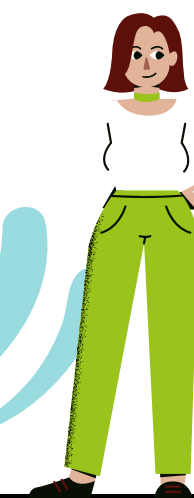




2021-1-SE02-KA220-YOU-000028775

## *Young Women's leadership for Collaborative Sustainable Communities*

# HARVEST ANALYSIS FROM LOCAL WORKSHOPS AND SURVEYS



# PARTICIPANTS



## WORKSHOP

Total number of participants: **52**

12		SWEDEN
09		ITALY
13		LUXEMBOURG
10		GREECE
10		HUNGARY

## SURVEY

Total number of participants: **86**

16		SWEDEN
22		ITALY
16		LUXEMBOURG
15		GREECE
15		HUNGARY



# Collective Impact

**What we offer** for women empowerment and sustainable communities

space for **education & information**

mentoring, educational programmes, inspiration programmes, front line work on women's reality

space for **inspiration**

women's groups, mentoring, sharing stories

space for **connection**

networking

**advocacy**

activism, representation, initiatives for promotion, campaigns, policy changes, changing language to be inclusive

**support**

women's groups, women's unions, victims, first line work, presence on the ground, standing up against sexism

**What we get** in return from our work

**trust**

from our communities

**research opportunities**

within our network, communities

**fulfilment**

from our every day work



# BARRIERS

we face in our work and doesn't let us have more impact



# IDEAS

how should we work for these barriers?



## Advocacy:

activism, advocacy, be a pressure group to influence policy, laws change, more protective laws

## Work with all genders / professionals:

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, campaigns for stereotypes in work, house roles

# IDEAS

how should we work for these barriers?

not having the right methodologies

local issues

family planning  
family roles

partiar...

structural problems  
sexist laws  
gender gaps in salaries and work pos  
internalized patriarch  
stereotypical differences  
sexism

**Inspiration:**  
share women stories, women stories show that they are not alone, raise awareness on female leadership, ted talks, inspiration

**Connection / Networks:**  
create more opportunities for rural and minority communities, 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



**empowerment**

lack of empowerment  
lack on education  
lack on information  
support women

# IDEAS

how should we work for these barriers?

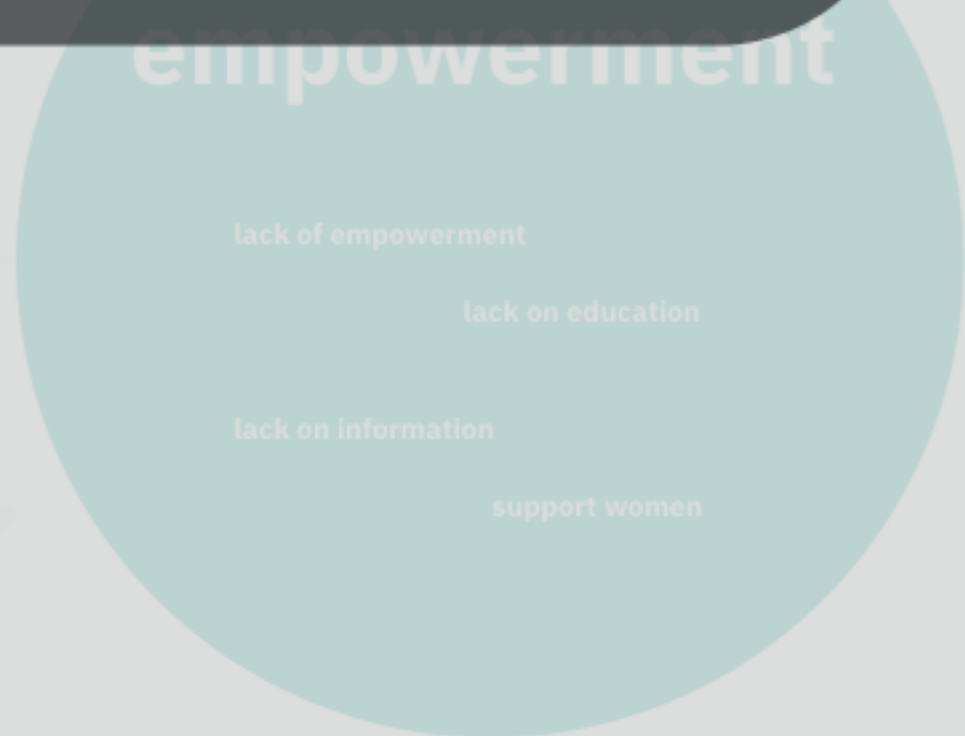
06



**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





# IDEAS

how should we work for these barriers?



## family planning family roles

- family and work balance
- family duties, lack of time
- social life



## psychological effects

- mental barriers
- internalized barriers

### 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

## partiarchy

structural problem  
exist laws  
cultural upbringing  
gender gaps in salaries  
internal  
stereotypical difference  
sexism  
not many women

### 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

financial  
insecurity

## empowerment

- lack of empowerment
- lack on education
- lack on information
- support women



# IDEAS

how should we work for these barriers?



