

# POLITIK HER

School of Politics  
for Young Women

TOOLKIT



**POLITIK-HER**

School of Politics for Young Women



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The project partner are **Reset, CPE, Project School, Prime Minister, Initiative for youth, Alda**

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# INTRODUCTION

Politik-HER supports and inspires young women to become protagonists in processes of social transformation, strengthening the link between politics, research, and concrete action. The project offers an intercultural, inclusive, and sustainable context for developing skills, awareness, and leadership. The training program is divided into several phases:

- **Roundtables and open dialogue**, to engage with local and European stakeholders on issues of participation and gender equality.
- **Workshops, masterclasses, and an international bootcamp**, where participants can develop their skills in leadership, communication, project design, and advocacy.
- **Mentoring and job shadowing**, to enhance practical experience and connections with the world of work and institutions.
- **Local pilot actions, awareness campaigns, and a final event** that will showcase the achieved results, accompanied by the publication of a toolkit and policy recommendations.

Through this project, the aim is to give a voice to a new generation of young women leaders, aware of their rights and potential, capable of driving change in schools, neighborhoods, cities, and more generally, in the society.

This toolkit aims to present our project and highlight two distinct phases. One phase involved conducting training courses for young women in four different countries: Italy, Cyprus, Romania and Sweden. The other consisted of enabling selected young women (60-80 in total) to participate in and carry out local activities (education, advocacy, awareness-raising, communication, etc.), called Pilot Actions, accompanied by the publication of a toolkit and policy recommendations.

The toolkit presents the methods applied, SWOT analysis, evaluations, lessons learned, and policy recommendations gathered during the different phases of the project. The toolkit will contain a series of specific recommendations for stakeholders on how to promote a more balanced representation of gender in their practices, thus supporting the spread of a gender equality model throughout the EU.



# PARTNERS

## CPE

CPE (<https://cpe.ro/>) is a Romanian foundation active since 2002 in promoting **gender equality**. It carries out non-formal educational activities for girls and young women, with programs focusing on **empowerment, leadership, civic participation, violence prevention, and equitable access to employment**. CPE manages MamaPan, a social enterprise that employs women in vulnerable situations. The organization works in schools, communities, and cultural contexts, promoting **equality, diversity, and human rights**. The team has extensive experience in European projects, youth education, and psychological support. CPE has reached over **15,000 beneficiaries** across the country.

## INITIATIVE FOR YOUTH FUTURE

Initiative for Youth Future (<https://initiativeyouth-future.org/>) is a non-profit organization based in Sweden, founded by young women and committed to promoting the personal and professional development of youth, with a particular focus on girls and young women with a migrant background. The organization's activities aim for social integration, women's empowerment, and the promotion of civic participation, in line with the 2030 Agenda and EU strategies for youth and gender equality. IYF operates in various fields, including education, employment, environment, art, and health. The team boasts experts in project monitoring and evaluation, with experience in Erasmus+.

## RESET

RESET (<https://resetcy.com/>) is an organization that promotes inclusive and prosperous societies through research, education, and dialogue. Active in over 30 EU and international projects, it boasts strong capabilities in management, implementation, and dissemination. The team comprises experienced researchers, trainers, facilitators, and creatives specializing in social inclusion, education, active citizenship, and educational technologies. RESET develops participatory and youth-led initiatives, promotes the integration of vulnerable groups, creates digital platforms, and produces creative content for social change. It coordinates the YoungCities program and collaborates with the Cyprus Youth Council on youth empowerment, conflict resolution, and the prevention of radicalization.

## ALDA

ALDA (<https://www.alda-europe.eu/it/>) is a civil society organization that promotes good governance and active participation at the local level. With over 300 members across 45 countries, it works in areas such as local democracy, human rights, active citizenship, and cooperation between local authorities and civil society. ALDA adopts a multi-stakeholder approach and decentralized cooperation, facilitating synergies between institutions and NGOs. With offices in Europe and the Mediterranean, ALDA has 20 years of experience in managing international projects, strategic communication, and utilizing participatory and ICT methods to engage young people and promote the SDGs (Sustainable Development Goals).



## PROJECT SCHOOL

Project School (<https://projectschool.eu/>) is a small Italian company active in social innovation and impact. Its mission is to empower individuals and organizations through training and project design support to address local and global challenges. It operates in areas such as local development, youth activation, and corporate social responsibility. Project School has managed over 15 Erasmus+ projects, focusing on women's empowerment, migrant inclusion, and training. It offers training, consulting, and project management services. The company collaborates with local authorities, businesses, universities, and European networks. It promotes co-design, active participation, sustainability, and inclusion.

