

FEM·ABLE



FEM-ABLE

Promoting women's participation
in the political domain

COLLECTION OF GOOD PRACTICES

Deliverable D2.2



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Good practice 1: RedLatinas

Title:	RedLatinas – Red de Mujeres Latinoamericanas y del Caribe.
Country/Region:	Spain
Objective:	<ul style="list-style-type: none"> • To create a meeting place for immigrant women of Latin American and Caribbean origin to get to know each other, dialogue, and exchange experiences. • To strengthen and make visible the leadership and advocacy capacities of the participating women's organisations. • To reach a consensus and establish a work agenda among the participating organisations as a basis for coordinated work and networking.
Target group:	The RedLatinas organisation addresses migrant Latin American and Caribbean women as a support and participation network, and their actions target government bodies, public and private entities, in the national scenario and abroad.
Implementation:	<p>The RedLatinas organisation was founded in 2010 by a group of migrant women from Latin America and the Caribbean. Today, it brings together 13 associations and collectives of migrant women. Since its inception, the organisation has focused on creating a shared space with the aim of influencing the sociopolitical landscape.</p> <p>To this end, they have developed their own political agenda, which communicates their message and actions centred around the following key issues:</p> <ul style="list-style-type: none"> • Right to Health • Right to Migrate • Right to Decent Work • Sexual and Reproductive Health • Right to a Dignified Life • Gender Violence against Women • Migrant Women <p>Another significant aspect of the organisation is its political school, established in 2014. Through its activities and materials, the school seeks to strengthen the organisation and build political arguments for social transformation. The school's focus aligns with the key issues outlined in their political agenda, and it operates on several cross-cutting axes:</p> <ul style="list-style-type: none"> • Protagonist Subjects • Human Rights Approach for Women and Diversities • Pedagogical-Political-Reflective Approach • Local-Global Approach • Co-responsibility • Social Skills

	<p>Employing an experiential, participatory, reflective, and transformative methodology, the school conducts various activities annually, creating a space for education and knowledge sharing.</p> <p>The latest report from their political school, which reflects on their 2021 activities, discusses various workshops they conducted. These workshops focused on Spanish, European, and international political and legal instruments, the presentation of the study "Women in Motion Facing Gaps in Access to Rights," a workshop on sexual and reproductive rights, and an international webinar in collaboration with European organisations to address stories of migrant women's resistance in Europe.</p> <p>Additionally, they also hold political forums, assemblies, and other meetings with like-minded entities to analyse, debate, and reflect on the role of migrant women as political subjects.</p> <p>In March 2023, they made a collective statement on gender-based violence, proposing public policy recommendations to combat it. The statement included 22 proposals in total and was supported by 37 organisations.</p>
<p>Results/Impact:</p>	<p>The latest impact data from their activities come from the 2021 annual report of the "Giulia Tamayo" Political School. That year, a total of 200 people registered for the workshops offered by RedLatinas, with a participation rate of 78% of the registered individuals attending at least one workshop.</p> <p>The majority of those registered were members of associations affiliated with RedLatinas, in addition to 18 activists from other associations and 11 independent women. Attendees represented a broad range of regions, highlighting the international nature of the organisation's activities. Participants were registered from Spain, Germany, the United Kingdom, Canada, Mexico, Paraguay, Argentina, Chile, and France.</p> <p>Participants were sent a satisfaction questionnaire. It was noted that 73% rated the methodology used as "very good," while the remaining 27% rated it as "good." Regarding the Political School, 80% reported a "very high" level of satisfaction, while 12% said "high," and 7% said "good."</p> <p>The overall evaluation was generally positive regarding the Political School's training and facilitators, emphasising the high level of knowledge of the topics, methodology, and clarity. Conversely, it was suggested that some sessions should be held in person.</p> <p>It is also important to highlight other cases that exemplify the significance of RedLatinas. On one hand, it inspired the creation of the African Women Leaders in Action Network, an association whose founders were in constant contact with women members of RedLatinas. On the other</p>

	<p>hand, the Women's Institute funded a report prepared by RedLatinas on "Good Practices on Sexual and Reproductive Rights of Migrant Women."</p>
Lessons learned:	<p>According to the work and message of RedLatinas, migrant women face severe discrimination, violence, injustices, and obstacles in various aspects of life. In order to delve deeper through actions and for these actions to have a greater impact, it is necessary to collectively address political representatives directly. This allows for the proposal, representation, and presentation of the products derived from the spaces for analysis, reflection, and sharing created by the network.</p>
Transferability:	<p>The RedLatinas model is highly transferable to other regions and contexts, as it addresses the common challenges faced by migrant women worldwide. The organisation's focus on creating a shared space for dialogue, capacity-building, and networking among migrant women and their organisations is applicable to different cultural and geographical contexts. Furthermore, the political school's focus on key issues, cross-cutting axis, and its experiential, participatory, and reflective methodology can be adapted to suit the specific needs and priorities of other migrant women's communities. To ensure the successful transfer of the RedLatinas model, it is crucial to engage with local stakeholders and to promote collaboration between migrant women's organisations and political representatives.</p>
Resources/Support:	<p>The success of the RedLatinas model relies heavily on the collaboration between various stakeholders, including migrant women's organisations, political representatives, and funding bodies. The availability of resources, such as financial support, skilled facilitators, and appropriate spaces for conducting workshops and meetings, is essential for the effective implementation of the model. Additionally, the support of local and national government bodies, private entities, and international partners plays a significant role in promoting the model's objectives and increasing its impact. To replicate the RedLatinas model in other contexts, it is important to identify and secure funding sources and establish partnerships with relevant stakeholders who share the organization's goals and values.</p>
Contact information:	<p>More information can be found at the following links:</p> <ul style="list-style-type: none"> ● Web link: https://redlatinas.es/ ● Social networks for RedLatinas (links in their web) ● Politic School Report: file:///C:/Users/franc/Downloads/MEMORIA%20ESCUELA%20POL%C3%8DTICA%202021%20RED-esp%C3%B1ol.pdf ● Good practices report on sexual and reproductive rights of migrant women: https://drive.google.com/file/d/1D9EG0d_ZKi0Fn7GF42Kt_iOJO_PueljS-/view

Good practice 2: Governmental Equality Plans

Title:	Governmental Equality Plans
Country/Region:	Spain
Objective:	The objective of the Spanish Equality Plans is to eliminate gender discrimination and promote equal opportunities for women in various areas, including the legal system, family and social protection, education and culture, employment and labour relations, health and political, social and cultural participation of women at all levels.
Target group:	The Equality Plans have a nation-wide scope, and as such, target all populations at all territorial levels.
Implementation:	The Spanish Government has implemented several Equality Plans to eliminate gender discrimination and promote equal opportunities for women. The first four plans (1988-1990, 1993-1995, 1997-2000, and 2003-2006) focused on various areas, including the legal system, family and social protection, education and culture, employment and labour relations, health, international cooperation, and associationism. The introduction of the Organic Law for Effective Equality between Women and Men in 2007 marked a turning point in Spanish equality policies. The law aims to combat all forms of discrimination and applies to all individuals and entities within Spanish territory. The law also introduced Strategic Plans for Equality, with the first plan covering 2008-2011 and focusing on redefining citizenship, empowering women, gender mainstreaming, and promoting scientific and technological innovation. The second plan (2014-2016) had a dual strategy of implementing specific policies for gender equality while also introducing structural changes to combat discrimination. The latest plan, the III Strategic Plan for Effective Equality between Women and Men (2022-2025), is an inclusive agenda that aims to align different sectoral plans with the plan's strategic objectives to advance gender equality. The plan is structured into four blocks: contextual analysis, four main intervention areas (Good Governance, Economy for Life, Violence-Free Lives, and Effective Rights), cross-cutting issues, and implementation and monitoring mechanisms
Results/Impact:	The latest data regarding results and impact of the Equality Plans is based on the “Final report of execution and evaluation of the strategic plan of equality of opportunities 2014-2016 (PEIO)”, which gave the base information for the development of the III Strategic Plan for Effective Equality between Women and Men (2022-2025), currently in place. The evaluation report for the 2014-2016 strategic plan provided information regarding positive effectiveness and impact in all areas of implementation. Concretely, between 2013 and 2015, Spanish women's participation in political, economic, and social spheres saw significant growth. The proportion of elected positions held by women in Congress and the Senate increased during this period, while women's presence on IBEX-35 company boards and management bodies also rose. Despite a

	<p>slight decline in 2016, the percentage of women in judicial positions remained high, with women occupying prominent roles in public prosecution and the administration of justice. Women's representation in constitutional bodies also grew, although the Court of Auditors saw a minor decrease.</p> <p>An important impact of the implementation of the PEIO 2014-2016, was the achievement of several specific sectorial or thematic plans. These include the II Plan for Gender Equality in the Information Society (2014-2017), aimed at increasing women's participation in the ICT sector; the Plan for the Promotion of Women in Rural Areas (2015-2018), focusing on employment, entrepreneurship, and women's decision-making roles; the Gender Equality Plan for the Fisheries and Aquaculture Sector (2015-2020), addressing gender gaps in access, employment conditions, and leadership; the Comprehensive Family Support Plan (2015-2017), focusing on work-life balance and shared responsibilities; and the II Plan for Gender Equality in the General State Administration, targeting professional inequalities, work-life balance, and support for vulnerable workers. Additionally, other sectorial and thematic plans integrated a gender perspective and implemented measures to reduce gender gaps, such as the State Plan for Scientific and Technical Research and Innovation (2013-2016), the National Statistical Plan (2013-2016), the National Drug Plan, the IV Master Plan for Spanish Cooperation, the Strategic Diversification Plan for Fisheries and Aquaculture (2013-2020), the I Plan of Action for Spain implementing UN Security Council Resolution 1325/2000 on "Women, Peace and Security," and the Museums+Social Plan.</p> <p>The activities of the PEIO have significantly permeated the General State Administration (AGE), involving all 13 ministries and up to 43 second and third-level management centres. The main conclusion drawn from the analysis of the PEIO's implementation is that a very high percentage of measures have been fulfilled. Specifically, 140 measures (66.0%) have been fully completed, 51 measures (24.1%) have been partially completed, and 21 measures (9.9%) have not been fulfilled. Overall, 191 measures (90.1% of the 212 measures) have been executed in whole or in part. Qualitatively, the activities carried out range from macro aspects, such as significant regulatory changes and developments with large population impacts (e.g., the introduction of a maternity supplement in the Social Security system's contributory pensions (Law 48/2015)), to micro activities, such as training actions aimed at specific audiences.</p>
<p>Lessons learned:</p>	<p>Based on the recommendations provided in the PEIO 201-2016 assessment report, lessons learnt include simplifying the programming architecture, standardising planned activities, setting common guidelines for planning, allocating more resources to internal processes, defining specific objectives for internal management, implementing coordination and communication mechanisms, and strengthening the role of gender equality units in ministries. Consolidating progress in</p>