not having  
the right  
methodologies



local issues

partiararchy

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

- 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:
  - a. participation
  - b. confidence
  - c. trust
  - d. expression
  - e. boundries
  - f. self exposure
  - g. finding your voice
  - h. working with feelings

family planning  
family roles

psychological  
effects

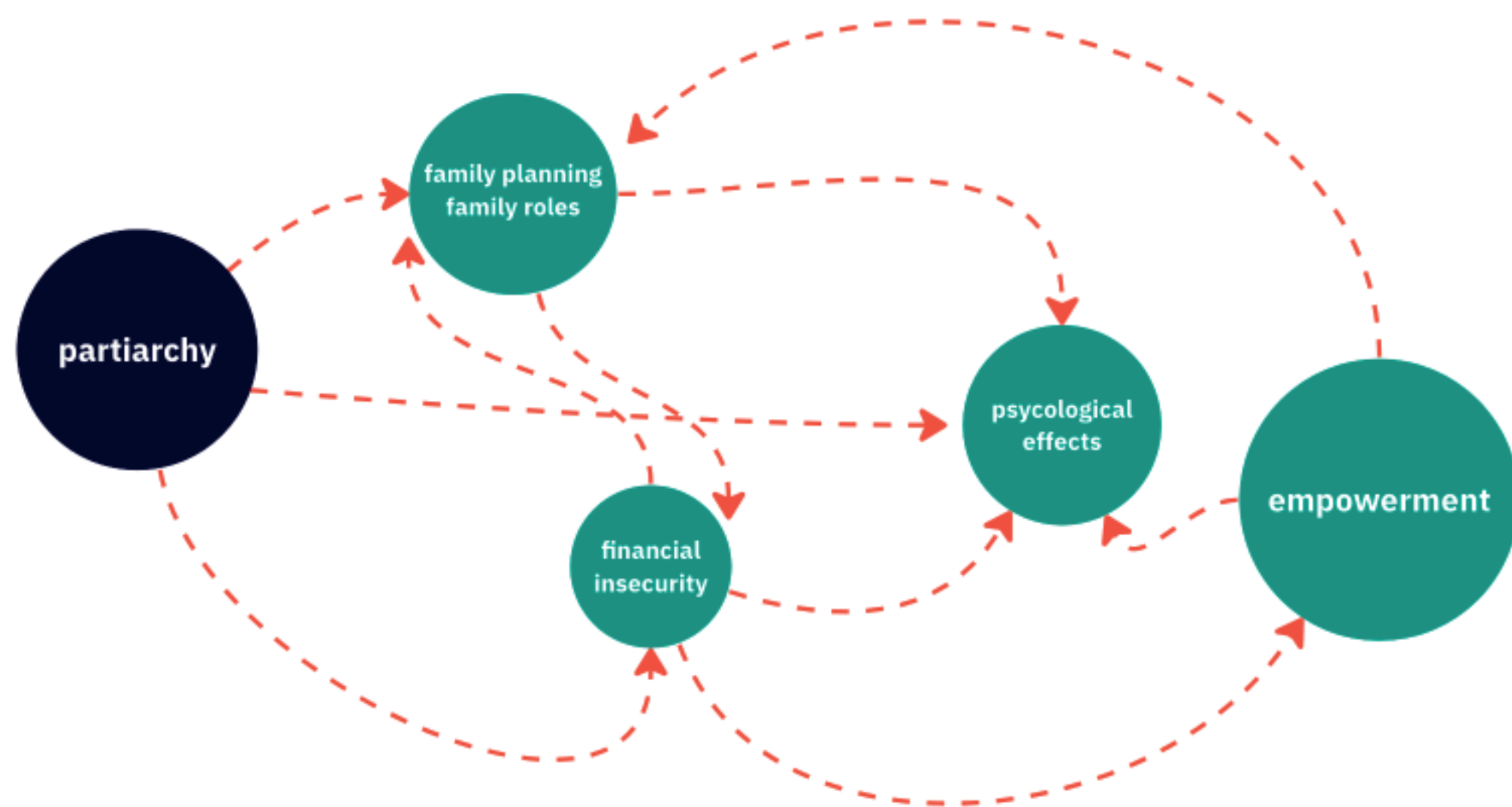
start language lessons  
learning opportunities

empowerment

lack of empowerment  
lack on education  
lack on information  
support women

# IDEAS pattern

where should we focus?



**Organizational Coordination:** we find this in **4 times** (Patriarchy, Financial Insecurity, Empowerment, Psychological effects)

**Advocacy:** we find this **2 times** (Patriarchy, Financial Insecurity)

**Support / Inform / Educate / Connect / Inspire:** we find this **4 times** (Patriarchy, Financial Insecurity, Family planning, Psychological effects)

**Work with all genders:** we find this **2 times** (Patriarchy, Family planning)



# Inspiration

How do we think women get inspired?

31 it's a personal process

18 via role models and examples

12 via social media

this answers to the how, we can assume that the reference to the what goes out to role models and examples

How would you approach women to inspire them?

36 <sup>ACTIVITIES</sup> create a space for discussion

14 <sup>COORDINATION</sup> via social media

04 promote role models

<sup>ACTIVITIES</sup>



# Women and Sustainability

Would women as entrepreneurs embed more environmental protocols?

**40** yes, they would

**24** no, they wouldn't or/and its a stereotype

**11** not sure

this could be added to "no"