## PRIME MINISTER

Prime Minister (<https://www.primeminister.it/>) is an Italian non-profit organization born in 2019 to promote young women empowerment, civic activism, gender equality and generational equity, prevention of early school leaving, and to fight educational poverty. Prime Minister Association is not involved in partisan political activity by statute and it has built a wide network of testimonials which also includes representatives from several political parties. PM promotes the idea that politics has to be interpreted as the thrive to understand people's needs, to give them representation and to find common shared solutions. All activities are free and based on volunteer participation. The association was created by 4 co-founders that are still on the board: over the years, the team has grown and now is composed of more than 80 volunteers. The association also has a communication team and a project manager that coordinates project proposals and fundraising at local, national and EU Level.



# METHODOLOGY OF POLITIK HER TOOLKIT

The initiative was developed through a multi-phase, participatory process designed to promote female empowerment, inclusive leadership, and active civic engagement. The methodological framework combined capacity-building activities with qualitative evaluation tools, ensuring that both the content and the impact of the program were shaped by the lived experiences of its participants.

The first phase focused on training, masterclasses, and mentoring, aimed at equipping young women with the skills, knowledge, and confidence to engage in public discourse and decision-making. These sessions were structured to foster personal growth, strengthen leadership competencies, and encourage peer-to-peer learning within an intercultural and inclusive environment.

A key component of the approach was the implementation of **pilot actions**—a methodology specifically developed to stimulate local impact. During the Bootcamp, participants took part in a design thinking session and, with the support of mentors and facilitators from Project School, worked in international groups to apply their new skills. They used these skills to design and develop pilot projects aimed at promoting gender equality and the civic participation of young women. These actions were designed and carried out by participants themselves in **Romania, Italy, Sweden, and Cyprus**, allowing them to translate learning into practice and respond to real needs in their territories.

To assess the effectiveness of the initiative and capture its transformative potential, a **quali-**

**tative evaluation process** was conducted, grounded in the concrete actions carried out throughout the project. This included the use of **questionnaires, mentoring feedback, and reflective exercises**, which offered valuable insights into participants' lived experiences, personal challenges, and evolving aspirations.

The evaluation did not rely solely on quantitative indicators; instead, it prioritized **narrative and experiential data**, allowing for a deeper understanding of the **emotional, relational, and identity-based dimensions of empowerment**. Through this process, it became evident how the activities shaped participants' **perception of themselves**, strengthened their **sense of agency**, and inspired them to initiate or continue **female empowerment efforts** within their communities.

The data revealed a clear trajectory of growth: from increased self-confidence and awareness of one's potential, to the emergence of concrete ideas and actions aimed at promoting gender equality. This reflective approach not only measured impact, but also illuminated the **lasting change** participants are committed to carrying forward beyond the life of the project.

The data collected throughout the process was systematically analyzed and reinterpreted, leading to the formulation of six strategic guidelines. These guidelines synthesize the core learnings of the initiative and offer a replicable framework for future actions aimed at advancing gender equality, inclusive participation, and youth leadership across diverse contexts.



# OPEN DIALOGUE FOR YOUNG WOMEN

In the first phase of the project, each partner organized open dialogue roundtables that were designed as a strategic tool to engage stakeholders and local communities on gender issues.

The roundtables served a dual purpose:

- **Listening and Analysis** – to gather experiences, challenges, and proposals from communities, with a particular focus on the cultural, social, and economic barriers that limit young women's access to decision-making processes.
- **Co-design** – to stimulate a transformative dialogue in which stakeholders not only discuss but also contribute to defining shared local strategies and concrete actions to promote gender equality.

Thanks to a participatory and inclusive methodology, the roundtables became a civic empowerment lab where the voices of young women were placed at the center. This practice strengthened the link between institutions and civil society, helping to create a fertile ground for the future implementation of pilot actions and local policies.

During this phase of the project, an **International Roundtable** was also organized, offering young women a space to hear the stories of three international female leaders. These professionals have extensive experience in promoting inclusion and equal opportunities for young women, particularly within the political sphere. The event also brought together participants from all four implementing countries, giving them a chance to get to know each other and share ideas.





# TRAINING OF YOUNG WOMEN

The Politik-Her project is situated within a European context that recognizes the urgency of strengthening young women's political and civic participation, while promoting gender equality, social cohesion, and the activation of local communities. In response to these challenges,

the training program involved a selected 15-20 young women **aged 16 to 25**, from diverse social and cultural backgrounds, united by the desire to become agents of change in their own territories.

## Masterclasses and Preliminary Training

The girls participated in a 66-hour non-formal training program using innovative methodologies such as simulations, knowledge pills, testimonies, visits to institutions, covering the following topics:

- Personal and soft skills (Public Speaking and Communication, Leadership),
- Herstory of Women's Movements (and/or Feminism),
- Youth Empowerment, Civic Engagement (Grassroots research, Advocacy, Policymaking competences),
- Social impact and innovation,
- Bases of Social Project Cycle Management.

During the training program, the girls were also engaged in self-paced learning, research, and project development, with mentorship and feedback from project teams, in order to support them in developing critical thinking, project management and leadership skills.

To complement the program, international masterclasses were also organized with women lead-

ers from various European contexts, who shared concrete experiences of political activism, civic innovation, and social change. These moments represented not only an opportunity for learning but also for inspiration.