	<p>monitoring and improving operational aspects for future plans are also crucial, along with raising the visibility of the PEIO as an integral part of gender equality policies across the government.</p>
Transferability:	<p>The Spanish Strategic Equality Plans can be transferable to other contexts by creating a comprehensive plan that engages stakeholders, implements sector-specific plans, strengthens coordination and communication, conducts regular monitoring and evaluation, supports internal management, and adopts a flexible approach. By adapting these strategies to their unique contexts, other countries or regions can effectively promote gender equality and address specific gender equity challenges.</p>
Resources/ Support:	<p>To draft and implement an Equality Plan following the Spanish model, other countries or regions would need To draft and implement an Equality Plan like the one outlined, countries or regions need political commitment, a strong legal framework, adequate funding, a skilled workforce, diverse stakeholder engagement, inter-agency collaboration, access to reliable data and research, ongoing training and capacity building, robust monitoring and evaluation mechanisms, and effective public awareness and communication. These elements are crucial to ensure the plan's relevance, effectiveness, and successful implementation in promoting gender equality.</p>
Contact information:	<p>More information can be found at the following links:</p> <ul style="list-style-type: none"> • General information about Equality Plans: https://www.inmujeres.gob.es/elinstituto/PlanesEstrategicos/home.htm • Last available data on results and impact of the Equality Plan: https://www.inmujeres.gob.es/areasTematicas/AreaPlanificacionEvaluacion/docs/PlanesEstrategicos/Informe_evaluacion_y_ejecucion_PEIO_2014_2016_v.19.01.pdf <p>Last strategic Equality Plan: https://www.inmujeres.gob.es/elinstituto/PlanesEstrategicos/docs/Plan_Estrategico_2022_2025.pdf</p>

Good practice 3: Online panel for women’s participation in political domain

Title:	Online panel for women’s participation in political domain
Country/Region:	Greece, Crete
Objective:	<ul style="list-style-type: none"> To bring out a discussion around women’s participation in the political domain. The goal was to understand the reasons why there are not enough women politicians and to figure out practices to increase the percentage of women’s participation in politics.
Target group:	<ul style="list-style-type: none"> General public, women politicians, women who want to participate into political domain, young women and men. Local society (Crete)
Implementation:	<p>An online live panel was carried out through the Facebook page of Women Do Business. The participants were 3 men and 6 women members of local authorities, and the 2 co-founders of women do business who coordinated the discussion. The main outcomes of the panel were:</p> <ul style="list-style-type: none"> Open discussion for gender equality issues in political domain Dialogue between members of the local authorities and exchange of opinions in an open environment Participation of general public and direct questions to the participants Figuring out several reasons why women are not participating in politics Empowerment for more women to participate into politics
Results/Impact:	<p>A discussion where both women and men who are involved in the political domain shared their opinion and their experience with the general audience. As a result, we found the struggles women who want to participate in politics are facing and the participants of the panel expressed their thoughts on how we could change the political reality in our country. In addition, we raised awareness about gender equality issues around the political domain and through our panel we promoted role models of women who have positions in the municipalities of Crete.</p>
Lessons learned:	<p>The panel helped the participants create an open dialogue about women’s participation in the political domain and the equal participation of both genders and people from different political parties helped the panel to include different perspectives and opinions on this issue.</p>

	<p>In order to increase women's participation in politics It is extremely significant to talk openly about this issue and to hear the opinion and the problems of women who are already involved in politics.</p> <p>Also, transparency in Greece into the political domain is a very controversial issue. By promoting open dialogues between different people, we promote and empower not only women but also young people and the general public to participate more into politics.</p>
Transferability:	<p>The project of the panel can easily be transferred to other countries. The idea of carrying out a panel with participants from local authorities can be implemented by NGO's, by local media or by municipalities.</p>
Resources/Support:	<p>The panel took place online on our Facebook page without the need of any additional staff or funding. It was just a question to find the participants from our local society who were willing to participate and help achieve our project objectives.</p>
Contact information:	<p>Women Do Business https://womendobusiness.eu/en/info@womendobusiness.eu</p>

Good practice 4: One-to-one mentoring with a woman candidate for city councilwoman

Title:	One-to-one mentoring with a woman candidate for city councilwoman
Country/Region:	Chania, Crete
Objective:	<ul style="list-style-type: none"> To empower, motivate and prepare a woman on how to be a candidate for city councilwoman.
Target group:	Women who want to be candidates for elections
Implementation:	Through a 3 month's mentoring programme carried out by Women Do Business, a mentor of our network provided full support to a woman who wanted to take part as a candidate to the next elections for city councils. Through different practices like role playing, self- presentation and preparations for interviews the mentor helped the candidate to boost her confidence and get familiar with public speech and interview processes.
Results/Impact:	<p>The practice had significant results for the participant, some of them are:</p> <ul style="list-style-type: none"> Learned how to do a public speech Learned how to handle difficult questions Get empowered to make her step into political domain Learned how to manage negative opinions Improved her communication skills Organised her ideas
Lessons learned:	<p>Mentorship is a useful method in order to empower women in different sectors.</p> <p>It is really important to train women who want to be candidates for the elections through interactive methods such as role playing because it helps them experience how the real situation will be and what possible struggles they will face.</p>
Transferability:	Mentoring sessions for candidates of elections is a practice that can be easily transferred to other countries.
Resources/Support:	To support the practice funded by the company "Plastics of Crete" in terms of corporate social responsibility.
Contact information:	<p>Women Do Business</p> <p>www.womendobusiness.eu</p> <p>info@womendobusiness.eu</p>

Good practice 5: WIP: Women Initiative For Parity

Title:	WIP: Women Initiative For Parity
Country/Region:	Lithuania
Objective:	<p>Problem: There is no strong lobbying organisation engaging in professional lobbying activities (forming gender equality policy, monitoring assurance of women rights). In addition, the men and women's presentation in politics is distributed inadequately and disproportionately.</p> <p>Objective: To improve gender equality mechanism through strengthening advocacy and lobbying skills of Lithuanians women's lobby organisation in order to seek gender equality in a systematic way.</p>
Target group:	<ul style="list-style-type: none"> ● NGOs, actively working in gender equality sphere, ● Women politicians clubs, ● Youth, studying in higher education institutions in Lithuania's regions, ● Lithuania's politicians, ● Lithuania 's society.
Implementation:	<p>The main outputs of the Project:</p> <ul style="list-style-type: none"> ● extended number of members of Lithuanians women's lobby organisation up to 40 members; ● strengthened 120 NGO members' skills in advocacy and civilian control of gender equality implementation by taking best practices of partners from Italy and Iceland; ● created social network of gender equality lawyers'; ● organised 10 round table discussions and National conference „50/50“in order to make influence on political decisions in gender equality sphere; ● no less than 50 LMLO's representatives got skills to prepare alternative CEDAW reports; ● 100 young people learned about gender roles and 24 of them were integrated to LMLO's activities as volunteers or employees; ● the content of 3 political parties programmes were revised in terms of the gender equality and suggestions how to integrate gender equality aspect into political programmes were made; ● a campaign for women's rights “LT Parliament in a Different Way“ with a press conference was organised to raise awareness and represent the results of this project. <p>In addition, project partners from Iceland and Italy contributed their know-how and many years of experience in forming gender-equality laws, UN CEDAW convention analysis as well as civilian control, advocacy, and lobbying.</p>

Results/Impact:	<p>The main result was that project partners (Social Innovation Fund and Kaunas women’s information centre), which were founders of new Lithuania’s Women Lobby organisation - LWL, took responsibility for LWL’s strengthening, net developing, inclusion of new members and improving their skills.</p> <p>Nowadays the Lithuanian women’s organisation is a strong organisation making a significant lobby on gender equality in Lithuania.</p>
Lessons learned:	<p>The women’s clubs MILDA, uniting women from the different political parties, were created across Lithuania. They are active today. In these clubs women-politicians discusses how to strengthen women’s positions in politics</p>
Transferability:	<p>This project could be transferred to another country.</p> <p>The idea of the creation of women’s clubs, uniting women’s politicians from different political parties and leaders, should be initiated by NGO, but not by political party.</p>
Resources/Support:	<p>The EEA and Norway Grants supported the project.</p> <p>Project was implemented by NGO – Kaunas women’s employment centre, Social innovation fund and Lithuanian women’s lobby organisation.</p>
Contact information:	<p>Social innovation fund, Women’s information employment centre, Lithuanian women’s lobby organisation, www.lmlo.lt.</p>

Good practice 6: FOR: Building the future now

Title:	FOR: Building the future now
Country/Region:	Lithuania
Objective:	<p>The project “FOR: future create now” aims to promote young people's active citizenship and increase the sustainability of NGOs by strengthening the capacity of young people to participate in the formulation of public policy on gender equality.</p> <p>The following problems are addressed:</p> <ol style="list-style-type: none"> 1. Low awareness of the importance of gender equality among Lithuanian youth, especially in the regions, and low youth participation in the formulation and implementation of equality policy between women and men hinder the development of society and democracy. 2. Insufficient involvement of NGOs and lack of instruments to promote young people's active citizenship on gender equality issues, such as public campaigns based on research, facts or international documents, underdeveloped mechanisms for civic control of political parties, and especially at the municipal level.
Target group:	<ul style="list-style-type: none"> ● Young people (14-29 years old); ● Representatives of organisations working with young people; ● Representatives of NGOs working in the field of gender equality (members of Lithuanian women’s lobby organisation); ● General public.
Implementation:	<ol style="list-style-type: none"> 1. Identification of the problem and analysis of the situation regarding the low participation of young people in the development and implementation of gender equality policies. Gender roulette - a survey to identify young people's attitudes towards the roles of women and men in politics, the labour market, education, the family; and other spheres of public life, and to monitor the dynamics of attitudes among young people participating in the project. 2. An awareness campaign "For a gender-equal future for young people", based on interactive educational sessions about the gender perspective in politics, the labour market and the family, its causes and consequences, and possible measures to overcome inequalities. 3. Mentoring for gender equality in politics. Aimed at engaging young active women in political life and in gender equality policy. 4. "Training on civic actions for equality between women and men". This training is designed to strengthen the capacity of NGOs to promote youth citizenship in the field of gender equality, to