## Most common environmental issue women work with

ACTIVITIES

**25** Re-Use / Zero Waste

ACTIVITIES

**19** Recycle

ACTIVITIES

**19** Climate Change  
Energy Reduction

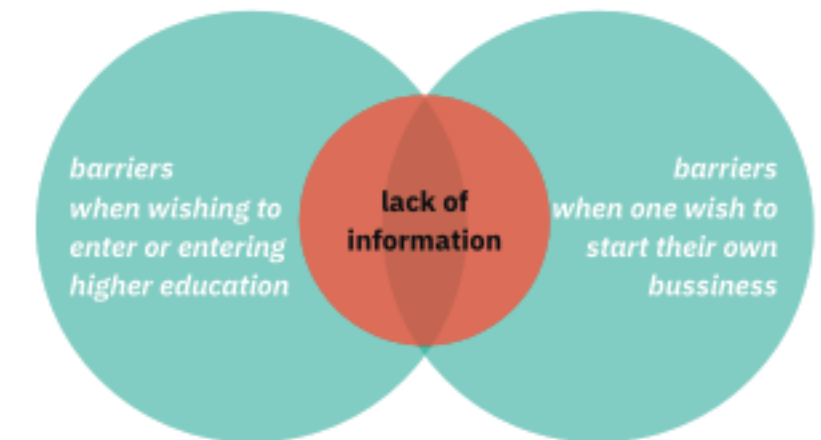
