dominated fields.

Organizational & Policy Impact

- Implementation of flexible work arrangements, unbiased recruitment, and harassment training.
- Programs like the Unified Gender Equality Objectives Programme and Labor, Sexual & Gender Harassment Training are cited as effective.
- Some organizations report balanced leadership teams and inclusive workplace cultures as outcomes.

Community & Institutional Change

- GPs are helping build support networks, influence policy development, and promote gender-sensitive frameworks.
- Some responses highlight limited immediate impact, especially in areas like violence or systemic inequality, but recognize the foundational role of GPs in broader change.
- Initiatives like "Donne in Ingegneria" promote STEM careers for girls in schools, expanding future opportunities.

Considering the expected changes and impacts (in terms of Ending gender-based violence,) provided by the collected GPs for the WINBLUE project when each Good Practice started, the expected values are:

Values	# of answer to the question "At the beginning of the activities related to your GP did you believe that the GP could contribute to implement measures to prevent and combat violence against women and girls?"	% of answer to the question "At the beginning of the activities related to your GP did you believe that the GP could contribute to implement measures to prevent and combat violence against women and girls?"
1	13	19,12
2	24	35,29
3	14	20,59
4	13	19,12
5	4	5,88

45,59% of answers show that the expected level of change and impacts in terms of Ending gender-based violence, is medium (3) well observable (4) or strong (5).

A summary of responses underlines the following expected changes and impacts:

Direct Measures Against Gender-Based Violence

- Surveys and guidelines aiming to identify and prevent sexual harassment and misconduct.

- Training programs have to be planned to address all forms of sexual misconduct in sectors male dominates.
- Clear protocols and awareness campaigns should be provided to help employees recognize and respond to violence.

Awareness & Cultural Change

- GPs should improve awareness of the workplace, risks and appropriate responses.
- Initiatives like inspirational stories and gender equality policies inspiring respectful behavior and challenge harmful norms should be planned.

Organizational Practices

- Programs such as the Gender Equality Plans or initiatives on, Sexual & Gender Harassment Training should encourage:
 - Promoting respectful workplace cultures
 - Supporting victim empowerment and reporting mechanisms

Indirect Contributions

- Some GPs, could not be explicitly designed to combat violence, but may contribute:
 - Promoting inclusive and flexible work environments
 - Supporting work-life balance
 - Encouraging gender equality and empowerment, which reduce vulnerabilities

At the end of the WINBLUE project for changes and impacts in terms of Ending gender-based violence, 27,94% of Good Practices collected observed changes and impacts. For 48,53% of Good Practices no changes or impacts were already observed. No changes or impacts are observed in 23,53% of GPs.

	# of answers to "Currently can you affirm that the GP is contributing or will contribute implement measures to prevent and combat violence against women and girls?"	% of answers to "urrently can you affirm that the GP is contributing or will contribute implement measures to prevent and combat violence against women and girls?"
Yes	19	27,94
No	16	23,53
I do not know	33	48,53

Changes and impacts at the end of the WINBLUE project are summarised:

Direct Measures and Training

- Sexual harassment training and gender equality programs (e.g., GED, Labor, Sexual & Gender Harassment Training) provided employees with tools to recognize, prevent, and respond to misconduct.
- Clear procedures and support mechanisms were introduced, leading to improved reporting, victim empowerment, and timely intervention.
- Drop in reported cases of sexual misconduct in sectors like the fishing industry.

Awareness and Cultural Change

- Workshops, podcasts, and webinars helped normalize discussions and reduce stigma.
- Cultural shifts toward inclusivity and respect were reported, especially in organizations with structured gender equality policies.

Organizational Practices

- Support networks and dedicated committees were established to assist victims and monitor workplace dynamics.
- Companies competing for awards were incentivised to adopt anti-discrimination measures.
- Anonymous reporting channels and internal procedures (e.g., in the Suez company) were created to handle complaints discreetly and effectively.

Indirect Contributions

- Practices like flexible work arrangements and work-life balance policies were not designed to combat violence directly but contributed by:

- Reducing stress.
- Empowering women.
- Promoting a culture of respect and safety.

Long-Term Impact

- GPs are laying the foundation for systemic change, even if some impacts are still developing.
- Emphasis on sustained awareness, policy development, and cross-sector collaboration to address deeper societal norms and power imbalances.