	<p>activate young peoples' participation in the development of policies on equality between women and men and to monitor the implementation of these policies.</p> <ol style="list-style-type: none"> 5. Civic Action "FOR: Building the future now" - training to prepare representatives of youth organisations for discussions with politicians. 6. Creating and promotion of the animated video on the importance of gender equality in politics: https://www.youtube.com/watch?v=uvL1JRu9zYQ&t=5s 7. Meetings of NGOs (Lithuanian women's lobby organisation members) and young people with representatives of political parties. Discussions focused on issues related to the implementation of equality between women and men. 8. Social campaign
<p>Results/Impact:</p>	<p>The implemented activities:</p> <ul style="list-style-type: none"> ● strengthened civic education and encouraged more active participation of young people in civic activities; ● strengthened the capacity of NGOs (members of the Lithuanian women's lobby organisation) to promote young people's citizenship in the field of gender equality, involve young people in the formulation of policies for monitoring equality between women and men and monitor the implementation of these policies; ● laid the foundations for cooperation between NGOs (members of the Lithuanian women's lobby organisation) and youth organisations in promoting youth citizenship in the field of gender equality; <p>raised awareness of civil rights, active citizenship, problems of gender inequality and means of addressing them.</p>
<p>Lessons learned:</p>	<p>New awareness raising methods among young people are popular: animated videos, social media campaigns, interactive educational tools. The discussions between politicians and youth on gender equality should be initiated. Extremely important to cooperate with youth organisations. Involvement of the youth departments of the political parties is recommended.</p>
<p>Transferability:</p>	<p>Such activities could be implemented by NGOs or youth organisations.</p>
<p>Resources/Support:</p>	<p>The project is supported by the Active Citizens Fund. It is implemented by NGO – Women's information employment centre and Lithuanian women's lobby organisation in cooperation with youth organisations.</p>

**Contact
information:**

Lithuanian women's lobby organisation, www.lmlo.lt/

Good practice 7: Women's Political Participation for Progress: from Analysis to Action

Title:	Women's Political Participation for Progress: from Analysis to Action
Country/Region:	Lithuania
Objective:	<ul style="list-style-type: none"> To encourage women to engage and actively participate in political life and elections, as well as to reduce gender stereotypes in political activities, through information, education and advocacy activities supported by evidence-based and data-driven analytics.
Target group:	Women politicians and the general public.
Implementation:	<p>Project's activities:</p> <ol style="list-style-type: none"> An information campaign on the benefits and necessity of gender balance in policy formulation, implementation and enforcement, which includes social media messages, podcasts on women's empowerment and participation in politics, entitled "The Courage to Lead", online TV programmes "Dose of Feminism", articles on portals and social media to activate women in politics, national and regional radio programmes. Analytical monitoring of women's involvement and participation in political life and elections through 3 analytical activities: <ul style="list-style-type: none"> Analysis of political parties' 2020 election programmes from a gender equality perspective, identifying which parties and to what extent they include solutions to gender inequality in their election programmes. Analysis of women's involvement and participation in the 2023 local council and mayoral elections, identifying the factors that enable women to be elected. Establishing the link between women's participation in local politics and the gender equality situation in municipalities, which will lead to the development of a gender equality index for 60 municipalities in Lithuania. Educational measures to empower women to become more active in politics: <ul style="list-style-type: none"> A national debate on "Women's political participation for progress: from analysis to action". Discussion at the Lithuanian Science Council on promoting gender balance in decision-making positions. Advocacy measures for the application of temporary special measures to increase the number of women in politics. Dissemination of the project and its results.

Results/Impact:	<ul style="list-style-type: none"> ● Increased opportunities for women's participation in politics through public education and public discourse to promote gender-parity democracy: ● Analytical monitoring of women's involvement and participation in political life and elections. <p>Advocacy measures for the application of temporary special measures to increase the number of women in politics.</p> <p>The project seeks to contribute to a positive change for Lithuania in the EIGE Gender Equality Index "Power" domain.</p>
Lessons learned:	<ul style="list-style-type: none"> ● The project improved cooperation and capacity building among Lithuanian women's NGOs, and raised women's engagement and enthusiasm for women's representation in politics through Lithuanian women's lobby organisation members. It will also establish and strengthen links between women's NGOs and women politicians. ● The project not only promoted women's political activism, but also emphasised the need for women politicians to be more active on gender equality issues. The gender analysis of the political parties' programmes; the selected gender equality areas and the measures proposed by the parties to address gender equality issues are publicised through information and education activities, thus encouraging and empowering women politicians to be proactive in the actual implementation of gender equality at national and regional level. ● The added value of the results of the advocacy activities on the application of temporary special measures to increase the number of women in politics and to accelerate the actual gender balance in political decision-making is that the project will also contribute to the fulfilment of Lithuania's EU and international commitments. The project will help the Government of the Republic of Lithuania to implement the recommendations of the UN Committee on the Elimination of Discrimination against Women, which call for Lithuania to take action on the use of temporary special measures in politics.
Transferability:	<p>Project could be adapted in any other country as a full or some parts planned activities: analytics, educational, informational, advocating. It also could be implemented at regional and municipality level, especially educational and informational activities: it is very useful to find women role models at the municipalities and promote them at the local level, writing articles about their success, or creating attractive broadcasts or podcasts.</p>
Resources/Support:	<p>The project is supported by the Ministry of Social Security and Labour. It is based on the experience and expertise of the Lithuanian NGOs working on gender equality issues. The project coordinator is Lithuanian women's organisation – umbrella association, uniting 43 Lithuanian organisations.</p>

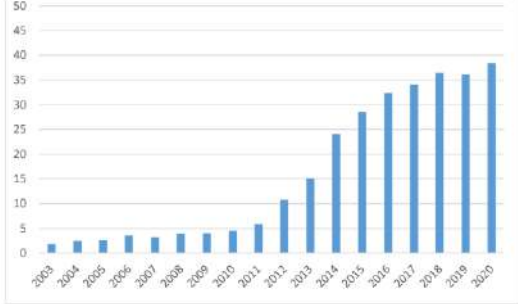
	<p>For the analytics research experts from universities are involved. The information campaign and educational activities are implemented by NGOs, which involves professionals: national and local radio for the creating broadcasts, journalists, gender equality experts for creating podcasts, as well social media experts to implement wide social media campaign. Also, Association of Local Authorities in Lithuania is invited as an associated partner to disseminate Project results widely to all 60 Municipalities of Lithuania.</p>
<p>Contact information:</p>	<p>Lithuanian women’s lobby organisation, www.lmlo.lt/</p>

Good practice 8: Gender Quota for electoral lists

Title:	Gender Quota for electoral lists
Country/Region :	Italy
Objective:	To increase the representation of women in elected assemblies at national, regional, and local levels by introducing gender quotas for electoral lists
Target group:	Political parties and candidates for elections
Implementation :	<p>Legal Framework: The introduction of legislative quotas at the local (2012), the European (2004 and reformed in 2014) and the national levels (2017) played a significant role in improving women's political representation.</p> <p>The quota system was introduced by Law No. 215/2012, which applies to elections for the Chamber of Deputies, the Senate, the Regional Councils, the Provincial Councils and the Municipal Councils. The Italian government introduced legislation requiring political parties to include a minimum percentage of women candidates on their electoral lists. The legislation sets a quota system that ensures a certain level of gender balance in candidate selection.</p> <p>Quota Requirements: Political parties are mandated to allocate a minimum percentage of positions on their candidate lists to women.</p> <p>It is required that each electoral list must include at least 40% of candidates of each gender, with a maximum deviation of 10% (i.e., between 40% and 60% of each gender). The lists that do not comply with this requirement are rejected.</p> <p>Monitoring and Enforcement: The implementation of the quota system is monitored by electoral authorities to ensure compliance. Parties failing to meet the quota requirements may face penalties or be disqualified from participating in elections. The law also provides for financial incentives for political parties that respect the gender quotas.</p> <p>Awareness and Support: The government, along with women's rights organisations, conducts awareness campaigns and provides support to political parties to help them meet the quota requirements. This includes training programs, resources on gender equality, and sharing best practices.</p>
Results/Impact:	<ul style="list-style-type: none"> Increased representation of women in political party candidate lists.

	<ul style="list-style-type: none"> • Greater visibility and participation of women in elections. • Improved gender balance in elected bodies, leading to more diverse and inclusive decision-making processes. <p>However, the quota system has also faced some challenges and criticisms, such as:</p> <ul style="list-style-type: none"> • The lack of sanctions for non-compliance with the gender quotas in some cases (e.g., when candidates withdraw or are replaced after the submission of lists) • The placement of women candidates in less favourable positions on the lists or in less competitive constituencies • The resistance or opposition of some political parties or leaders to the introduction of gender quotas • The perception of some voters or media that women candidates are less qualified or legitimate than men candidates
<p>Lessons learned:</p>	<p>The quota system has shown that gender quotas can be an effective measure to increase women’s representation in elected assemblies. However, considering Western Europe and North America, it ranks 19th out of 22 countries, with only Greece, Malta and Cyprus ranking lower. The problem with Italy does not seem to lie so much in the numerical representation of women, but it lies instead on other dimensions, which are mostly affected by the country’s value systems, cultural norms, and traditions, and which are not protected by electoral quotas, such as women’s participation in the labour market and salary disparities¹. Hence, gender quota strategies need to be accompanied by other actions and changes, such as:</p> <ul style="list-style-type: none"> • Strengthening the monitoring and enforcement mechanisms of the law to ensure compliance with the quota system. • Providing training and mentoring for women candidates and elected representatives • Promoting a culture of gender equality and diversity within political parties and institutions • Raising awareness and support among voters and media for women’s participation in politics

¹ Marinella Belluati , Daniela R. Piccio & Rossana Sampugnaro (2020): Women’s access to the political sphere in Italy: when obstacles outdo opportunities, Contemporary Italian Politics, DOI: 10.1080/23248823.2020.1780031. To link to this article: <https://doi.org/10.1080/23248823.2020.1780031>