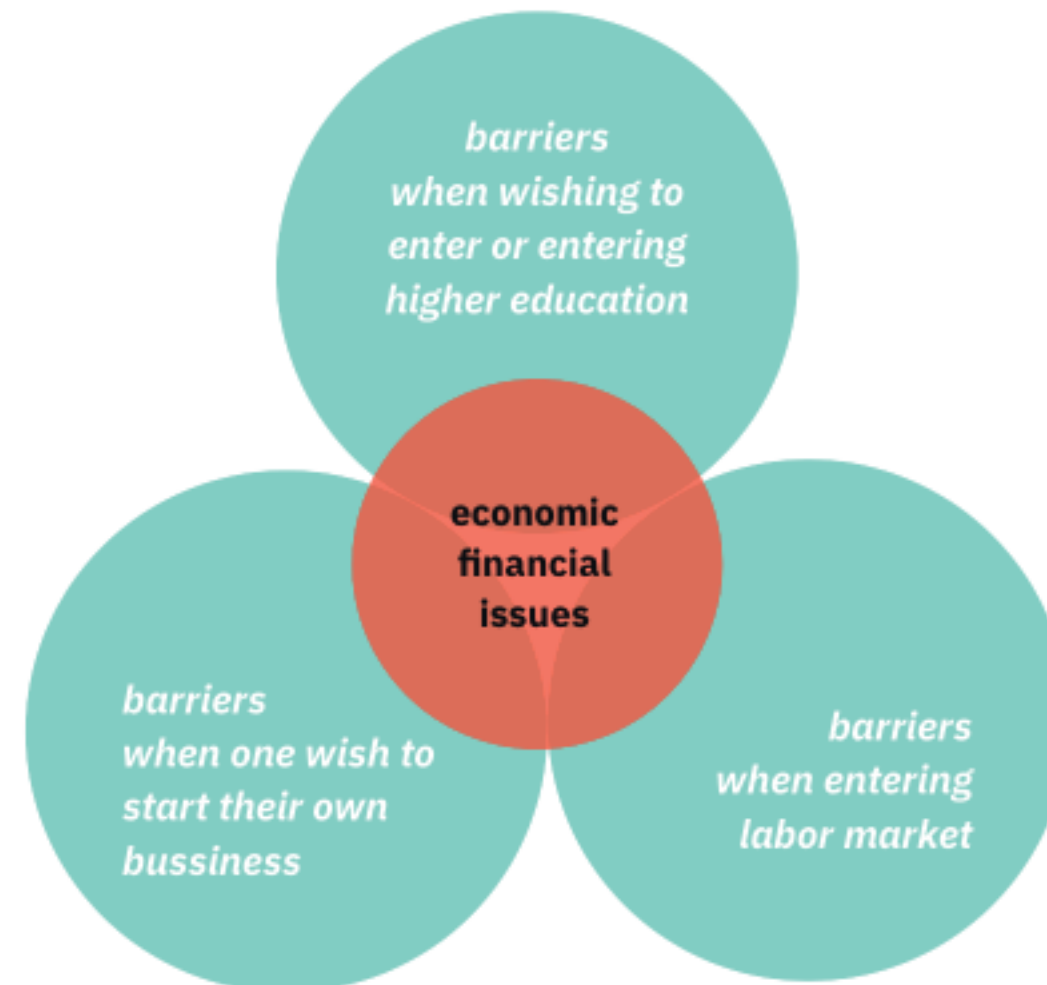
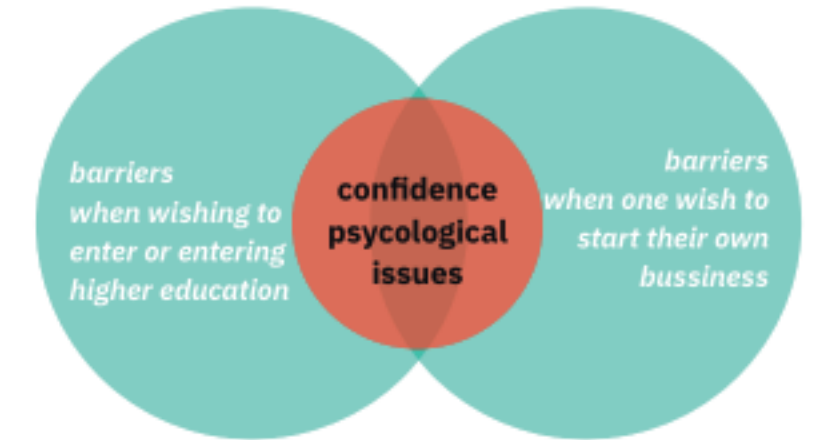
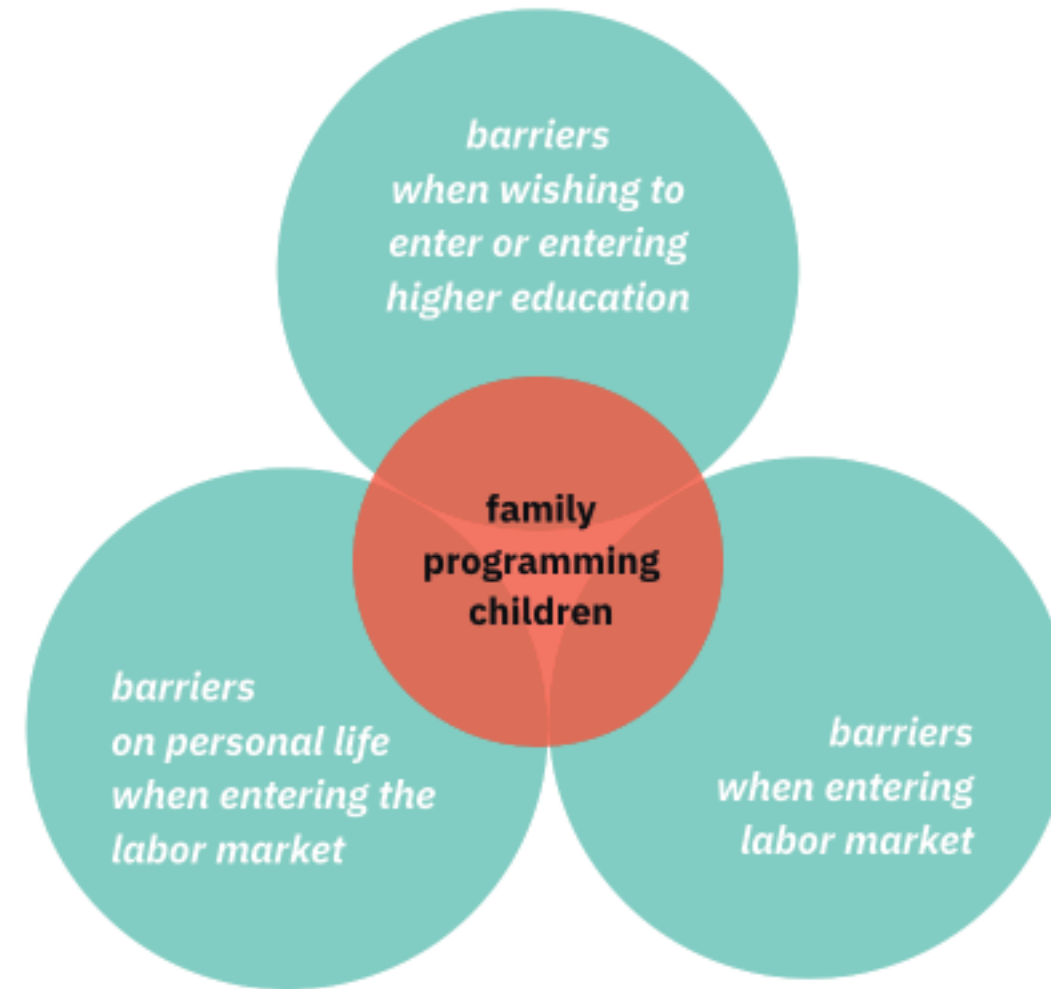
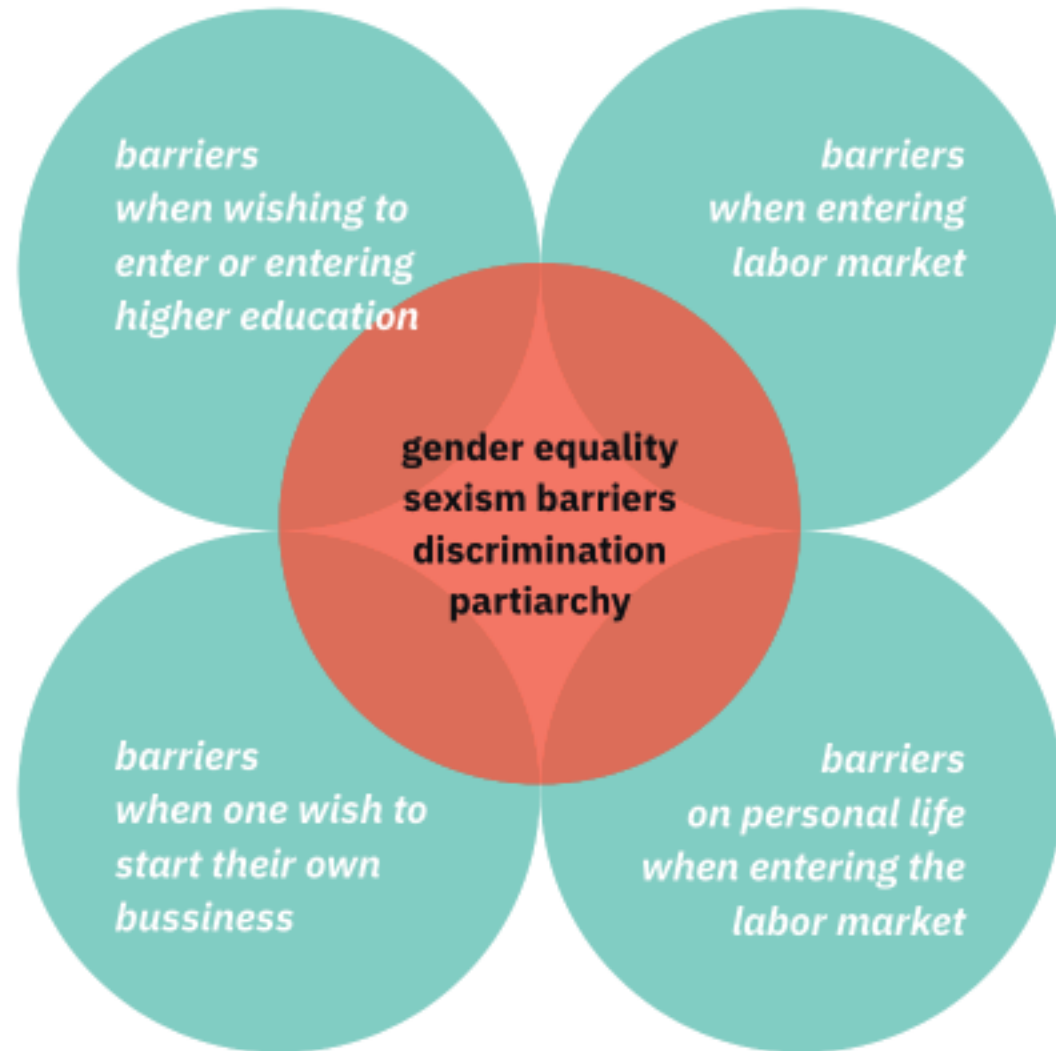
**08** Don't know