Considering the expected changes and impacts (in terms of Challenging gender stereotypes) provided by the collected GPs for the WINBLUE project when each Good Practice started, the expected values are:

Values	# of answer to the question "At the beginning of the activities related to your GP did you believe that the GP could contribute to promoting GE in all areas of life girls overcoming stereotypes?"	% of answer to the question "At the beginning of the activities related to your GP did you believe that the GP could contribute to promoting GE in all areas of life girls overcoming stereotypes?"
1	1	1,47
2	14	20,59
3	22	32,35
4	25	36,76
5	6	8,82

77,94% of answers show that the expected level of change and impacts in terms of Challenging gender stereotypes, is medium (3) well observable (4) or strong (5).

A summary of responses underlines the following expected changes and impacts:

Blue Economy & Gender Inclusion

- initiatives to increase women's participation in traditionally male-dominated sectors.
- Promote collaboration between genders, helping woman to be perceived as equals.
- Normalize women's roles in the Blue Economy and address cultural stereotypes.

STEM & Education

- Practices encourage female role models to inspire young girls.
- Girls gain problem-solving skills and knowledge.
- Initiatives and inspirational series helping dispel myths that STEM and works int the Blue Economy are not for woman.

Workplace Culture & Policy

- Implementation of inclusive policies (e.g., flexible work, harassment training) indirectly promotes GE.
- Organizations report for increasing awareness, culture change, and empowerment of female staff.
- Practices support work-life balance, especially in female-dominated workplaces, helping break traditional gender roles.

At the end of the WINBLUE project for changes and impacts in terms of Challenging gender stereotypes, 60,29% of Good Practices collected observed changes and impacts. For 10,29% of Good Practices no changes or impacts were already observed. No changes or impacts are observed in 29,41% of GPs.

	# of answers to "Currently can you affirm that the GP is contributing or will contribute to promoting GE in all areas of life girls overcoming stereotypes?"	% of answers to "Currently can you affirm that the GP is contributing or will contribute to promoting GE in all areas of life girls overcoming stereotypes?"
Yes	41	60,29

No	20	29,41
I do not know	7	10,29

Changes and impacts at the end of the WINBLUE project are summarised:

Sectoral Impact

- Increased female participation in traditionally male-dominated sectors like fishing, aquaculture, and shipping.
- Girls and women are now more visible in these fields, with some GPs offering career guidance and role models.
- STEM education is being promoted through female role models and inclusive training, helping to dispel myths that science is not for girls.

Education & Awareness

- GPs are fostering awareness from early education, making careers in the Blue Economy and STEM more accessible to girls.
- Awareness campaigns, training on unconscious bias, and gender-sensitive education are helping shift perceptions.

Workplace Culture & Policy Changes

- Many GPs focus on creating inclusive, respectful, and supportive work environments:
 - Gender-sensitive policies.
 - Support networks for women.
 - Training in ethics, communication, and leadership.

Empowerment & Career Advancement

- Women are being upskilled, especially in male-dominated industries, improving their employability and confidence.
- GPs are helping women return from maternity leave with better support and opportunities.
- Victim empowerment and improved reporting mechanisms are supported.

Cultural & Societal Shifts

- GPs are contributing to long-term cultural change, both in the workplace and society:
 - Challenging the idea of men as sole breadwinners or women as primary caregivers.
 - Encouraging shared responsibilities and equal opportunities.
 - Helping girls envision futures free from gender-based limitations.

Challenges & Limitations

- Some responses note that while awareness is increasing, concrete impact is still limited.
- Some respondents expressed uncertainty or lack of knowledge about internal dynamics.

Considering the expected changes and impacts (in terms of Closing gender gaps in the labour market) provided by the collected GPs for the WINBLUE project when each Good Practice started, the expected values are:

Values	# of answer to the question "At the beginning of the activities related to your GP did you believe that the GP could contribute to ensuring equal opportunities and pay for women and men?"	% of answer to the question "At the beginning of the activities related to your GP did you believe that the GP could contribute to ensuring equal opportunities and pay for women and men?"
1	3	4,41
2	19	27,94
3	21	30,88
4	16	27,94

5	6	8,82
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67,64% of answers show that the expected level of change and impacts in terms of Closing gender gaps in the labour market, is medium (3) well observable (4) or strong (5).

A summary of responses underlines the following expected changes and impacts:

Key Objectives and Outcomes

- Promotion of Equal Opportunities: improving women's access to training, career development, and leadership roles.
- Reduction of Gender Gaps: implementing transparent recruitment policies, flexible work arrangements, and career support.
- Women's Empowerment: supporting actions for new skills, increased employability, and initiated new professional projects for women.

Tools and Strategies Used

- Equity Policies: Introduction of gender equality goals, transparent selection processes, and progress monitoring.

Cultural and Structural Changes

- Female Leadership: Increased opportunities for women to access top-level positions.