To complement the program, international masterclasses were organized with women leaders from different European contexts, focusing on concrete experiences of political activism, civic innovation, and social change. Unlike traditional top-down formats, these masterclasses were designed to be participatory and dynamic. Each session featured inspiring speakers — such as Roberta Bonacossa; Anna Prodromou; Marigeorgia Voskaridou; Evie Theocharous; Giusy Pirozzi — who introduced their work around topics including intersectional feminism, community organizing, and political participation. After the plenary moments, participants were divided into breakout rooms where they could directly engage with the speakers and with one another. This structure encouraged dialogue, critical reflection, and peer learning, sharing ideas, and receiving feedback.

## Pilot School and Bootcamp

The core of the program was the Politik-Her Bootcamp, hosted in Naples from November 29th to December 3rd, conceived and led by Project School through a participatory co-design process. The Bootcamp represented an immersive and dynamic environment where young participants could directly engage with experts from civil society. The Bootcamp was structured over four days, during which young participating girls from different European countries had the opportunity to get to know each other and participate in interactive workshops focused on political identity, female leadership, and participatory design. In parallel, the exploration of the Scampia and Quartieri Spagnoli neighborhoods offered a concrete starting point for reflecting on urban transformations, social inclusion, and active citizenship.

During the Bootcamp, participants had the opportunity to take part in the Workshop on Pilot

Action creation. After an initial training session on idea development and design, delivered by Project School, the girls worked in small groups to develop concrete ideas to implement in their own territories, using design thinking tools. The workshop was facilitated by Project School, which guided the participants in transforming ideas into tangible actions.

The Bootcamp concluded with a feedback session and celebration event. During the final event, participants received their Youthpass certificates, shared their experiences, and made useful connections for the development of their future initiatives.

Through simulations, experiential workshops, storytelling, role-playing, and meetings with role models, the Bootcamp activated a profound process of personal and collective awareness and growth.

## Job Shadowing and Mentoring

The training program also extended into the dimension of “doing”: the girls were involved in a three-month mentoring and job shadowing program. During this phase, each participant shadowed a professional in the sector (activists, institutional representatives, trainers, public managers) for at least 36 hours monthly, observing their daily work, participating in institutional meetings, public events, project design activities, and community building.

This experience had a dual value:

- **Practical:** Because it allowed them to learn hands-on how to build and lead a project with social impact.
- **Reflective:** Because it offered the girls a space for continuous exchange with expert mentors, capable of enhancing their potential and objectives.

## International Webinar

The International Webinar, which took place on July 30th and lasted two hours, was a key moment for European sharing and networking, bringing together young participants, project partners, and stakeholders from Italy, Cyprus, Romania, and Sweden online.

The meeting presented the participants' ongoing pilot project, opening an international dialogue on the challenges related to gender equality and the political participation of young women.

Its goal was to disseminate the toolkit and the final report as replicable best practices. **Vanessa Bocchi**, an expert in Diversity, Equity, and Inclusion, gave an inspiring keynote on “**Young Women Designing the Future**” inviting participants to become protagonists of change.

The webinar alternated between testimonies from the young participants and discussions in breakout rooms on topics like climate, reproductive health, and education, fostering new connections.







**Noemi, Italy** - "My job shadowing was hosted by the collective *I'm queer any problem that deals with awareness of queer and trans+ issues*. During my job shadowing I was able to observe all the background behind the construction of events based on discussion about issues concerning the queer community. I assisted in the logistic part of the activities that consisted in finding places and resources for the construction of the events, then went on to take care of the methodological aspects of the meetings, aimed at facilitating discussions that could be both politically and culturally interesting, as well as safe and enjoyable for all participants in the discussion; this was ensured through a particular focus on inclusiveness of spaces, of the methods and languages used and providing figures for moderation and checking on the proper conduct of events. I gained appreciation for group work management that is efficient and organized, without leaving room for organizational gaps that can undermine the pleasure of meetings and create safe environments for dialogue. During my meetings with volunteers and guests, I came to realize the significance of creating spaces and opportunities for oppressed communities, where they build mutually helpful relationships through political confrontation."



**Maria Pia, Italy** - "I did my job shadowing at the **CUG (Comitato Unico di Garanzia), single guarantee committee**, which is an organisation of the University of Calabria (Unical) that monitor the respect of equal opportunities and gender inequalities in the academic environment inside the university. In particular I cooperated with a research done there for the Global Media Monitoring Project: we did a quantitative analysis of tv news to see if gender language was respected and how the news talked about victims (if they did a re-victimization or not)."



**Chiara, Italy** - "During my job shadowing experience at **Macass Association**, which actively promotes cultural and social initiatives in my area, I closely observed the team's daily work and took part in the planning meetings for Mac Fest, an annual festival held in Cava de' Tirreni that celebrates art and culture. The festival offers a wide range of recreational, educational, and socially focused events designed to engage people of all ages. This experience gave me valuable insight into event management and helped me understand the important role such initiatives play in promoting cultural and social awareness within the community."