**11**



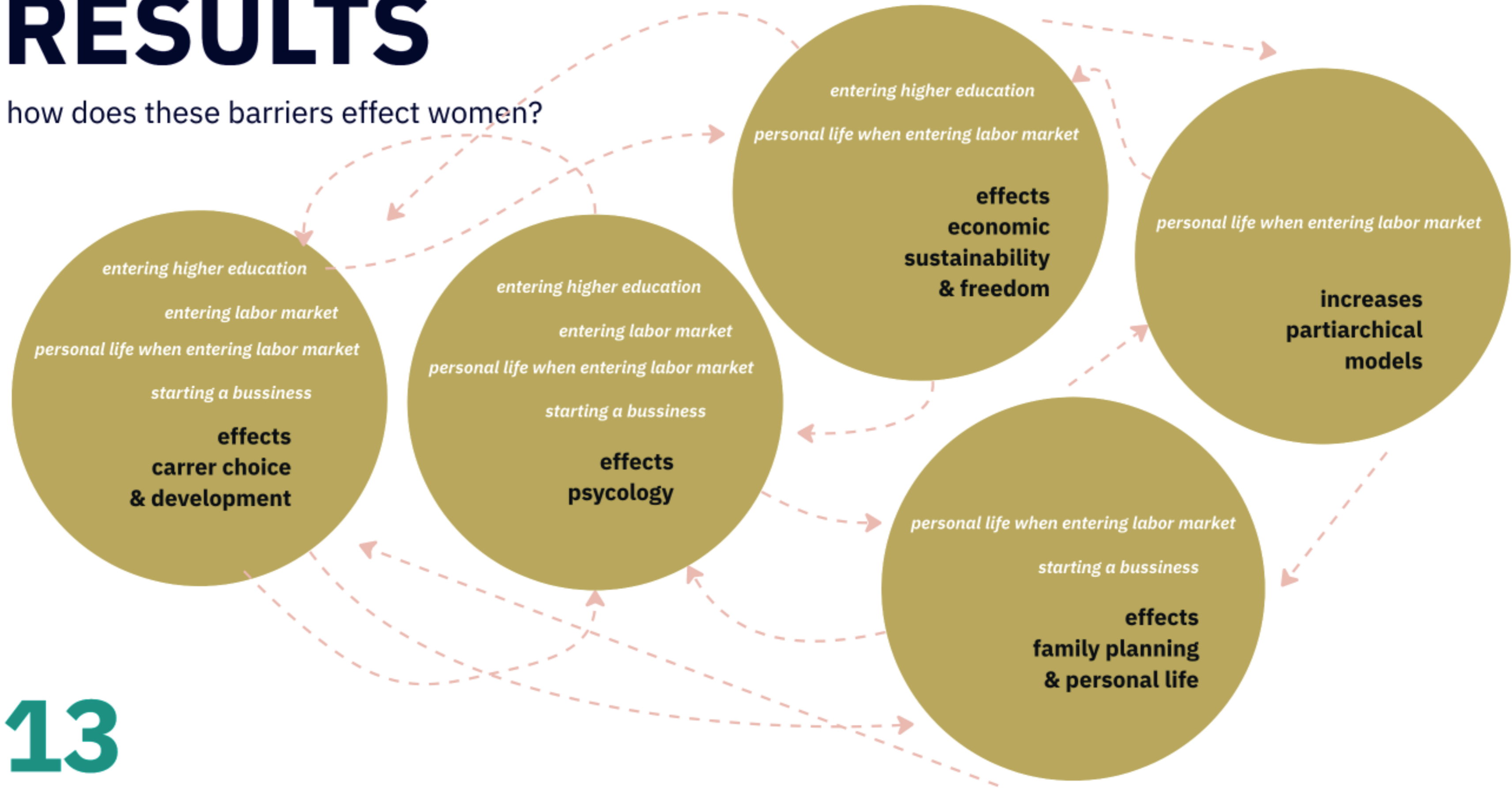
# BARRIERS

overlapping barrier patterns



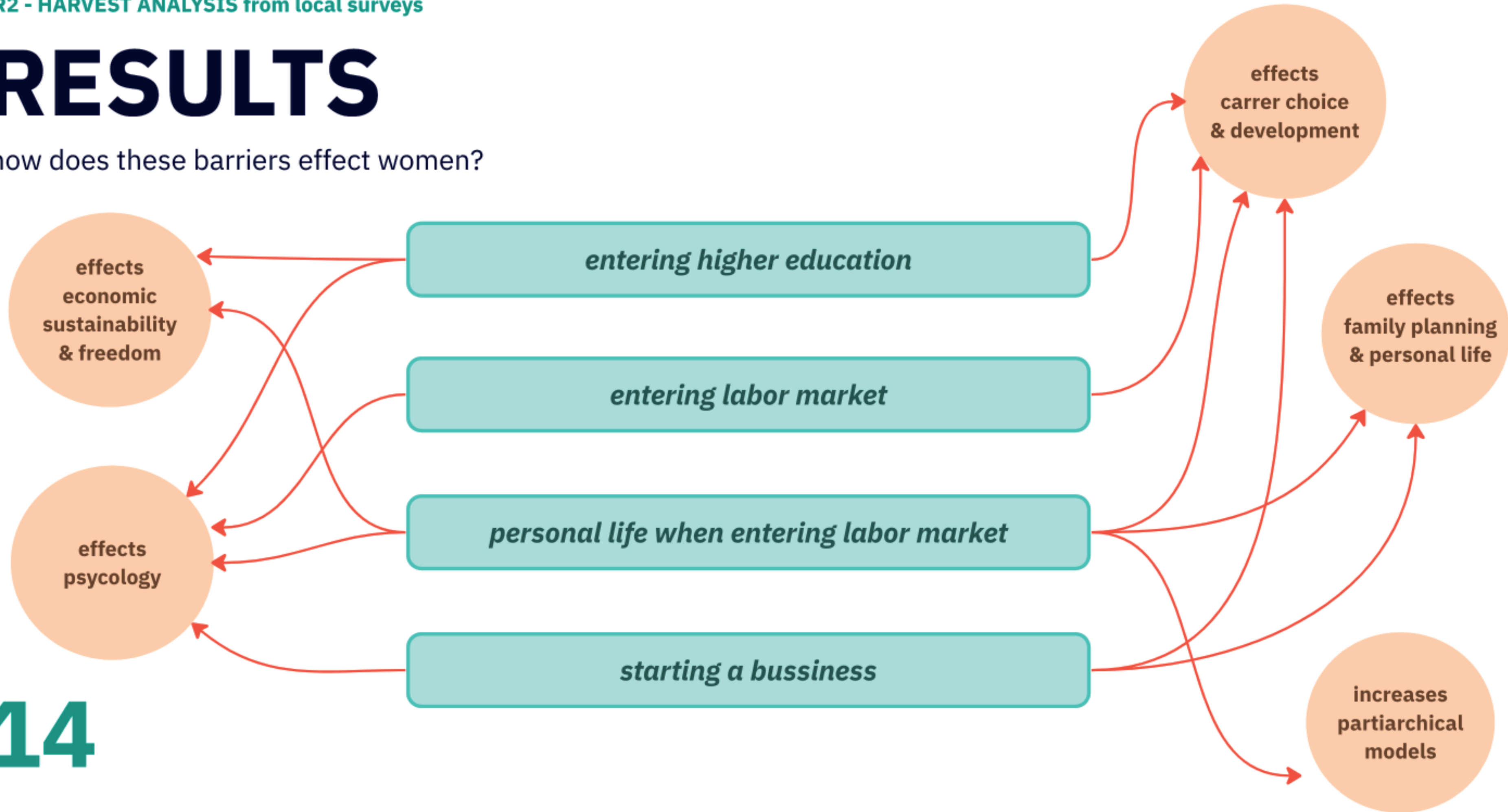