At the end of the WINBLUE project for changes and impacts in terms of *Closing gender gaps in the labour market*, 45,59% of Good Practices collected observed changes and impacts. For 13,24% of Good Practices no changes or impacts were already observed. No changes or impacts are observed in 41,18% of GPs.

	# of answers to "Currently can you affirm that the GP is contributing or will contribute to ensuring equal opportunities and pay for women and men? GP is promoting or will ?"	% of answers to "Currently can you affirm that the GP is contributing or will contribute to ensuring equal opportunities and pay for women and men? GP is promoting or will ?"
Yes	31	45,59
No	28	41,18
I do not know	9	13,24

Changes and impacts at the end of the WINBLUE project are summarised:

Empowerment and Inclusion of Women

- Many responses highlight increased participation of women in traditionally male-dominated sectors like the Blue Economy, STEM, and fishing.
- GPs are seen as tools to empower women, promote equal opportunities, and reduce gender gaps.

Career Advancement and Upskilling

- Several GPs provided training, PhD opportunities, and career development tools for women.
- These efforts are believed to enhance employability and support leadership roles for women.

Cultural and Institutional Change

- GPs contributed to policy improvements, institutional cooperation, and transparent recruitment and pay structures.

Workplace Environment

- Practices like work-life balance and flexible hours were seen as indirectly supporting gender equity.

Economic and Social Impact

- Some GPs demonstrated how women can create new business models and sustainable value chains.
- There's a belief that these practices can shift societal perceptions and influence stakeholders in the Blue Economy.

Considering the expected changes and impacts (in terms of Ensuring achieving full and equal participation) provided by the collected GPs for the WINBLUE project when each Good Practice started, the expected values are:

Values	# of answer to the question "At the beginning of the activities related to your GP did you believe that the GP could contribute to promote gender balance in decision-making positions?"	% of answer to the question "At the beginning of the activities related to your GP did you believe that the GP could contribute to promote gender balance in decision-making positions?"
1	4	5,88%
2	12	17,65%
3	24	35,29%
4	24	35,29%
5	4	5,88%

76,46% of answers show that the expected level of change and impacts in terms Ensuring achieving full and equal participation, is medium (3) well observable (4) or strong (5).

A summary of responses underlines the following expected changes and impacts:

Empowerment and Inclusion

- Several initiatives aimed to increase women's visibility and participation in leadership roles.
- Some practices highlight the creation of all-women organizations or teams managing their own activities.

Education and Career Advancement

- Some GPs aim was to provide tools, training, and opportunities for upskilling, helping women advance in their careers.

Organizational and Cultural Change

- Many GPs aim to foster inclusive work environments, improve work-life balance, and remove structural barriers.
- Practices include blind CV screening, leadership development programs, and gender-equality targets.

Social Impact and Awareness

- Some responses mention cultural shifts, increasing awareness, and societal recognition of women's potential.
- Inspirational campaigns and historical recovery of women's roles in maritime sectors are seen as catalysts for change.

Structural and Policy Measures

- Implementation of gender equality policies from recruitment to leadership.
- Emphasis on accountability, fair reporting, and long-term cultural transformation.

At the end of the WINBLUE project for changes and impacts in terms of Ensuring achieving full and equal participation, 42,65% of Good Practices collected observed changes and impacts. For 44,12% of Good Practices no changes or impacts were already observed. No changes or impacts are observed in 13,24% of GPs.

	# of answers to "Currently can you affirm that the GP is contributing or will contribute to promote gender balance in decision-making positions?"	% of answers to "Currently can you affirm that the GP is contributing or will contribute to promote gender balance in decision-making positions?"
Yes	29	42.65%
No	9	13.24%
I do not know	30	44.12%

Changes and impacts at the end of the WINBLUE project are summarised:

Progressive Change and Ongoing Impact

- Many GPs are still in progress, but early signs show growing participation of women, especially in traditionally male-dominated sectors like the Blue Economy and shipping.
- Some organizations report increased numbers of women in management and greater visibility of female leaders.

Supportive Structures and Tools

- GPs provide training, mentoring, and leadership development opportunities.
- Networking activities and participation in international projects (e.g., WINBLUE, CHANGE) are helping women gain confidence and visibility.

Organizational Culture and Policy Shifts

- GPs enable the implementation of gender equality policies from recruitment to leadership.
- Work-life balance initiatives, flexible working hours, and parental leave are seen as enablers for women's career progression.
- Safer and more inclusive work environments are being created through anti-harassment policies and support systems.

Cultural and Social Impact

- GPs are helping to challenge traditional gender roles, especially in sectors like fisheries and maritime industries.
- Girls and young women are increasingly seeing leadership roles as accessible and achievable.