**Testimonial Madalina, Romania** - Job Shadowing experience in Gender-inclusive, Long-lasting and Empowered Networks and Societies implemented in Romania by ANAIS Association  
 "My job shadowing experience within the G-LENS (Gender-inclusive, Long-lasting and Empowered Networks and Societies) project was an extremely valuable one. I had the opportunity to participate in all stages of the project, from research and organisation to the actual support of the workshops. This gave me a complete perspective on how such events are organised and carried out. The topic of the workshops, gender-based disinformation, perfectly matched my interests, especially since I am a student at a journalism and communication faculty with a strong interest in feminism. The workshops were aimed at raising awareness and counteracting "fake news" related to gender/or the queer community. I was also involved in the organisation of a workshop exploring how mainstream media, as well as social media content, portray victims of gender-based violence. Being topics that I had already studied at the faculty, I had the opportunity to put my knowledge into practice. Also, the activities have participants from many fields, which gave me a broader perspective on the way other young people think and laid the foundation for consistent networking, essential for a student. Working directly with the project facilitator has strengthened my group communication, research, and organisational skills. I believe these skills will help me tremendously in future projects or at a future job."



# LOCAL PILOT ACTIONS: FROM CO-DESIGN TO COMMUNITY IMPACT

The local pilot actions represented the core phase of experimentation and practical implementation within the Politik-Her project, allowing young participants to translate their ideas, needs, and reflections—emerged during the roundtables and the Bootcamp in Naples—into concrete initiatives rooted in their communities. This was the moment where the themes of gender equality and female empowerment moved from discussion to action, giving space to the voices and leadership of young women.

Following the co-design workshop at the Bootcamp, each national group—Italy, Cyprus, Romania, and Sweden—developed and implemented its own pilot project, with the shared objective of promoting gender equality and enhancing the civic participation of young women. In total, **20 girls** aged between 16 and 25 were actively in-

involved, leading the creation of 16 distinct pilot actions.

Each team was supported through personalized mentoring and job shadowing, which helped refine their goals, strategies, and impact measurement tools. Using design thinking methodologies acquired during the Bootcamp, the participants identified local partners, defined target audiences, and planned activities aligned with real community needs.

The pilot actions integrated insights from earlier dialogues and consultations, ensuring that each initiative was evidence-based and context-sensitive. This phase marked a turning point in the project, as experiential learning was transformed into visible impact—empowering young women to take on active roles in shaping their social and political environments.





## ITALY (PRIME MINISTER)

### 1. Flesh and Profit: when life becomes a product

The project begins with a call for artists launched in May through social media, newsletters, and flyers. Artists will be invited to submit visual artworks (photos, drawings, prints) that can be transformed into posters and address the theme of life as a product. Selected works will be printed and posted throughout the historic center of Naples during the second week of June. The action will be documented through photos and videos. The initiative is supported by CHEAP and Chiamata alle Arti ABANA.

#### OBJECTIVES

- Raise public awareness about the commodification of animal and human life. Create a visible and urban space for antispeciesist and politically engaged art.
- Engage artists and activists in a collective reflection on ethical and social issues.
- Experiment with militant visual communication in public space.

#### TARGET GROUP

- Visual artists (expected 10–20 participants)
- Antispeciesist and intersectional activists
- General public in the historic center of Naples (indirect target group)
- Local collectives and partner organizations involved in outreach and support

#### IMPACT

- Initiates public dialogue on exploitation and commodification through art.
- Provides visibility to emerging and engaged artists and activists.
- Engages local residents and passersby through street-level visual interventions.
- Builds a shared digital archive of antispeciesist artworks.
- A total of 18 works of art were received
- The artists were enthusiastic about the proposal, and complimented me about it. Their works were various (included posters, pictures and drawings) and their diverse contribution were collected in a digital gallery.
- The next steps is to exhibit the works in a physical space, just like an exhibition



## 2. Words in Transition

The pilot consists of **two participatory meetings** focused on drafting a petition advocating for the de-medicalization of gender affirmation processes.

**Day 1 – Roundtable (May 24, Biblioteca Annalisa Durante):** A 2.5-hour session including:

- Welcome and mini-presentation
- Icebreaker with post-its
- Plenary circle discussion based on statistical data and personal testimonies, moderated by Noemi and a stakeholder (ideally a policy-maker)
- Summary and feedback

**Day 2 – Collaborative Writing (June 20th, A'mbasciata):**

- Identification of key macro-areas
- Group work to build ideas
- Division of the petition into sections/articles

The petition will be finalized between **June and July**, launched communication during **June and July**, and presented in **Brussels in September**.

### OBJECTIVES

- Co-create a petition that advocates for the **de-medicalization** of gender affirmation paths.
- Provide a space for **Trans+ individuals** to share experiences, identify key political demands, and contribute to collective advocacy.
- Empower community members through participatory dialogue and writing processes.
- Influence local and European policy by bringing lived experiences into legislative discourse.