	 <p>Share of Female Directors on the Boards of Large Listed Companies in Italy, 2003-2020. Source: The Gender Statistics Database (GSD) of the European Institute for Gender Equality (EIGE)</p>
Transferability:	<ul style="list-style-type: none"> The quota system is based on similar experiences and models from other countries that have adopted gender quotas for elections, such as France, Spain, Belgium, Argentina, etc. It also follows the recommendations and standards of international organisations and conventions on gender equality and democracy, such as the Council of Europe, the European Union, the United Nations, etc. Therefore, it can be considered as a transferable model for other countries or regions that aim to increase women’s representation in elected assemblies.
Resources/Support:	<ul style="list-style-type: none"> According to the Law No. 215/2012, political parties that respect the gender quotas for electoral lists are entitled to receive a financial incentive of 10% of the public funding allocated to them according to their electoral results. The quota system also relies on the support of various actors, such as national institutions, regional and local authorities, civil society organisations (e.g., women’s associations, NGOs), academia, media and international organisations.
Contact information:	<ul style="list-style-type: none"> Ministry for Equal Opportunities http://www.pariopportunita.gov.it/

Good practice 9: Inspiring Girls

Title:	Inspiring Girls
Country/Region:	Italy and other countries
Objective:	<ul style="list-style-type: none"> To challenge gender stereotypes in educational and professional choices of girls by connecting them with women who work in traditionally male-dominated sectors or in leadership positions.
Target group:	<ul style="list-style-type: none"> Girls aged 10-15, women role models, teachers, parents, and the general public.
Implementation:	<ul style="list-style-type: none"> Recruitment and training of women volunteers from different backgrounds, sectors and professions who are willing to share their stories and experiences with girls. Organisation of online and offline events in schools where women role models interact with girls through talks, workshops, games, and mentoring sessions. Creation of online content and resources such as videos, podcasts, blogs and social media posts that showcase the diversity and potential of women's careers. Launch of a social media campaign called "Non è da maschio" ("It's not for boys") that features four women who have chosen unconventional careers for their gender, such as pilot, motorcyclist, environmental engineer, and football player. Development of a network and a platform for collaboration and exchange among women role models, schools, partners, and stakeholders involved in the project.
Results/Impact:	<p>Inspiring Girls project has:</p> <ul style="list-style-type: none"> Reached over 10,000 girls in Italy since its launch in 2019, involving more than 300 women role models from various fields and sectors. Increased the awareness and confidence of girls about their abilities and aspirations, as well as their knowledge and interest in non-traditional careers for women. Challenged the stereotypes and prejudices that limit the choices and opportunities of girls and women in society, work, education, and culture. Contributed to the promotion of gender equality and diversity as key values for sustainable development, economic growth, social cohesion, and participatory democracy.
Lessons learned:	<ul style="list-style-type: none"> Gender stereotypes are deeply rooted in the culture and norms of society and affect the choices and outcomes of girls and women in all aspects of life.

	<ul style="list-style-type: none"> • Gender stereotypes can be challenged and changed by exposing girls to positive and diverse examples of women who have pursued their passions and talents in different fields and sectors. • Role models can inspire and empower girls to broaden their horizons, explore their potential and pursue their dreams without being limited by gender expectations or barriers. • Role models can be found everywhere: they are ordinary women who do extraordinary things every day.
Transferability:	<ul style="list-style-type: none"> • The project is part of an international initiative that started in the UK in 2013 and has expanded to 15 countries across Europe, Africa, Asia and Latin America. • Based on a simple and scalable model, the project can be adapted and replicated in different contexts and regions. Furthermore, it is also aligned with the international goals on gender equality, such as the UN Sustainable Development Goals (SDGs), the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Council of Europe Convention on preventing and combating violence against women (Istanbul Convention), the EU Charter of Fundamental Rights, the EU Strategy for Gender Equality.
Resources/Support:	<ul style="list-style-type: none"> • The initiative is funded and implemented by Valore D in partnership with Eni, Intesa Sanpaolo and Snam, three leading companies in Italy that are committed to fostering gender equality and diversity in their businesses and society. • The project relies on the collaboration and support of various actors working on girls' empowerment and gender equality at the national or local level, such as schools, teachers, parents, media, civil society organisations, universities, research centres.
Contact information:	<ul style="list-style-type: none"> • For more information about the project, check: • project's website https://www.inspiring-girls.it/ • ValoreD website https://valored.it/en/projects/inspiringgirls/

Good practice 10: Consulta delle Donne

Title:	Consulta delle Donne
Country/Region:	Italy
Objective:	<ul style="list-style-type: none"> ● To enhance the presence, culture and activity of women in society and institutions. ● To support women's' opportunities in work, politics, and society. ● To promote interventions against all forms of exclusion and violence against women as well as actions aimed at safeguarding women's health. ● To enhance and support the Equal Opportunities Commission.
Target group:	Women from civil society, business, academia, media, politics, and culture - regardless of their social, ethnic, political and religious affiliation.
Implementation:	<p>Consulta delle donne initiative runs in several Italian municipalities to foster dialogue and exchange among women from different backgrounds and sectors on topics related to gender equality and women's empowerment.</p> <p>Consulta delle Donne is defined as a consultative and proactive body of a participatory nature, which operates in the field of Equal Opportunities and non-discrimination, with the aim of promoting actions to enhance women's participation in the political and administrative domain of each Municipality (Campagnola Emilia, Valmontone, Piemonte, Rivoli, etc). It is composed of an Assembly, a Coordination Committee, and a President, who are elected by the members of the Consultation every two years.</p> <p>The main actions carried out by this body are:</p> <ul style="list-style-type: none"> ● Provide opinions, proposals and suggestions to the Municipal Council or the Executive Board on social, political, or civil issues related to women, such as the promotion of equal opportunities, respect and dignity of the person, youth distress, school services, health protection and environmental protection. ● Promote surveys on the needs of women, indicating improvements and solutions to allow their full integration into social, economic and political life and a conscious development of their roles. ● Promote initiatives and events to enhance the presence, culture and activity of women in society and institutions, such as seminars, conferences, workshops, exhibitions, etc.

	<ul style="list-style-type: none"> Collaborate with other institutions, associations and social realities of the territory that share the same objectives and values.
Results/Impact:	<p>Consulta delle Donne is a relatively new initiative and there is not much data available online.</p> <p>Surveys conducted throughout the websites have covered topics such as work-life balance, health, education, violence, discrimination, participation, and leadership.</p> <p>The events have attracted many attendees and featured prominent speakers such as Laura Boldrini, former president of the Chamber of Deputies; Emma Bonino, former minister of foreign affairs; and Monica Maggioni, president of RAI.</p>
Lessons learned:	<p>Women's empowerment and well-being is a complex and multifaceted issue that requires a participatory and inclusive approach that considers the diversity and specificity of women's experiences and needs.</p> <ul style="list-style-type: none"> The initiative has contributed to raising awareness and generating public debate on gender issues in Italy. The initiative has provided valuable inputs for policy making and advocacy on gender equality and women's rights. Creating a platform for dialogue and exchange among women can foster solidarity, mutual support, and collective action among women from different backgrounds, sectors, and regions. Engaging women in online surveys can provide valuable insights into their opinions, preferences, expectations, and challenges on various issues affecting their lives and rights. Organising online and offline events can create opportunities for networking, learning, and advocacy among women participants and experts on women's empowerment and well-being. The initiative has faced some difficulties in reaching out to women from marginalised groups and ensuring their representation and participation.
Transferability:	<p>The initiative is designed to be adaptable to different contexts and needs of women in different countries and regions.</p>

<p>Resources/Support:</p>	<p>The initiative relies on voluntary contributions and partnerships with civil society organisations and various stakeholders working on women’s empowerment and well-being in Italy, such as women experts, leaders, influencers, media professionals, civil society representatives, academics, politicians, activists.</p>
<p>Contact information:</p>	<p>For more information about the initiative, visit the following websites: Consulta delle Donne Campagnola Emilia Consulta delle Donne Budrio Consulta delle Donne Rivoli Consulta delle Donne Valmontone</p>

Good practice 11: AIPFE

Title:	AIPFE
Country/Region:	Cyprus
Objective:	<p>The objective of AIPFER is to empower, motivate and connect women in Politics and the Economy.</p> <p>As an organisation, their mission is to facilitate and open the conversation about Women's role in society. AIPFE empowers, motivates, and connect women to sit at the table. They organise events, workshops and lead programs that will allow us to fulfill this mission. Their initiatives fall within the 2 broad categories: POLITICS (Society) and the ECONOMY (Leadership & STEM).</p> <p>To empower women who were in different stages of their career and equip them with skills to excel in their professional development. The mentoring program aimed to connect leaders and experts from the industry with the next generation of female leaders to boost their careers and personal development.</p>
Target group:	Women who were in different stages of their career
Implementation:	<p>AIPFE is involved in a number of EU-funded projects implemented and executed in Cyprus</p> <p>Specifically, AIPFE runs several Programs and Initiatives:</p> <ol style="list-style-type: none"> 1. The AIPFE's mentoring program highlights that mentoring is a special partnership between two people based on a commitment to the mentoring process, common goals/expectations of the partnership, and mutual trust and respect. Mentoring plays a crucial role in the mentee's development as through mentorship someone can become more effective at work, learn new skills, manage their work life balance, develop greater confidence, and make better decisions for their overall career growth. Over the course of 3 months [September to November] the mentoring program of AIPFE aims to offer a supportive environment to women aged 18+ who would like to receive support and advice for their professional development. Over the course of 3 months, the mentees had the chance for 1:1 (online or offline) sessions with their dedicated mentor to pick their brain and receive feedback and valuable guidance. The timing and locations of the sessions were for the mentee and their mentor to agree on. For 2022, the mentoring program started on the 28th of June 2022 with the call for Mentees. The mentees could submit their application by the 13th of July 2022 and get matched with the mentor of their preference. The mentoring program is open to all ambitious women across all industries and professions, no matter their background, role, or title.