# RESULTS

how does these barriers effect women?



# RESULTS

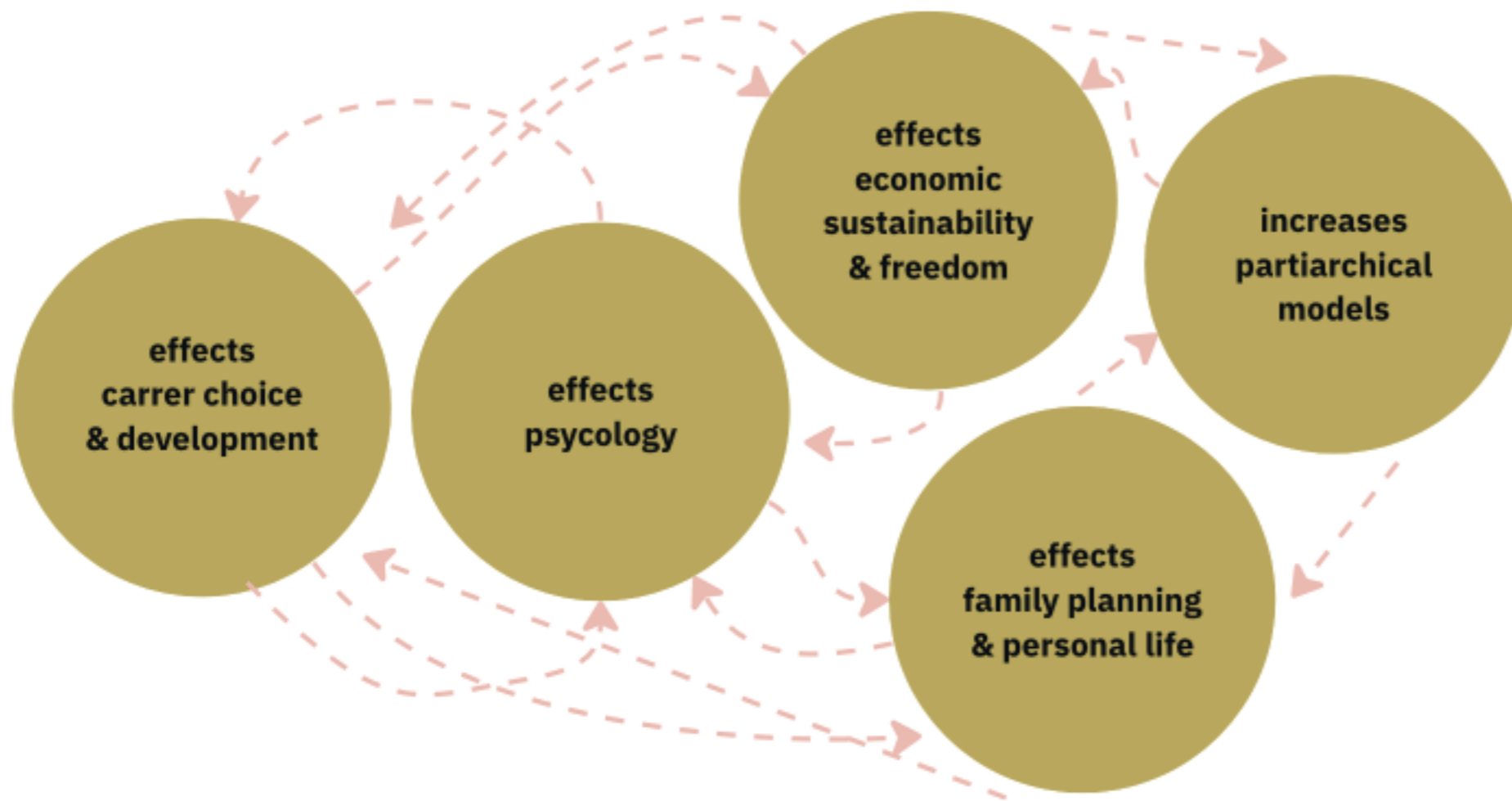
how does these barriers effect women?