### TARGET GROUPS

- **Trans+ individuals aged 18+** in the city of Naples
- Expected direct participants: **10–20**
- Indirect outreach via petition supporters, social media audiences, and policy-makers
- Partner organizations: **I'm Queer Any Problem** and LGBT Activist Davide Curcuruto

### IMPACT

- Creates a petition rooted in real needs and lived experiences of Trans+ individuals
- Builds stronger community networks and confidence in participatory politics
- Raises awareness around the limits of medical gatekeeping in gender affirmation
- Amplifies Trans+ voices in local, national, and European political contexts

The event was inspiring and enriching. The collective discussion allowed all participants to broaden their perspectives and exchange knowledge on the theme of gender affirming paths and about the points in common that this theme has with other topics such as neurodivergence, the ghettoisation of the provinces and class discrimination in the health system. However I found it very difficult to reach a large audience: although I moved in different sharing fields such as online platforms (thematic groups, social pages) but also posting in the city and have received support from ambassadors with large communities and focused on the target I had a total of 12 people live and 6 people online in both meetings. For a project conclusion consistent with the initial intention to build

a collective text I will send a draft of the editable petition by mailing list, then publish the petition on the parliament platform and finally start the campaign to disseminate the petition.





### 3. React, Educate, Deconstruct: Toward a Culture Free of Violence

The event consists of **a talk** designed to explore the cultural roots of gender-based violence and the role of education in building respectful relationships.

**Date:** June 16th; **Locations:** Le Lazzarelle.

**Talk:** Sex and relationship education in schools, with **Flavia Restivo, Italy Needs Sex Education**, a political scientist and key advocate for introducing sex education in Italy, and discussions on gender-based violence with **Anna Menale, Newsletter Femminismi**. Printed brochures will be distributed, containing resources for victims (e.g., contact info for shelters and hotlines) and educational materials on the importance of sex-ed.

#### OBJECTIVES

- Promote a deeper understanding of **consent, respect, and healthy relationships**.
- Raise awareness about **gender-based violence prevention** and the need for **comprehensive sex and relationship education** in schools.
- Encourage open dialogue through talks involving both the general public and educational stakeholders.
- Equip participants with tools to recognize and respond to abusive or manipulative dynamics.

#### TARGET GROUPS

- **Open to all**, no age or role restrictions
- **Focus** on young women
- Expected audience: **20 participants**
- Collaborators: @italyneedssexeducation, Flavia Restivo, @newsletterfemminismi, Anna Menale

#### IMPACT

- Increases public and institutional engagement on topics of consent, respect, and prevention of violence.
- Promotes cultural change by connecting personal experience with educational and policy perspectives.
- Provides educators with a foundation for introducing sex-ed and anti-violence practices in schools.
- Fosters collaboration between activists, NGOs, researchers, and communities.

The event took place in a welcoming and engaging atmosphere, organized as a conscious aperitif. While registration through Eventbrite was available but not mandatory, 12 people registered on the platform. 20 participants attended in person.

The event lasted an hour. Flavia Restivo and Anna Menale responded to questions posed by us moderators and by the audience, fostering an open and meaningful dialogue.

Each table was provided with informative brochures on the importance of sex-affective education, along with business cards listing key violence prevention contacts. Both brochures and cards were also left at the venue, with the goal of continuing their distribution throughout the city.

During the event, we symbolically joined the “Posto Occupato” (Occupied Seat) social awareness campaign against gender-based violence by reserving an empty chair in honor of all those who have experienced violence.





## CYPRUS (RESET)

### 4. WeVote Equality

The pop-up voting station was set at the *FemmeFest Festival* on the 24th and 25th of May 2025, where the Politik-Her participants invited the public to vote and engage in current discussions related to gender equality in Cyprus at policy level. The voting ballot created by the girls proposed 5 policies for gender equality, in which the public was asked to vote for 1 policy they deemed as most urgent. The reception of the action was extremely positive, as people were eager to come vote and engage in discussions on the current state of gender equality on the island. Over 5 thousand people attended the festival and got acquainted with Politik-Her and its actions. Through this public voting, the participants will gather the votes and draft a collective policy recommendation for the National Strategy for Gender Equality 2027-2029 drafted by the Commissioner for Gender Equality in the Republic of Cyprus.