	<p>Our program is designed to support women aged 18+ who are in any stage of their career. The specific areas of focus that this program will intend to focus on, are:</p> <ul style="list-style-type: none"> ● Early Career stage ● Career development ● Work Life balance ● Career change ● Entrepreneurship <p>AIPFE’s Mentoring Program is provided only to female AIPFE’s members, and it is free of charge.</p> <p>The vision is to empower women who are in different stages of their career and equip them with skills to excel in their professional development. AIPFE’s mentoring program aims to connect leaders and experts from the industry with the next generation of female leaders to boost their careers and personal development. The mentee can learn valuable knowledge from the mentor’s expertise and past mistakes. They can increase their competencies in specific areas, and they can establish valuable connections with more senior and experienced employees.</p> <p>The mentoring scheme program offered by AIPFE was open to all AIPFE’s members who included all ambitious women across all industries and professions, no matter their background, role, or title. Our program is designed to support women aged 18+ who are in any stage of their career.</p> <p>2. Women fit 4 business (WF4B) is a 12 weeks programme, and the target group of this initiative is women underemployed with the aim to upskill them, by offering them a scholarship and an internship. Specifically, in 2017, AIPFE Cyprus joined forces with EY Cyprus to locally re-launch the successful European initiative Women Fit for Business (WF4B) Cyprus. A scholarship program geared towards unemployed female university graduates under the age of 35, this collaboration aspires to empower, motivate and connect 12 participants through practical training and soft skills that will assist them in their search for employment. Twelve successful candidates have been selected to embark on a 60-hour, 9-month course, which entails training, mentoring and networking. The program, which commenced in April and will run through to December 2017, covers a wide range of topics, including personal profiling and skills assessment, job search skills, professional development workshops, empowerment through centred leadership, internships and more.</p> <p>3. CIM MBA Scholarship offered to women applying in the programme (WF4B) is another initiative by AIPFE. Specifically,</p>
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	<p>The Cyprus Institute of Marketing – The Cyprus Business School (CIM) is offering a full scholarship worth €7700 exclusively to our AIPFE members. The scholarship for the programme «Master in Business Administration (MBA)» is for the academic year commencing October 2022-and for every year AIPFE implements this initiative.. AN EXCLUSIVE OPPORTUNITY FOR A WORLD-CLASS MBA, AVAILABLE ONLY TO AIPFE MEMBERS. The scholarship, which follows a successful collaboration between AIPFE and The CIM through the Women Fit for Business program (WF4B), is granted to one successful Aipfe member candidate who aspires to further develop her/his leadership and management skills and expertise. The internationally acclaimed CIM MBA program is taught in English and it is offered full time (one year) or part time (two years). It has been accredited by the Cyprus Quality Assurance Agency and is recognized by KYSATS. MBA Scholarship is provided by AIPFE for the last three years.</p> <p>4. An exciting initiative set up by AIPFE Cyprus at the beginning of 2017 to promote some #incrediblewomen! The launch of this female empowerment series of talks aims to highlight the importance of achieving your dreams and following your passions. Through some very exciting presentations by #Incrediblewomen hosted by AIPFE, they hope to help empower, motivate, and connect their members. The aim with this series is to highlight the achievements of some incredible women surrounding us today in Cyprus and the broader regions of Europe.</p> <p>5. Non-discrimination and equal opportunity form part of the international community’s key principles. They are rooted in universal principles of human rights, fundamental freedoms and equality. The Code of Conduct is a resource for understanding the culture and the appropriate behaviour practised by and expected of an organisation regarding non-discrimination, equal opportunities, and diversity management. AIPFE worked with Gender Diversity expert teams to create the Code of Conduct based on the European blueprint. #HellenicBank became the first corporate adopters of the #CodeofConduct in Cyprus and the collaboration was launched at Hellenic Bank headquarters during a formal presentation on 8th October 2015. During the event, AIPFE also presented 2 Honorary Awards to our two esteemed AIPFE members, Mrs Androulla Vassiliou and Dr. Erato Kozakou-Markoulli for their tireless contribution to female empowerment. We continue to celebrate these women for their trailblazing activities in our civil society!</p>
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	<p>6. Other events implemented by AIPFE, include discussions with politicians raising key and important issues, such as female fertility and career development. Through the outreach of the events and the projection of key actors such as politicians, the promotion of the idea of career and development- lobbying it to change something and force it to change. Another example, discussions include the president of the parliament in cooperation with the high commission of the UK, talking about women in diplomacy.</p>
<p>Results/Impact:</p>	<p>Through their actions and events women come together AIPFE provides and gives women the opportunity to be empowered women who are at different stages in their career, develop skills such as leadership to excel their professional development, leadership and management skills, soft skills including personal profiling and skills assessment, job search skills. The implementation of all initiatives and programmes going on for over three years in a row, reveal its effectiveness and success in achieving the objectives of the NGO. Through WF4B Every year AIPFE offers scholarships, MBA; The Cyprus Institute of Marketing – The Cyprus Business School (CIM) is offering a full scholarship worth €7700 exclusively to our AIPFE members. The scholarship for the programme «Master in Business Administration (MBA)».</p> <p>The overall evaluation of the impact AIPFE has in Cyprus is positive due to the programmes, initiatives and thus opportunities offered, emphasising the knowledge and commitment to the empowerment of women, methodology and communication and commitment to the public.</p>
<p>Lessons learned:</p>	<p>According to the work done by AIPFE, in order to give voice to individual women-underemployed or unemployed, initiatives that offer further development to these women as well as future opportunities should continue to be offered. Important aspects play the discussions on crucial and sensitive topics including key actors such as politicians. The development of skills as well as the normalisation of ‘provoking’ topics to open discussions with important role figures, further present and reflect the importance of women being empowered.</p>
<p>Transferability:</p>	<p>The practices, actions, initiatives and programmes promoted and executed by AIPFE are highly transferable to other regions and contexts, as it promotes the idea of empowerment and leadership to all women. It promotes their active role and participation in society, needed in all regions. All programmes and dialogues as well as the scope of AIPFE is applicable to different cultural and geographical contexts. The methodologies used, the implementation of practices, the participatory element as well as the active involvement and engagement that is promoted by AIPFE. To ensure the successful transfer of the AIPFE model, it is crucial to communicate with key political representatives, expand networking and promote further collaborations (eg. For offering scholarships for MBA).</p>

Resources/Support:	<p>The success of AIPFE model relies on collaboration with people needed to implement the training programmes -from different fields (mentors - being in key positions; lawyers, counselling psychologists, executive directors, diversity officers, senior managers, executive officers, branding consultants, advisor to governments and international organisations, entrepreneurship community managers, content creators, marketing managers, human rights experts, human resource managers and lecturers). Collaboration with further companies for cooperation and the offer of scholarships. The availability of resources, such as support (eg. Financial), skilled facilitators, spaces for meetings/conferences are essential for the effective implementation of the model. Lastly, the support from national government bodies to promote the model's objectives.</p>
Contact information:	<p>More information can be found at the following links:</p> <p>Web link: https://aipfe.com/ Contact email: info@aipfe.com</p>

Good practice 12: BPW CYPRUS

Title:	BPW CYPRUS
Country/Region:	Cyprus
Objective:	<p>BPW Cyprus (KOGEE - Cypriot Federation of Professional Business Women) was founded in 1988 and became a Federation in 1996. It is represented by local Organisations (BPW) in all cities and the BPW English Speaking Club. Women under 35 are represented by the Young BPW committee.</p> <p>BPW Cyprus is a full member of the International Federation (BPW International), one of the most important networks in its field. The International Federation is represented in its consultative capacity at the UN Economic and Social Council (ESOSOC), participates in the Council of Europe and the European Women's Lobby. Membership in a local organisation gives you membership in the National and International Federation.</p>
Target group:	Business and Professional Women - entrepreneurs and professional Women
Implementation:	<p>BPW is contributing to the society by giving women opportunities to:</p> <ul style="list-style-type: none"> • Empowerment through the development of their professional and leadership potential • Ensuring their rights • Promoting equal opportunities • Encouraging lifelong learning for education, vocational training, higher education and development of competences and skills • Promotion of friendship, cooperation and mutual understanding between Businessmen and Professional Women of all countries. <p>Objectives are covered through mentoring programs.</p> <p>More specifically, some of the actions BPW is implementing a yearly basis:</p> <ol style="list-style-type: none"> 1. Equal Pay Day Campaign: This is spread through TV and Radio advertisements and through social media campaigns as well as BPW is present in morning tv shows. Every year, BPW chooses a specific action, depending on the pay gap and the awareness they want to share. <p>Video: https://www.facebook.com/bpwcyprus/videos/1216898359262632/</p> <ol style="list-style-type: none"> 2. Women's Day: On Women's Day BPW Cyprus is spreading their message through TV and Radio advertisements and through social media campaigns as well as BPW is present in morning tv shows. Every year BPW chooses a different activity. In 2023 a Market Research was executed. The name of the research was "The woman's position is....." and it was carried out between companied and organisations. The research was divided into 3