# IDEAS pattern

what should we work on?



The answers indicate the need to work for/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 certain 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)

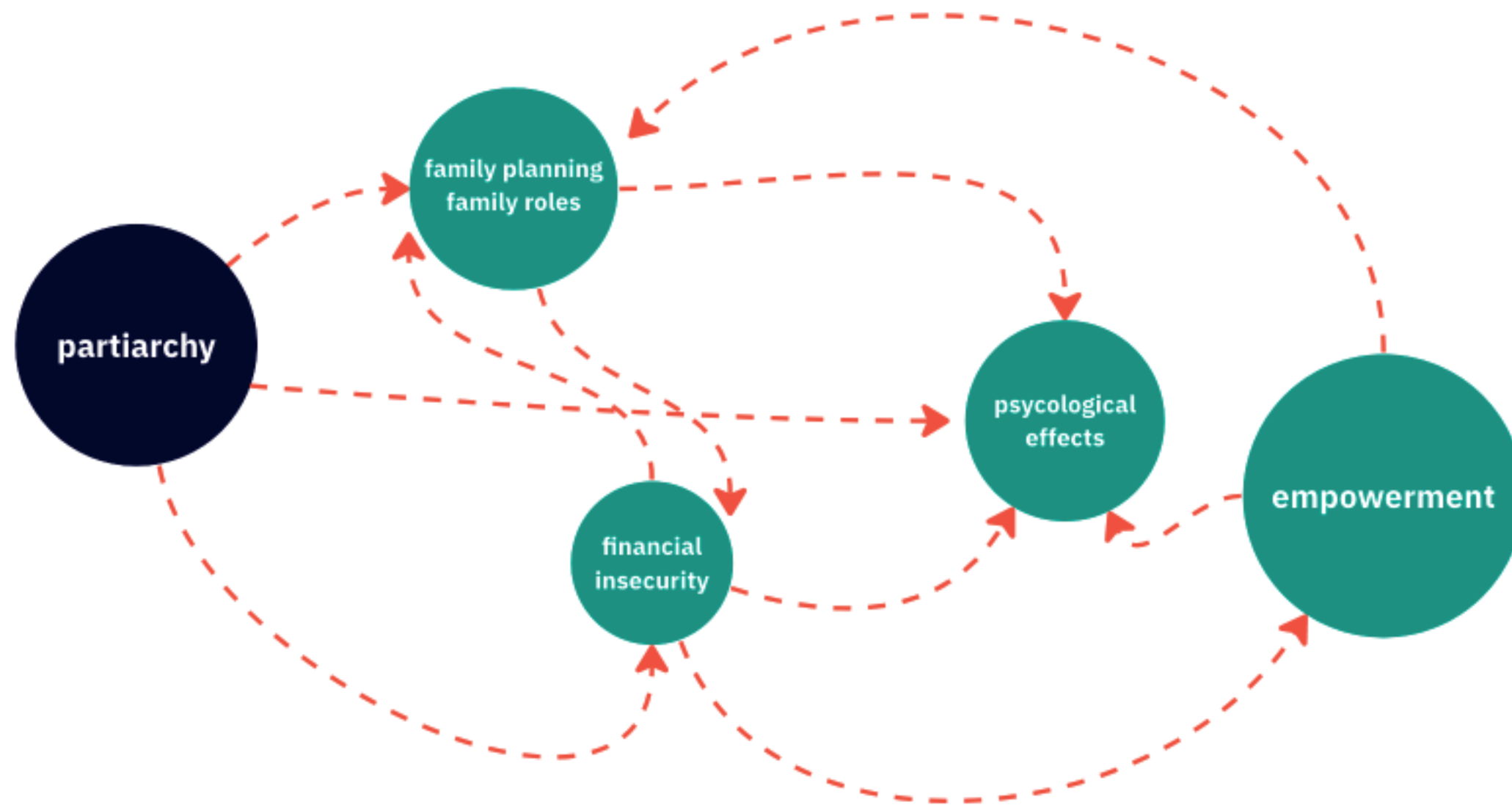
## Supporting the development of a healthy system at home

most common when familly planning and homestead managment



# IDEAS pattern

where should we focus?