Long-Term Vision

- While some respondents note that direct evidence of change is still limited, many affirm that the foundations for future gender balance are being laid.
- GPs are seen as catalysts for sustainable cultural change, promoting fairness, collaboration, and diversity.

6.6. Scalability and replicability factors: Scalability assessment

As already specified before, there are some characteristics and indicators related to scalability and replicability factors for measuring the Good Practices impacts and changes.

6.6.1 Scalability

Scalability is analysed considering: Scalability assessment, Economic factor, Regulatory factor, Stakeholders' factor,

- Scalability assessment

The scalability assessment was carried out in terms of: Technical/Modularity, Technical/Component interactions of the GP, Existing structures and bodies, External constraints.

Considering the Technical/Modularity, for scalability, the majority (88,24%) of them has independent units clearly identified or components are somewhat clear, and only 30,88% did not indicate solutions for modularization already.

6.6.2 Replicability

The replicability assessment was carried out in terms of: Technical/Modularity, Technical/Component interactions of the GP, Existing structures and bodies, External constraints.

7. Conclusion

Based on the assessment of Good Practices carried out and described above, in conclusion a summary of the expected changes and observed changes is given below:

1. Social Impacts:

- Expected Changes: Many GPs were expected to produce medium to strong changes in social behaviors, infrastructure, access to services, and community cohesion. These expectations were often linked to training, mentoring, and actions promoting gender equality and inclusion, aiming to improve the work environment and foster a culture of trust and fairness.
- Observed Changes: A significant majority (69.12%) of the GPs were found to be acting as facilitators of social change. Observed changes included fostering inclusive and cohesive work environments, increased gender awareness, reduced harassment, improved collaboration, skill development, enhanced cross-gender collaboration, and a shift in behaviors normalizing women in technical and leadership roles. GPs also contributed to internal and community cohesion and led to structural and institutional developments like action plans and professional certifications.

2. Economic Impacts:

- Expected Changes: GPs were anticipated to create job opportunities, boost local economies, and reduce poverty levels. They were also expected to improve economic sustainability through investments in young talent, organizational efficiency, and promoting gender equality for innovation and talent retention.
- Observed Changes: Observed economic benefits included new job opportunities for women in various sectors, support for migrant workers, professionalization of women, boosting local economies through tourism and new business models, and improved workplace conditions leading to enhanced employee well-being and productivity. In terms of economic sustainability, GPs supported female education, gender balance, inclusive recruitment, improved organizational efficiency, and promoted sustainable practices in the blue economy.

3. Environmental Impacts:

- Expected Changes: GPs were expected to promote environmental sustainability, leading to cleaner environments, resource conservation, and increased awareness.
- Observed Changes: Key environmental impacts included marine biodiversity protection, sustainable aquaculture, overfishing prevention, fishing net repair and reuse, and the adoption of green technologies.

4. Cultural Impacts:

- Expected Changes: GPs were anticipated to change mindsets within communities, promoting education and skills development, enhancing learning outcomes, increasing literacy, and providing valuable job market skills.
- Observed Changes: There was increased female participation in education and blue economy careers, greater visibility and recognition of women's roles, enhanced self-confidence, and ongoing efforts to combat harassment. Communities showed signs of becoming more inclusive and supportive, challenging traditional gender roles, and promoting cultural change through awareness campaigns and training. Education and skills development led to enhanced learning outcomes, professional certifications, and improved communication and leadership skills.

5. Cross-Cutting Characteristics (Gender Equality):

- Ending Discrimination: GPs were expected to eliminate discrimination against women and girls. Observed impacts included empowerment through education and career development, cultural and mindset shifts towards gender awareness, and organizational policy improvements.
- Ending Gender-Based Violence: GPs aimed to implement measures to prevent and combat violence. Direct measures and training programs led to reduced reported cases of sexual misconduct, cultural shifts towards inclusivity, and the establishment of support networks.
- Challenging Gender Stereotypes: GPs were expected to promote gender equality in all areas of life and challenge stereotypes. Observed impacts included increased female participation in male-

dominated sectors, promotion of STEM education for girls, and the creation of inclusive workplace cultures.

- Closing Gender Gaps in the Labour Market: GPs aimed to ensure equal opportunities and pay. Observed impacts included increased participation of women in various sectors, career advancement and upskilling opportunities, and cultural and institutional changes towards transparent recruitment and pay.
- Ensuring Achieving Full and Equal Participation: GPs sought to promote gender balance in decision-making positions. The changes observed included increased women's visibility and participation in leadership, education and career advancement opportunities, and fostering inclusive work environments.

The document emphasizes that while some changes are already evident in the short term, the full impact of these good practices, particularly regarding scalability and replicability, will become more apparent in the medium/long term.