# #WeCo LEAD

YOUNG WOMEN'S LEADERSHIP

FOR COLLABORATIVE SUSTAINABLE COMMUNITIES

2021-1-SE02-KA220-YOU-000028775

*Young Women's leadership for Collaborative Sustainable Communities*

# #WECOLEAD HARVEST ANALYSIS

## #WECOLEAD TOOLKIT 2
## SUPPORTING MATERIALS

During the implementation of #WeCoLead program valuable information was gathered in order to understand and break down the main issues women face when wishing to enter higher education and labor market; when searching for the balance between personal and work life; when wishing to start their own businees and when building their position with environmental sustainability.

The program also focused on understanding the collective implact that community leaders and organizarions have on women empowerment field; possible ideas, solutions, knowledge and methodologies that exist and could support others in the future.

This harvest aims to showcase paterns and trends that came up in the overall #WeCoLead program research results. The input was harvested form 5 local workshops and 5 local surveys that took place in the 5 partner cournties (Swe- den, Greece, Italy, Luxembourg, Hungary).

## Participants:

Who participated?

1. Young women, youth workers and representatives of organizations that work for women empowerment participated in 5 local workshops in the 5 partner countries of the program #WeCoLead, aiming to share ideas, solutions and methodologies that answer specific needs in women empowerment process.
2. Young women, stakeholders and youth workers from the 5 partner countries of #WeCoLead project participated in an online survay recognizing needs, challenges and sharing knowledge that they hold in their roles.

## Impact:

What we offer for women empowerment and sustainable communities.

- Space for education & information (Mentoring, educational programms, inspiration programms, front line work on women's reality. )

- Space for inspiration (Women's groups, mentoring, sharing stories.)

- Support (Womens'groups, womens' unions, victims, first line work presence on the ground, standing up against sexism.)

- Space for connection (Networking.)

- Advocacy (Activism, representation, initiatives fom promotion, campaignes, policy changes, changing language to be inclusive.)

## Barriers:

What are the main barriers women face?

**\ patriarchy** structural problems / sexist laws / cultural upbringing / gender gaps in salaries and work possitions / internalized patriarchy in women / stereotypical differences / sexism / not many women in possitions of power

**\ family planning / family roles** family and work balance / family duties, lack of time / social life

**\ financia / insecurity** lack of economic support / lack on funding

**\ not having the right methodologies** to support women / to deal with every day problems

**\ psycological / effects** mental barriers / internalized barriers

**\ local issues** different local issues / local community issues

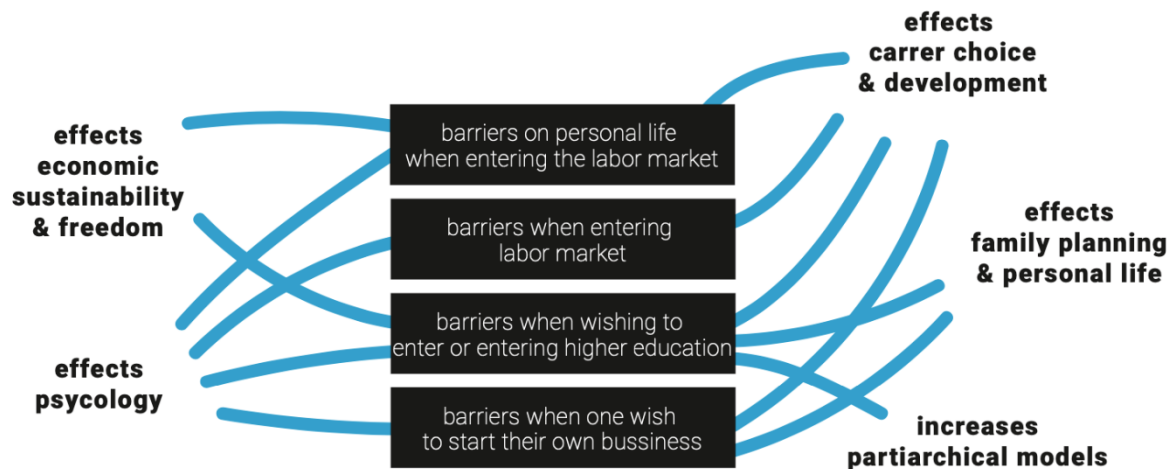**\ empowerment** lack of empowerment / lack on education / lack on information / support women

## Barrier Patterns

What barrier patterns appear?

## Barriers Results

What are the effects women face due to these barriers?



## Ideas to overcome barriers

How should we work on these barriers?

**/ How to overcome patriarchy**

Advocacy: activism, advocacy, be a pressure group to influense policy, laws change, more protective laws

Work with all genders / proffesionals: engage men, educate men, talk about toxic masculinity, educate how to manage roles / relationships, change our every day vocabulary

Education: work with children, start educating from an early age, change education from the roots, gender and sexual education

Organizations' coordination: coordinate organizations, discuss between networks

Other: expose films, music, etc. on prototypes, be more inclusive, events about multiculturalism, campaignes for stereotypes in work, house roles

**/ How to support on family planning / family roles**

Work with all genders / proffesionals: engage men, educate on how to manage roles and relationships

Organizations' coordination: discuss between networks

Other: organize usefull informative sessions

## / How to work against financial insecurity

Inform: more trained specialists that focus on womens' rights, dedicated research to this issue, lack on gender statistics, organize usefull informative sessions for women

Advocacy: pressure groups to influence policy

Other: engage men, anoid exclusivity

## / How to deal with not having the right methodologies

Empower collective processes

Use imagination, be creative

Focus on succesful practices from other organizations

Find ways to empower in all activities

(especially those that don't consider as such, eg dancing)

Use methodologies that promote: participation / boundries / working with feelings / confidence / trust / self exposure / expression / finding your voice / trust / expression

## / How do deal with psycological effects

Support & Community: create communities, share stories, conversation & sharing clubs, share/express women are not alone in this

Organizations' coordination: discuss between networks

Other: organize usefull informative sessions, be open to questions, be aware of the long-term impact

## / How to inspire empowerment

Inspiration: sharewomenstories,womenstoriesshowthattheyarenot alone, raise awareness on female leadership, ted talks, inspiration

Connection / Networks: create more opportunities for rural and minority communi- ties, create communities, connect with women who don't know they need empowerment

Organizations' coordination: discuss between networks

Other: coaching in workplace, support skills and talents

# Ideas pattern

What should we work on?

**\ Advocacy**

most common for sociocultural stuctures and law transformations

**\ Organizational Coordination**

more common for creating supporting activities dealing with all effects of barriers

**\ Raising awareness on gender stereotypes**

most common for women in labor market and when starting their own bussiness

**\ Opening space for discussion between specific groups**

most common for work within family structures, workplace, academic environment (eg involve men, share the effects of sertain behaviors etc)

**\ Platforms where women support women**

most common for inspiration (create rolemodels) and sharing experiences

(in family stuctures, workplace barriers, academin descrimination & assulting etc)

**\ Information / Education / Empowerment**

most common for labor market (eg inform about rights, practise/learn new skills, etc)

**\ Supporting the development of a healthy system at home**

most common when familly planning and homestead managment

**\ Support / Inform / Educate / Connect / Inspire**

most common when dealing with partiarchy, financial insecurity, family planning, psycological effects

**\ Work with all genders**

most common when dealing with partiarchy and family planning

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