16

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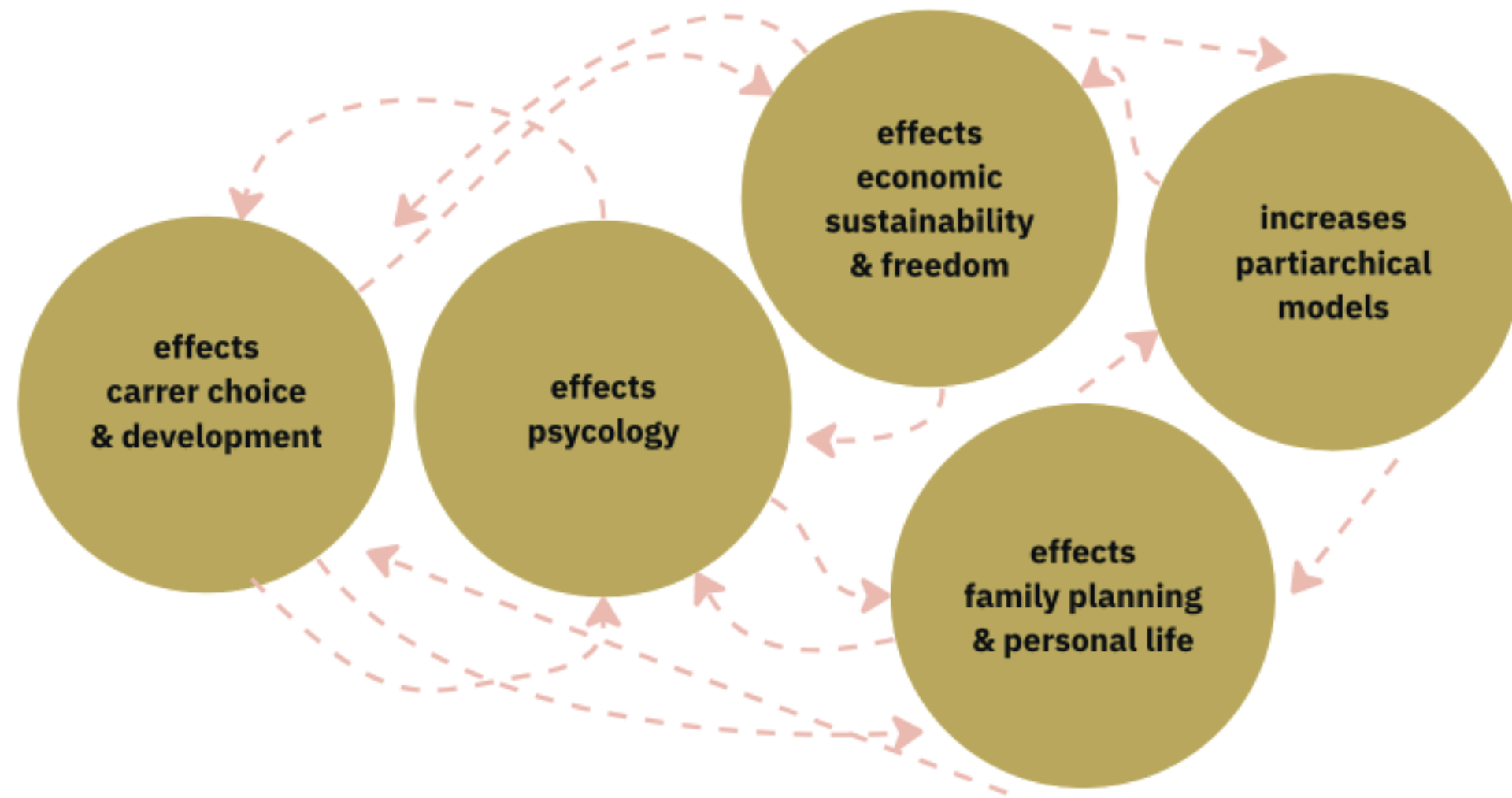
**Advocacy:** we find this **2 times** (PARTIARCHY, Financial Insecurity) **COORDINATION**

**Support / Inform / Educate / Connect / Inspire:** we find this **4 times** (PARTIARCHY, Financial Insecurity, Family planning, Psychological effects) **ACTIVITIES**

**Work with all genders:** we find this **2 times** (PARTIARCHY, Family planning) **ACTIVITIES**

# IDEAS pattern

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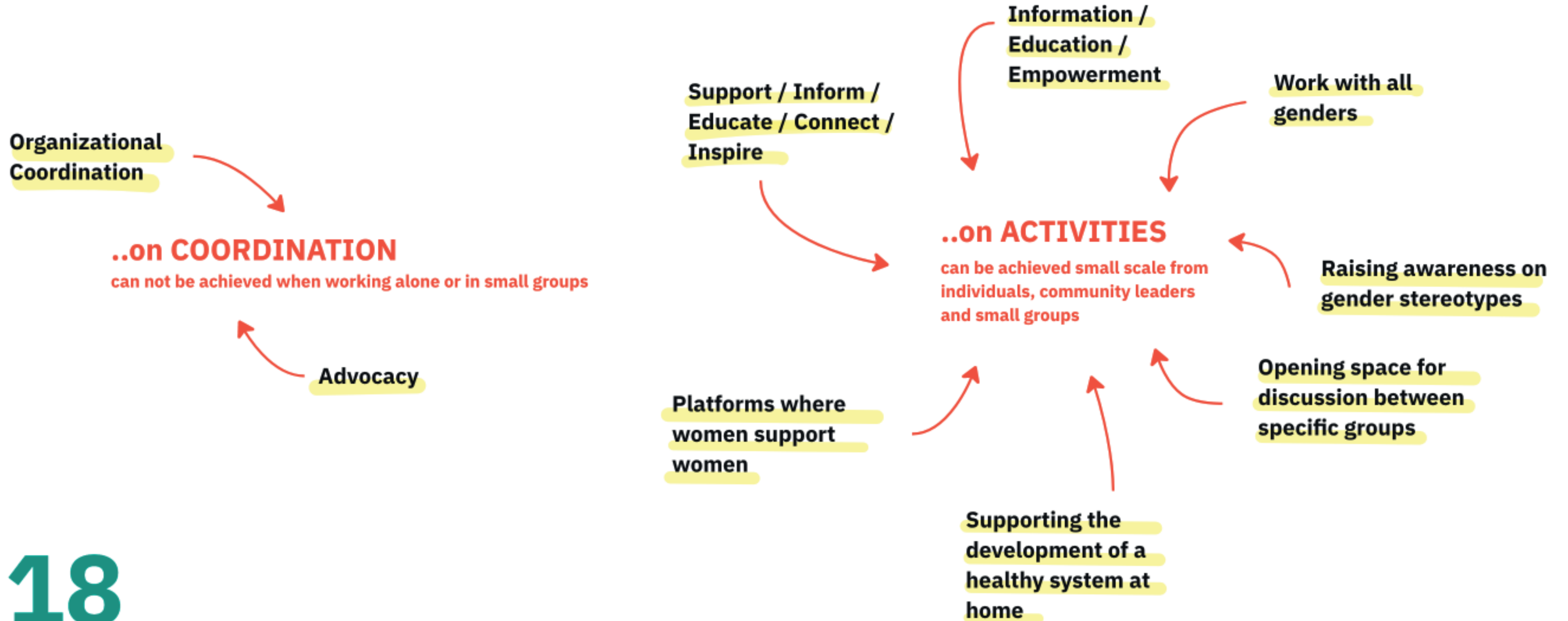
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**ACTIVITIES**

# #WCL TOOLKIT

what is the thematic we are working on?







szubjektív  
értékek  
alapítvány