#### OBJECTIVES

- Reclaim public space by engaging in bottom-up *public vote* initiatives via a pop-up voting station
- Raise awareness on Gender Equality issues in Cyprus at the policy level

- Promote active citizenship and political empowerment
- Engage the public in shaping the collective policy recommendation for the National Strategy for Gender Equality 2027-2029

#### TARGET GROUPS

- Young Women
- Policy makers
- NGOs
- Gender Equality Experts
- General Public

#### IMPACT

- Raised awareness on current state of gender equality in Cyprus
- Direct reach of stakeholders (policy makers, NGOs, gender equality experts)
- Engaged with the general public and passers-by through street level interventions.
- Increased sense of active citizenship and political empowerment of participants



## 5. Mapping (Un)Safety

Mapping (Un)Safety was an initiative that took place at the *FemmeFest Festival* on the 24th and 25th of March 2025. The Politik-Her group from Cyprus created a huge canvas, whose aim was to map how safe women and girls feel in various spaces (home, at school, at work, in public spaces). Participants could mark with a colour (red, yellow, purple, green) the level of safety they feel in each space. The idea behind the action was to raise awareness on the issue of safety and engage in conversations with the public on how we can make the world a safer place for women and girls. Based on the mapping, the Politik-Her group will launch a public campaign to further exploit and extend the sustainability of the action.

### OBJECTIVES

- Raise awareness on women's & girl's safety in the domestic and public sphere
- Empower women & girls to publicly "declare" or "map" how unsafe they feel in different spaces
- Initiate public dialogue on the issue of safety, harassment, and violence against women & girls

- Conduct a public mapping/research on feelings of safety for women & girls in Cyprus
- Initiate a public campaign based on the findings

### TARGET GROUPS

- Women & Girls
- Policy makers
- NGOs
- Gender Equality Experts
- General Public

### IMPACT

- Increases public and institutional engagement on topics of safety, harassment, and prevention of violence.
- Promotes intersectional dialogue by connecting personal experiences with policy perspectives and local solutions.
- Increased visibility on the issue of safety of women and girls in the domestic and public sphere.
- Increased sense of active citizenship and political empowerment of participants





### 6. Art expresses what words sometimes cannot

This project pilot was a curated exhibition celebrating diverse forms of artistic expression: painting, sculpture, photography, poetry, choreography and performance, embroidery, installation, digital art, inviting artists to showcase their work inspired by the theme of abuse against women. During the event, were organised also a series of workshops facilitated by esteemed professionals, designed to present compassionate and accessible approaches to supporting survivors. Furthermore, we encouraged participants to lead their own workshops, offering a platform for shared experience and empowerment. The event included three interactive workshops: a workshop on the visual expression of trauma, led by one of the exhibiting artist; a workshop with information related to abuse: types of abuse, how to recognize a situation of abuse, prevention and addressing methods, led by a trainer and gender studies expert and a creative writing workshop, led by a feminist writer. The exhibition was hosted by an organization active in the field of combating violence against women that also provides support services for survivors of abuse.

#### OBJECTIVE

To create a safe and nurturing space for anyone who is navigating any form of abuse against women and also to contribute to raising awareness on abuse against women using artistic tools.



#### TARGET GROUP

The pilot action engaged a diverse group of participants who presented their artworks as part of the exhibition (23 people), who were present throughout the exposition. Moreover, as the event was open to the public, plenty of people joined during that day. We estimate that around 60 people were present alongside those who exposed their artworks. The majority were women, but several men also took part, reflecting a broader community interest in the theme of overcoming abuse through creative expression and as many had personal connections to individuals affected by abuse and sought to contribute to a supportive, empathetic space.

#### IMPACT

The pilot action fostered a sense of solidarity and healing among survivors who have experienced abuse, providing both emotional support and creative empowerment. Through the workshops and exhibition, participants found alternative forms of expression, enabling them to process trauma and build resilience. The event also raised public awareness about the role of art in addressing gender-based violence, while strengthening community engagement and networks participants. Importantly, it encouraged participants to take ownership of their stories, inspiring ongoing personal and collective transformation. Feedback collected during and after the event highlighted increased self-confidence, reduced feelings of isolation, and a strong interest in continuing similar initiatives.



## 7. Gender-based violence and abuse

The project pilot was a 3-hours workshop on the topic of gender-based violence and abuse with teenagers in high school or who graduated from high school, with the aim of providing them with information related to gender-based violence and abuse. The content of the workshop was:

- an exercise to assess knowledge and perspectives on gender-based violence and abuse, using 20 pre-set questions with multiple answers – the participants were divided into groups and had to decide the correct answer, then the large group would debate the answers and the facilitators would offer context and information towards the correct responses the exercise was also used as a debate opportunity and also as a way of pointing out the misinformation we can hold in this sensitive area
- introduction of less known forms of abuse (religious, financial, digital, institutional, social)
- introduction of different feminist associations and of what their activities are, in order for the participants to understand where they could get further support, if needed
- relaxation and bonding moment, through a jewelry workshop, where the participants created their own bracelets

**ATELIER DESPRE  
COMBATEREA ABUZULUI  
ÎMPOTRIVA FETELOR**

**Hai să învățăm împreună cum să  
identificăm și să ne apărăm de  
abuzul pe bază de gen!**

•Data: 29 iulie ora 13:00  
•Locație: L'Arond Cafe &  
Bubble Tea - Târgoviște

☆La final, atelier de bijuterii  
și hangout

♥confirmarea participării se  
face la mail-ul:  
marinadobre08@gmail.com

\*vârsta minimă-18 ani

Co-funded by  
the European Union

CPE

### OBJECTIVE

1. Creating an atmosphere of community and support among the participant
2. Providing information to the group with regard to the nationally existing resources meant to prevent and combat situations of gender-based violence and abuse
3. Stimulating the motivation of participants to get actively involved in preventing gender-based violence and abuse and to try and change the situation that they may experience or encounter among peers and non-peers.