	<p>pillars: 1. Qualitative-focus groups to companies, 2. Quantitative-questionnaires to companies-700 CEOs, managers of companies or being in high positions and 3. Qualitative-focus groups to women professionals. The general results were presented at BPW's Annual General Meeting (point 3)</p> <p>3. AGM-Annual General Meeting. Each year BPW hosts their annual general meeting where different topics are presented each time.</p> <p>4. Networking events and Panel discussions on key themes around women's participation in society. -eg. Valuable presentations were made on Thursday, January 22, 2022 'Five Tips to Help you Find your Future Career'</p> <p>5. Mentoring Programmes: (its launch was within 2023). The programme focuses on leadership, personal branding, public speaking and financial education. Trainees attend the programme and each day a different topic is covered. The BPW Cyprus Mentoring Program titled "Ingredients of Success and Synergies for the Successful Female Professional" was held in May 2023. The program aimed to empower aspiring female entrepreneurs, seasoned professionals, and young women through an experiential and transformative experience. With their participation, women professionals and entrepreneurs will have the opportunity to:</p> <ul style="list-style-type: none"> ● Explore the power of personal branding and its critical role in a thriving career. ● Formulate, develop, and manage career goals with a new approach by developing their public speaking skills. ● Develop and promote their leadership skills. ● Benefit from meeting other established members who will share their knowledge and experience. <p>6. Mediterranean Symposium that is held every November; the weekend dates that fall on the World Women's Entrepreneurship Day (19th November). The panellists attending represent different countries from the Mediterranean. Next year's symposium will include a male panellist as well.</p> <p>Honouring World Women's Entrepreneurship Day, for another year, the Cyprus Federation of Business Women Professionals BPW Cyprus, organised the 5th Mediterranean Symposium, with the theme "Women leading the way in our new reality" held on November 19, 2022 at the Royal Hall in Nicosia . Women from the Mediterranean and all over the world, discussed issues of empowerment and cooperation.</p>
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	<p>As we face a new reality even in the way businesses now operate in the post-pandemic era, it is now more important than ever to ensure that women are not "left behind". In this context, the symposium brought together BPW representatives from all the countries bordering the Mediterranean Sea, as well as members of the international and regional BPW.</p> <p>The event was opened by the President of BPW Cyprus, Tasia Giannara Gialluridou where, among other things, she stated that: "In the wake of so many women around the world who must continue to defend their fundamental rights, it is even more important to recognize and address the challenges. Men and women together, by sharing knowledge and experiences, empowering and inspiring each other, we can transform our future in the most promising way."</p> <p>The event was also greeted by the President of the Federation of Employers & Industrialists (OEB), Mr. Antonis Antoniou, the President of the Cyprus Chamber of Commerce and Industry, Mr. Christodoulos Agastiniotis, and Ms. Sofia Kounenaki-Efraimoglou, President of the Athens Chamber of Commerce and Industry. Ms. Annita Dimitriou, President of the House of Representatives of the Republic of Cyprus, Ms. Natasa Pileidou, Minister of Energy, Trade and Industry, Ms. Carmen Taheny, Secretary of the European Commission BPW, as well as Ms. Pavlina Iakovidou, also captivated the audience with their speeches. Marketing & PR Manager of Porsche.</p> <p>The topics raised were defining authenticity in female leadership, how women can take advantage of new challenges, the critical role of women in the future of business and women in technology are just a few of the topics that would be developed by symposium speakers. In the first panel discussion entitled: Defining Authenticity in Female Leadership with moderator and speaker Francesca Burack, we heard Angela Tomazou, Raluca Man and Caroline Fattal Fakhoury discuss effective ways in which women can respond to the challenges of post-pandemic era and still provide authentic female leadership.</p> <p>In the second panel entitled: The New Reality: How Women can take Advantage of the New Challenges, it was discussed how women are the pioneers of the future of business. Through diversity of perspectives, emotional intelligence, empathy, and the ability to devise outside-the-box solutions to challenges, women play a critical role in disrupting the status-quo. With Larisa Miller as the moderator and speaker of this special panel, we also heard from Natasa Pileidou, Aurora Martin and Viola Edward. The discussion aimed to inspire women to rethink their way forward through a new era of business leadership and personal growth.</p> <p>The third and final panel was titled: The Critical Role of Women in the Future of Business – Women in Technology Our panel of women leaders in their field: Konstantina Patsalou, and Phyllis Leah Speser discussed the challenges, obstacles and rewards when women take on leadership roles and careers in Business and Technology.</p>
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	<p>Together with Moderator-Speaker Mel Asare, participants shared their experiences of the role and place of women in business, and how critical that role is in shaping and improving the future.</p> <p>The Symposium is each year a wonderful opportunity to shape the thought processes of women looking for strategies to help guide their path as we enter a new year.</p> <p>The whole event ended with an impressive Gala Dinner and a cultural tour.</p> <p>7. Young BPW Cyprus: Young BPW Cyprus aims to inspire young women to get involved and be part of a wider community of business and professional women, with the goal to collaborate on BPW initiatives, career, leadership and women’s rights. Young BPW members are between the ages of 18-35 and are looking to exchange ideas, information and support each other achieving their potential. With Young BPW, women have the opportunity to get to know other people and cultures through networking and exchange in combination with international conferences, seminars and workshops where members are open to discuss and share their concerns and ideas for a better world.</p> <p>The Young BPW invites all young and dynamic women, no matter of professional background, to benefit from the experience and strength of the older members, enter an engaged community, as well as embracing leadership opportunities, resources, and career-focused programs. We aim to promote the professional and business potential of our members through advocacy, mentoring, capacity building and empowerment programs.</p> <p>The vision of the Young BPW is to:</p> <ul style="list-style-type: none"> ● Promote the interests of women as a whole ● Encourage women to fight for equal opportunities in the workplace and help them overcome their limitations ● Give the example to women to strive for education and use their capabilities to the maximum benefits of others as well as themselves ● Embracing women, in order to realise their potential in the professional arena and the local and international community ● Develop friendship, cooperation and mutual understanding <p>In 2023, Young BPW developed podcasts with interviews from women in business. They further collaborate with relevant stakeholders for the implementation of Art Exhibition and during its launch day there will be discussions about women in the field of arts.</p>
Results/Impact:	<p>Through their actions and events women come together BPW Cyprus empowers the entrepreneurs and professional Women of Cyprus for real changes. BPW Cyprus brings women together; women come together and shine together. The impact of BPW is to enrich cooperations between women,</p>

	<p>to support each other, to develop and to thrive. BPW Cyprus is a community for women; women belong somewhere and work as a team to pass on their messages. Through the implementation of the activities of BPW, these women reveal hidden concerns and issues that women entrepreneurs and professionals face and that would otherwise not be revealed. Through the research undertaken, there is great and factual information in regard to the issues faced by women entrepreneurs and professionals including; motherhood, guilt and shame, lack of facilities for support within their professional environments, social stereotyping and criticisms, bullying within their professional sector. All these results, testimonials, and analyses are included in the National mechanism for women's equality of Cyprus creating the path towards raising these issues to the government of Cyprus. BPW's actions have a common aim to identify and reveal the issues/concerns, be converted to proposals and suggestions and be passed on to the house of representatives and the Cyprus government.</p> <p>All actions, programmes and initiatives are implemented every year since the development of BPW in Cyprus, while new ones are added, revealing its effectiveness and success in achieving the objectives of the NGO.</p> <p>The overall evaluation of the impact BPW has in Cyprus is positive due to the programmes, initiatives and thus opportunities offered, emphasising the knowledge and commitment to women, methodology and communication and commitment to the public. Also, the specific NGO is a powerful source in passing on proposals to the House of Representatives and the Cyprus government, achieving real change to society.</p>
Lessons learned:	<p>Following the work done and actions taken by BPW Cyprus, in order to give voice to women entrepreneurs and professionals, initiatives, programmes and actions that offer further development and bring women together should continue to be offered. For them being united under the BPW Cyprus, they are able to pass on proposals from real life experiences to the government, aiming for a great impact to the society. Thus, women being united and speaking up increases the power of these women and the possibility for an overall change in the society. BPW Cyprus creates the room and the space for women to speak up and be able to be heard. BPW Cyprus, makes sure to convert their issues and problems to proposals, be revealed and be presented to the Cyprus government and the House of Representatives; BPW is the voice and power of every woman in order to offer solutions to all these different issues arising.</p>
Transferability:	<p>The practices, actions, initiatives and programmes promoted and executed by BPW are highly transferable to other regions and contexts as they empower the Entrepreneurs and Professional Women of Cyprus for real changes. All these actions and initiatives work and are applicable to the needs of every woman in every country. For example, Cyprus has developed the Mediterranean Symposium happening every year. The central idea is 1; to empower women and promote women towards equality. This central idea is transferable to other regions. As a general context; the programmes, ideas, initiatives, conferences and dialogues as well as the scope of BPW Cyprus is applicable to different cultural and geographical contexts. The</p>

	<p>methodologies used, the implementation of practices, the participatory element as well as the active involvement and engagement that is promoted by BPW. In order to ensure the successful transfer of the BPW model, it is crucial to identify the needs of every country and specifically the needs of every woman, and communicate with key political representatives, expand networking and promote further collaborations in order to have the power to promote proposals and suggestions to the House of Representatives and National Governments.</p>
<p>Resources /Support:</p>	<p>The success of the BPW model relies on-first of all- funding and budgeting in order to be able to promote and achieve these actions and initiatives. Also, the great bonds and community built in BPW play a major role. The trust between these women and the empowerment gained allow each individual woman to express concerns, issues and testimonials freely show the success of BPW. Also, the collaboration with people needed to implement the mentoring programmes -from different fields (business consultants and lecturers, leadership and team trainers, educators, authors, consultants, mentors, financial advisors and economists, life coaches and energy therapists). The availability of resources, such as support, skilled facilitators, spaces for meetings/conferences are essential for the effective implementation of the model. Lastly, the support from national government bodies in order to promote the model's objectives.</p>
<p>Contact information:</p>	<p>More information can be found at the following links:</p> <p>Web link: https://www.bpwcypus.org.cy/el/ Contact email: info@bpwcypus.org.cy</p>

Good practice 13: MIGS-Mediterranean Institute of Gender Studies

Title:	MIGS-Mediterranean Institute of Gender Studies
Country/Region:	Cyprus
Objective:	<p>A clear statement of the specific challenge or barrier the practice aims to address or the goal it seeks to achieve in promoting women's political participation.</p> <p>MIGS was established in 2000 by a group of gender researchers, activists and academics at the University of Nicosia.</p> <p>They brought together a research-focused team who shared a common aim: promoting women's rights and gender equality across Cyprus, the Mediterranean, and, following Cyprus's accession in 2004, the European Union.</p> <p>Since then, our NGO has grown into the leading feminist organisation bringing change and hope to the advancement of women's rights.</p>
Target group:	Women and general public
Implementation:	<ul style="list-style-type: none"> • Through research, MIGS projects and activities all rely on the evidence-based research we carry out. Beyond the reports we regularly publish, research plays a key role in all aspects of our work, from the training we conduct, the awareness-raising campaigns we run, to the advocacy and lobbying we do to bring about real change in policy and legislation. • Implementation of training programmes targeting private and public sectors as well as civil society to raise awareness, increase capacity and develop skills among front-line and other professionals in their specific area of work.
Results/Impact:	<p>Since 2009, MIGS has been a leading voice in calling for binding positive action measures to ensure that women are equally represented at all levels of economic and political decision-making. From campaigning for women's equal representation in parliament, to organising stakeholder discussions on women on company boards. MIGS also enhances the visibility and impact of women, especially across business, politics and industry. This can only be achieved by multiplying women's voices on key issues in the national dialogue, combating sexism and bias in media coverage, and increasing opportunities for women.</p> <p>Relevant projects about the promotion of women in decision-making roles here Areas of work - Mediterranean Institute of Gender Studies (medinstgenderstudies.org)</p>
Lessons learned:	<p>Following the work done and actions taken by MIGS, in order to give voice to women and be equally represented at all levels of economic and political decision-making, initiatives, programmes and actions that offer further development and bring women together should continue to be implemented. MIGS also enhances the visibility and impact of</p>

	women, especially across business, politics and industry. This can only be achieved by multiplying women's voices on key issues in the national dialogue, combating sexism and bias in media coverage, and increasing opportunities for women.
Transferability:	The actions and programmes promoted and executed by MIGS are highly transferable to other regions and contexts as they promote gender equality and a fairer/equal representation of women in the society. This central idea is transferable to other regions. As a general context; the programmes, ideas and initiatives as well as the scope of MIGS is applicable to different cultural and geographical contexts. The methodologies used, the implementation of practices, the participatory element as well as the active involvement and engagement that is promoted by MIGS. In order to ensure the successful transfer of the MIGS model, it is crucial to communicate with key political representatives, expand networking and promote further collaborations that will guarantee the successful implementation of the projects.
Resources/Support:	Resources required include funding for EU projects implementation, the development and further support from relevant stakeholders for national action plans and campaigning, representation in the parliament, support and cooperation with the Gender Equality Commissioner of Cyprus, in order to enhance the visibility and impact of Women regarding key issues research staff and experts for the execution of relevant projects on an EU and national level whilst further support and from the Gender Equality Commissioner of Cyprus.
Contact information:	info@medinstgenderstudies.org

Good practice 14: Intersections: Equality between Women and Men and Education for Development

Title:	Intersections: Equality between Women and Men and Education for Development
Country/Region:	Portugal
Objective:	<ul style="list-style-type: none"> • To clarify the relationship between Education for Development themes and issues of Equality between Women and Men. • To identify work lines of action that provide articulation between both. • To popularise the teaching practice of the relationship between Education for Development themes and issues of Equality between Women and Men.
Target group:	The Intersections project's ultimate goal is to effect a change on young people. Therefore, its target group consists of basic and secondary education teachers; education agents from non-governmental organisations for Development; education agents from non-governmental organisations for Women's Rights; and higher education teachers in the area of initial teacher training.
Implementation:	<p>The project is the result of a partnership between the Portuguese Commission for Citizenship and Gender Equality, the Portuguese Platform for Women's Rights, Graal Social and Cultural Association and the School for Higher Education of the Polytechnic Institute of Viana do Castelo.</p> <p>The implementation took place between the 4th of November of 2021 and the 30th of May of 2022, and it spread between four key activities:</p> <ol style="list-style-type: none"> 1. Development of an educational resource manual, edited in digital format, available online on the websites of partner institutions and on the website of the National Strategy for Education for Development. 2. Short-term training action for teachers, promoted by the School for Higher Education of the Polytechnic Institute of Viana do Castelo and with a training team from the Portuguese Platform for Women's Rights, the Portuguese Commission for Citizenship and Gender Equality and Graal Social and Cultural Association. 3. A three-hour workshop for education professionals of non-governmental organisations for Development, promoted by the same partners mentioned above. 4. A final seminar for the presentation of the educational resource manual developed during the first main activity.
Results/Impact:	Following the implementation of the project, which ended in May 2022, there is a second phase now in course, named Intersections II, developed by the same partners and joined by the School for Higher Education of the Polytechnic Institute of Santarém, which turned the project nationwide.

	<p>Intersections II started on the 1st of January of 2023 and will end on the 30th of September of 2023 and its objectives are:</p> <ul style="list-style-type: none"> • To deepen the reflection on the intersection of Equality between Women and Men and the themes of Education for Development. • To promote the wide use of the educational resource manual “Intersections: equality between women and men and education for development”, both in teaching practice and in initial teacher training. • To expand the dissemination of the same educational resource manual. <p>Intersections II key activities now have a national scope, compared to the first phase which was centred in the north of the country. The current plan of activities consists in:</p> <ol style="list-style-type: none"> 1. The development of a training action aimed at teachers at different levels of education. 2. The elaboration of a brochure that systematises the intersections between Education for Development themes and issues of Equality between Women and Men. 3. The production of a video about the publication “Intersections: Equality between Women and Men and Education for Development”. 4. Holding a final seminar for sharing and reflecting on the activities and resources developed. <p>By the beginning of June 2023, Intersections II held 27 hours of training action, divided by 10 online sessions. Professionals from different areas of Portugal, from all educational levels (from pre-school education to secondary education) and from different curriculum areas (languages, mathematics, experimental sciences, human and social sciences, information technology, citizenship and development) participated in this training. The resource manual developed on the first phase of the program was a key factor for the success of the training actions.</p>
<p>Lessons learned:</p>	<p>According to the Vice-President of Camões Institute for Language and Cooperation, gender equality is one of the most firmly anchored aspects of the 2030 Agenda for Sustainable Development and despite the important progress of recent years, the path towards equality continues to face profound challenges. The pandemic has brought additional constraints that include, among others, intersectional discrimination, especially for women with disabilities and Roma women, threats to sexual and reproductive health and rights, and harassment and violence. It is important to promote a transversal, transformative, integrated and intersectional approach, with a view to changes in social attitudes, placing young people as promoters of these changes: and it is here that education for development plays a key and decisive role.</p>
<p>Transferability:</p>	<p>The Intersections’ model is highly transferable to other regions and contexts, as it addresses the common challenges faced by women worldwide and the educational system. The project’s focus on an educational resource manual, short-term training for teachers and workshops of education professionals is</p>

	<p>applicable to different cultural and geographical contexts. The attention to key issues such as gender based linguistic traditions and the relationship between Equality between Women and Men and Education for Development can be adapted to suit the specific needs and priorities of local communities. In order to ensure the successful transfer of the Intersections' model, it is crucial to engage with local non-governmental organisations for Women's Rights to promote collaboration between non-governmental organisations for Development, political representatives and schools for higher education.</p>
Resources/Support:	<p>The Intersections project was funded by the National Strategy for Education for Development 2018-2022, which is the result of the work promoted by several public and civil society entities. So, it would be fair to say that the success of this model relies heavily on the collaboration between several stakeholders, such as non-governmental organisations for Women's Rights and for Development, but also political representatives and funding bodies. The availability of resources, such as financial support, skilled facilitators, and appropriate spaces (in this case schools for higher education) for conducting workshops, meetings and seminars is essential for the effective implementation of the model. Additionally, the support of local and national government bodies and private entities plays a significant role in promoting the model's objectives and increasing its impact.</p>
Contact information:	<p>More information can be found in the following links:</p> <ul style="list-style-type: none"> ● Web link: https://plataformamulheres.org.pt/artigos/projetos/intersecoes/ ● Intersections' educational resource manual: https://drive.google.com/file/d/1evuSsTYDPxNSvRAv31BZPoawnxUJHh8Bx/view ● Intersection's resource manual informational leaflet: https://drive.google.com/file/d/12QsAGzpt6E8pazxIJJPw8JjH8dLie9eS/view

Good practice 16: dMpM – From Woman to Woman - mentorship program by REDE Youth Network for Equality

Title:	dMpM – From Woman to Woman - mentorship program by REDE Youth Network for Equality
Country/Region:	Portugal
Objective:	<ul style="list-style-type: none"> • To promote gender mainstreaming. • To contribute to the integration of young women’s particular concerns and needs into decision-making processes in different types of organisations and to promote parity in positions of responsibility. • To increase women’s participation in decision-making processes. • To sensitise young women to gender equality issues and develop young women’s skills.
Target group:	Young women who are interested in politics and associativism that wish to develop their intervention skills in these fields. They may be young politicians, leaders of associations or leaders of non-governmental organisations, residing throughout the country. They can be students or they can have recently completed their academic training and are fighting for professional integration. They may also be young women who, despite not being linked to associativism or youth political parties, still show interest in these themes.
Implementation:	<p>From Woman to Woman (dMpM) is a mentoring program that aims for the civic and political participation of young women. The third edition of From Woman to Woman (dMpM3) took place in 2018 and aimed to motivate young women in getting involved in public life, to support young women who wish to access positions of responsibility and to contribute to increasing the proportion of women with a civic and political intervention, starting with youth associations.</p> <p>The beneficiaries of this program’s edition were 15 young women from associations in the Lisbon and Tagus Valley regions. The program lasted one year (from the 1st of January to the 31st of December of 2018) and, over 12 months, the young participants had the opportunity to go through a learning process that involved several dimensions:</p> <ol style="list-style-type: none"> 1. Mentorship. 2. Competency development program (five weekends in which operational concepts for gender equality were addressed). 3. Project work by mentees from a gender mainstreaming perspective.

	<p>4. Visits to political bodies and civic intervention organisations and participation in activities related to gender equality.</p> <p>5. Seminars (participation in two seminars that corresponded to moments of official communication with the outside world: inaugural and final).</p>
<p>Results/Impact:</p>	<p>The number of editions led by dMpM shows the impact and the results of the program. It is currently on its fourth run, having three previous editions in 2006, 2010 and 2018, catering to around 15 young women per edition. Testimonies of these young women can be read on the program's website. Their lives were directly changed as they met an experienced person as a mentor, gathering information and establishing interesting contacts, while also accessing a privileged circle of relationships. These young women got to closely know the backstage of national and associative politics and obtained concrete advice for their involvement in public life. The mentoring process also helped them to identify and develop their qualities and skills, as well as increase their self-knowledge.</p> <p>Youth associations also benefit from this as the program represents the promotion of the political and associative training of its associates and members; active support in the project; involvement in the project and a guarantee that its associate, the mentee, will actively participate during all its phases; new contacts and relationships, thanks to the mentors; and the opportunity of having a person who brings new knowledge and who should talk about their mentoring experience in committees and assemblies.</p> <p>The previous editions of dMpM resulted in eight publications that can be accessed through the program's website. These include a Guide for Gender Mainstreaming; a Collection of Arguments for Equality; a summary of an online meeting between Amnesty International and the portuguese Women Association Against Violence in which they discussed Human Rights Education; a summary of an online lecture about Human Trafficking, with special focus on Women and Young Women Trafficking, that had the participation of Humans For Humans and the portuguese Women's Democratic Movement; a summary of an online meeting between a program mentor and five outside participants in which they discussed Financial Literacy for Women; a presentation of dMpM4; a publication to mark the International Day of the Girl Child; and, finally, a summary of the European Union's Eight Cycle of Youth Dialogue in Portugal, discussing Young People, Elections and Representation.</p>
<p>Lessons learned:</p>	<p>Feminist mentoring differs from standard mentoring as it has an active political component: the promotion of women's rights and the creation and development of networks of solidarity among women. In a world where women are still politically, legally and economically discriminated against, it is essential for young girls to have access to female role models.</p> <p>Through feminist mentoring, that is, mentoring guided by ethical-political principles that aim at empowering women and girls by other women, not only professionally, but also personally and socially, it is intended to empower young women in an environment in which they feel safe and in</p>