### TARGET GROUP

14 teenagers who currently are in high school or recently graduated from high school in the city of Târgoviște (from different environments, different identities, different ethnicities etc.)

### IMPACT

Expanding the knowledge and information related to gender-based violence and abuse, creating an atmosphere of solidarity and involvement regarding gender-based violence and abuse, providing the participants with concrete information about what can be done in such circumstances (the responsible institutions, the network of NGOs providing services for victims, the specific procedures to follow etc.), supporting the participants to become resource-persons for their peers and to be able to provide others with information when needed.





## 8. Perceptions of domestic violence among young people

The research initiative was based on a questionnaire with 15 questions, which addressed domestic violence and how it is reflected in the media, as well as social media consumption among young people, distributed via social media, youth groups, and educational institutions and followed by communication of the conclusions and reflecting on the results of the research through communication activities (posts, articles, TikTok materials etc.).

### OBJECTIVE

To assess the level of awareness and understanding of domestic violence (forms, causes, consequences) among young people and, based on the results achieved, to spread further awareness with regard to the phenomenon and how to protect oneself and others from its occurrence.

### TARGET GROUP

The main target group is composed of young people aged 18 to 25 years old. This group is chosen because it represents a crucial stage of development where attitudes towards relationships and societal issues are formed, and they are often exposed to various forms of information through digital channels. Number of participants: 100 persons respond to the questionnaire.

### IMPACT

Increased awareness: Enhancing understanding of domestic violence among participating youth and those exposed to the study results, providing materials concerning solutions to apply, resources and institutions to make use of when confronted with a situation of violence as a victim or bystander.

## 9. Beyond barriers and labels: workplace discrimination from law to reality. Your rights are not optional, not even at your first job!

The pilot action consisted of a 4 hours workshop. First block of the workshop consisted of an interactive presentation covering the basics one young people should know when having the first job: legal frames and regulations regarding rights in the world of work – types of contracts, how a work contract should look like and what it should include, understanding brutto vs. netto salary and other compensations, rights to time off (holidays, sick leave, parental leave, etc), collective work contracts, employees rights, recognising discrimination and abuse on the labour market. The presentation also touched collateral related topics: (\*) raising awareness on gender stereotypes that shape the choice of a profession, (\*) how to organise personal finances – savings, investments emergency fund, (\*) how to find a job and present an interview..

During and after the presentation participants could ask questions that were answered by a legal expert who could provide more in depth legal information. In the second part of the workshop were invited three guests who shared about their experiences with different forms of abuse that they experienced or encountered in the communities – there were shared situations of discrimination based on ethnicity, sexual or gender identity as well as situation of exclusion and sexual harassment and labour abuse. Guest speakers were: one representative of **MozaiQ** (LGBTQ+ organisation) sharing about their experience on the labour market as a trans person, one representative of Agenția Împreună (Roma organisation) sharing about the challenges of Roma women in accessing the labour market, one PhD student on gender studies sharing about direct experiences with sexual harassment at the work

place. The discussions engaged participants who shared also how they navigated similar type of situations. In this part both the guests but also Alexandra and the legal expert shared resources on how these situations can be prevented and reported.

## OBJECTIVE

- Equip young people with essential knowledge for entering the labour market, empowering them to read contracts, understand work time norms, access paid leave, and utilize social benefits effectively.
- Raise awareness about social inequalities and discrimination that impact young individuals from disadvantaged backgrounds in the labour market, ensuring they are informed when encountering these challenges.
- Enable participants to confidently recognize discrimination and abusive practices in the workplace, fostering a culture that rejects harmful and discriminatory work environments.
- Inform young people about their collective rights as employees, reinforcing their position in the workforce.

- Promote meaningful dialogue and cultivate a strong sense of community around labour rights, encouraging collective action and support.

## TARGET GROUP

Young people aged 18 to 25 years old, especially with a disadvantaged background, facing gender-related barriers, LGBTQA+ community. The event gathered a total of 18 people.

## IMPACT

- higher knowledge and rights assertion in regards to labour rights – higher literacy rates in regard to time, salary, leave, protection against discrimination;
- mainstreamed gender and diversity aware career guidance;
- higher ability of participants to recognise and report work abuse and discrimination;
- cultivating a sense of solidarity, engagement and collective resilience among participants
- a stronger inter-connection between young people and NGOs working on human rights and marginal communities.