	<p>which they can develop their self-esteem without fear of humiliation and/or moral or sexual harassment, but it is also intended to deepen the feminist practice of sorority among mentors and mentees. In the end, a feminist mentoring project is a shared, sincere and non-hierarchical learning experience between mentor and mentee, allowing both – according to their life, professional and educational paths – to build something together that not only promotes the skills and knowledge of the mentee within the area in which she wants to work, but it also allows the mentor to develop equally on a personal and political level as a feminist and an active person in the defence of women’s rights, both contributing to the political and social affirmation of women.</p>
Transferability:	<p>dMpM’s model is highly transferable to other regions as it addresses the deficit in the participation of young women in decision-making positions. Bearing in mind that youth associations can be perceived as one of the first laboratories of democratic learning and active citizenship, any institution can engage with local young women in order to empower them, by replicating this model.</p>
Resources/Support:	<p>The dMpM program is the responsibility of the Portuguese Youth Network for Equal Opportunities between Women and Men (REDE), and it began in 2000 with the support of the European Women’s Lobby and the Medium-Term Community Program for Equal Opportunities between Women and Men by the former Ministry for Equality in Portugal. Thus, the success of this model relies heavily on the collaboration between various stakeholders such as non-governmental organisations for Women’s Rights and for Gender Equality, but also political representatives and funding bodies. The availability of resources, such as financial support, skilled facilitators such as mentors, and appropriate spaces for conducting workshops, meetings and seminars, is essential for the effective implementation of the model. Additionally, the support of local and national government bodies and private entities plays a significant role in allowing the mentees to not only network but to complete some of the activities of the program. Finally, the cooperation of the local and national media is also of great importance, in order to promote the model’s objectives and increase its impact by publicising it.</p>
Contact information:	<p>More information can be found in the following links:</p> <ul style="list-style-type: none"> • dMpM1 (dMpM’s first edition in 2006): https://redejovensigualdade.org.pt/dmpm1/novidades.html • dMpM2 (dMpM’s second edition in 2010): http://demulherparamulher.redejovensigualdade.org.pt/?p=612 • dMpM3 (dMpM’s third edition in 2018): https://demulherparamulher4.wordpress.com/dmpm3/ • dMpM4 (dMpM’s fourth edition in 2023): https://demulherparamulher4.wordpress.com/ • Guide for gender mainstreaming https://www.redejovensigualdade.org.pt/dmpm1/docs/guia-mainstreaming-genero.pdf

Good practice 17: Västerbotten utan gränser – Västerbotten without borders

Title:	Västerbotten utan gränser – Västerbotten without borders
Country/Region:	Sweden, Region Västerbotten
Objective:	<p>The aims of the project “Västerbotten without borders” (VuG) is to develop, test and eventually establish a comprehensive digital healthcare delivery model. This project combines customized digital technology and the attractiveness of innovative work models for healthcare providers. In this model, the skills of the professionals are utilized regardless of where they are located. In particular, the VuG activities are based on the delivering of different healthcare services to Swedish patients from a virtual clinic established in Spain.</p> <p>The objective behind this innovative project is:</p> <ul style="list-style-type: none"> • To provide high quality medical services in nursing homes and other medical care facilities and institutions by allowing professionals to conciliate better their work duties and personal lives. • To provide more opportunities and therefore increased presence of female medical workers in these positions by taking into consideration that they often occupy the role of caregivers in their private lives. • To ensure more stability and security for female health workers by enabling them to work remotely and conciliate their responsibilities. • To increase career opportunities and projects for female workers in the Region of Västerbotten thanks to the possibility to pursue a career in the health sector and maintain longer term jobs thanks to new technologies and remote work opportunities.
Target group:	<p>While the target group of the project includes both men and women with medical background and willing to work in the healthcare sector, the project is conceived to respond to female workers’ struggles to conciliate work and family responsibilities.</p> <p>Additionally, the project also targets in an indirect way health care and medical institutions as well as beneficiaries, as they have opportunities to benefit from more available and stable job candidates which may result in increased quality of the task performed.</p>
Implementation:	The project was conceived and implemented for the first time in 2018 by Virginia Zazo and Manuel Gonzalez Garcia while working in

	<p>Västerbotten and then moving to Australia. In order to continue perform their duties and combine different life areas, they incorporated a robot that allowed them to be “present” in a remote way in the form of “virtual clinic”. This firstly temporary solution was led to the reflection on whether solutions offered by digital technology could solve some of the challenges of healthcare. Ever since its creation and the support from the Region of Västerbotten, it has been implemented with success.</p>
<p>Results/Impact:</p>	<p>Due to its innovative aspect in the field of healthcare, the project was awarded the Vitalis scholarship in 2023 and was considered an initiative that provides benefits for individuals, businesses or society in the field of healthcare.</p> <p>The VuG project was implemented in different medical and healthcare facilities in the region of Västerbotten attracting and featuring professionals from different countries (such as Spain, Finland, Portugal and Sweden) to perform their duties remotely. To date, a total of 11 professionals in the health field have been recruited and are currently employed in different facilities (nursing homes, health centres, psychiatry, clinics, among others).</p> <p>The project has also resulted in diversifying and increasing the quality of healthcare in the Region of Västerbotten which is a real solution to the lack of educated professionals available in the area and the difficulties in recruitment.</p> <p>The project has also had positive impact on patients who appreciate the possibility to see the same professionals, have more extended visits and therefore increased quality and attention from the professionals.</p>
<p>Lessons learned:</p>	<p>This project proves to be attracting more highly educated women to Region Västerbotten in areas of work that are often difficult to integrate and stay in due to recurrent role of women as caregivers in their private lives, which often does not allow them to pursue long-term stable careers. It also is an example of a successful use of technology as a tool to create sustainable differences for the benefit of society with a special emphasis on more equal opportunities system developed.</p> <p>The good reception and impact of the project has also proven essential the role of women in leading positions in strategic sectors (such as the healthcare one and the technological one) which results in tailor-made, more inclusive and sustainable initiatives that directly responds to real needs and issues in terms of equality.</p>
<p>Transferability:</p>	<p>This working method can obvious be applied to several locations within Europe and offers real solutions of high quality to problems related to poor healthcare provisions, lack of highly educated and</p>

	committed staff and fewer real opportunities for women to pursue a long-term career in health care sectors.
Resources/Support:	Project's presentation available here: https://youtu.be/wJdypssCgbw
Contact information:	Region Västerbotten www.regionvasterbotten.se Virginia Zazo virginia.zazo@regionvasterbotten.se

Good practice 18: Politician's Safety Survey (PTU) in Sweden

Title:	Politician's Safety Survey (PTU) in Sweden
Country/Region:	Sweden
Objective:	<ul style="list-style-type: none"> • To measure Safety Challenges: to quantify harassment, threats, and violence faced by elected representatives, including women, in their political roles. • Temporal Comparison: to compare safety incidents during election and interim years to identify trends and variations over the political cycle. • Inform Countermeasure: to provide data for developing strategies to combat and prevent threats, violence, and harassment against politicians. • Identify Vulnerable Groups: to identify factors making certain representatives more susceptible to harassment, including gender, age, background, and political affiliation. • Assess Reporting and Support: to evaluate reporting rates and the effectiveness of support systems for affected representatives. • Election Campaign Impact: to determine if election campaigns contribute to increased threats and harassment. • Evaluate Awareness: to assess awareness of support systems within political organizations. <p>PTU aims to comprehensively understand the safety challenges faced by elected representatives, with a focus on promoting a safer political environment for all, including and especially focusing on the role and situation of women in politics.</p>
Target group:	<p>The survey encompasses a wide range of elected representatives, including members of the Swedish Riksdag (Parliament), municipal, and county council politicians, and delegates from other political assemblies. This inclusivity ensures that the safety and participation of women in various political positions are considered.</p> <p>By collecting data from these diverse political roles, the survey can identify any safety challenges faced by women in politics. This information can lead to targeted efforts to improve the safety and encourage greater participation of women in political life.</p> <p>The survey's coverage of both local and national representatives acknowledges the importance of women's participation at all levels of government, promoting a more balanced and inclusive political landscape.</p>

<p>Implementation:</p>	<p>The PTU survey follows a systematic process to achieve its objectives. It begins with careful planning and design, outlining its objectives, formulating questions, and determining the research methods to be employed. Elected representatives are then invited to participate by completing online or paper surveys.</p> <p>To ensure the survey's validity, a representative sample of elected representatives is carefully selected, ensuring diverse representation. Once responses are collected, data analysis takes place. Patterns and insights are extracted from the responses to gain a comprehensive understanding of the safety challenges faced by politicians.</p> <p>The survey findings are compiled into a report, providing an overview of the safety issues and trends observed among elected representatives. This report is made public and shared with relevant stakeholders, including policymakers, political organizations, and advocacy groups.</p> <p>The survey results play a crucial role in informing the development of policies and interventions aimed at improving the safety of elected representatives. It provides data-driven insights to guide decision-making. In response to the survey findings, awareness campaigns and training programs may be initiated to address safety issues.</p> <p>To track changes and progress over time, surveys may be repeated at regular intervals. This ongoing monitoring and evaluation ensure that the safety of politicians remains a priority and that interventions are effective in mitigating threats and harassment.</p>
<p>Results/Impact:</p>	<p>The impact of the PTU on women's political participation can be detected and measured in several areas of interest:</p> <ul style="list-style-type: none"> • Safety Empowerment: The survey can empower women in politics by addressing safety concerns. • Policy Measures: It can lead to policies and resources for women politicians' safety. • Public Awareness: Raises awareness of challenges, garnering public support for gender equality. • Increased Participation: Encourages greater women's participation in politics. • Better Representation: Contributes to more gender-balanced political bodies. • Long-term Change: Over time, fosters a safer, more inclusive political environment for women.
<p>Lessons learned:</p>	<p>Patterns of victimization vary between women and men. While both genders experience victimization to a similar extent, there are</p>

	<p>differences in these incidents. For instance, women are more likely to encounter threats and attacks on social media, and a higher percentage of women reported that their most recent victimization incident had a sexual component compared to men.</p> <p>Furthermore, women are more prone to worrying about their personal safety or the safety of their relatives in relation to their political duties. In 2018, this concern was highlighted by women who had experienced victimization. Their level of worry has consistently increased in each year the survey has been conducted.</p>
<p>Transferability:</p>	<p>The PTU findings in Sweden can have global relevance and be used in other countries in a way that:</p> <ul style="list-style-type: none"> • Researchers and policymakers can compare safety experiences. • Effective safety measures can be adapted and serve as example for other contexts and other countries. • Advocacy groups can raise awareness and advocate for women politicians' safety in a more concrete and informed way. • Scholars can use PTU as a reference for their research and more in-depth analysis of participation and reality of women in the political sphere. • PTU contributes to international discussions on gender equality in politics as it shows trends, patterns and problematic areas that need improvement and further discussions. <p>In essence, PTU's insights can nourish and be starting point and essential source for discussions, policies, and research worldwide, even beyond its original scope of study.</p>
<p>Resources/Support:</p>	<p>Next survey will be published in November 2023 and will be available here:</p> <p>https://www.scb.se/en/finding-statistics/statistics-by-subject-area/judicial-system/offences/the-politicians-safety-survey/</p>
<p>Contact information:</p>	<p>https://bra.se/bra-in-english/home/publications.html#query/_%3A</p>