## 10. Your body, their product – gender roles in a capitalist economy

The initiative consisted of a workshop bringing together young people to reflect and exchange their opinions on how gender roles are constructed and exploited within capitalist markets, using concrete, relatable examples from everyday consumer culture. The participants were selected/invited by sharing the call through online social groups that were known to be trans and feminist supportive. The workshop started with an interactive exercise aimed to introduce participants to the topic by showing them different products and asking participants to guess if these are marketed for boys or girls. Next, the workshop was continued with an interactive presentation addressing topics such as oppositional vs traditional sexism, pink tax, gender pay gap, pink washing, in the presentation were used concrete, relatable examples from everyday consumer culture. The workshop was continued with a moderated discussion on how participants experience gender roles in various settings such as their own families, school, friends' group, labour market but also on the interplay between their gender identity and shopping habits. The discussions encouraged both critical thinking on how gender defaults consumptions, how it is instrumentalised to increase consumption and also on the internalised sexism.

### OBJECTIVE

- Build young people's critical understanding of how gender roles are constructed and exploited within capitalist markets;
- Raise awareness on sexism, its instrumentalization by capitalistic system and its impact;
- Equip participants with a shared vocabulary for analysing marketing, pricing, and brand positioning through a gender lens, such as oppositional sexism, the "pink tax," and "pink washing"
- Strengthen media- and ad-literacy by unpacking how gender is played in certain campaigns/ marketing strategies
- Foster inclusive, reflective dialogue and Create a safe place for trans people to share their experiences with gender identity

### TARGET GROUP (18-19-20 years)

- gender non-conforming and trans young people
- young people that are interested in feminism, being trans rights supportive

The workshop gathered a total of 9 people.





## IMPACT

### *On participants:*

**Awareness:** Participants became more conscious of how gender roles are shaped, reinforced, and exploited by consumer markets.

**Knowledge:** They gain a clearer understanding of concepts like *oppositional sexism*, the *pink tax*, and *pink washing*, which they can then recognize in daily life.

**Skills:** Improved ability to critically analyse advertisements, product placement, and brand strategies from a gender perspective.

**Empowerment:** Participants feel more capable of questioning stereotypes and making more informed, autonomous choices as consumers.

### *Group/community impact*

**Shared language:** The workshop creates a common vocabulary (pink tax, pink washing, etc.) that enables deeper conversations within organizations, schools, or activist groups.

**Collective reflection:** The participants found a safe place to express their woes with modern society and rethought their biases. Interactive exercises foster peer learning, normalizing critical discussions about gendered practices in everyday settings

### *Institutional/structural impact (potential)*

**Policy influence:** Insights may inspire participants to advocate for changes in organizational or institutional policies (e.g., reviewing procurement, marketing, or HR practices for gender bias) and including a more diverse and gender fluid perspective.

## 11. Girl Tech Talks

A series of video mini-interviews with female engineers, researchers, teachers, and STEM students who tell the truth about the challenges and joys of the technical field, distributed via social media (Tik-Tok, WhatsAppGroups, Instagram) and during the career orientation events for high school students.

## OBJECTIVE

To inspire and provide role models for young girls who are at the beginning of their journey in choosing a technical career.

## TARGET GROUP

High school girls at the time of selecting their careers

## IMPACT

**Inspiration:** Young girls need real examples to show them that success in STEM is possible regardless of gender and provides a clearer picture of the diversity of possible careers in STEM.

**Reducing stereotypes:** The visibility of women in these fields combat the idea that STEM is 'for boys'.



## SWEDEN (IFY)

### 12. Building the Future Female Leaders

The workshop was held in Jönköping and lasted 2 hours. There were 10 participants. They attended the presentation attentively and seemed motivated.

#### OBJECTIVE

To raise awareness among young women to take up leadership positions in various sectors by strengthening their technical skills, self-confidence and professional networks.

#### TARGET GROUP

Students, young professionals, and young women aged 15-25

#### IMPACT

During the workshop, participants reported that some young women and girls do not dare to study certain disciplines such as engineering, police and military, which reduces their presence in decision-making positions.



### 13. Impact of Social Media on Young Women

The workshop took place in Jönköping and lasted 2 hours. The participants arrived on time. We were installed in a room with a projector, which made the work easier. There was no organizational problems except that had few participants

#### OBJECTIVE

Raising awareness, encouraging productive activities, building confidence and self-esteem, and encouraging time management.

#### TARGET GROUP

7 participants : including 3 who participate in pilot actions . Other work in different sectors

#### IMPACT

Participants reported that many people waste time on social media instead of using it for productive activities. They suggested organizing several information sessions to raise awareness among young women about the negative effects of social media.



## 14. Promote gender equality and women's participation in decision-making positions

The workshop took place in Jönköping and lasted 2 hours. The participants arrived on time. We were installed in a room with a projector, which made the work easier. There were no organizational problems except that it had few participants.

### OBJECTIVE

We aim to advance gender equality and increase women's representation in decision-making at both national and international level. It focuses on strengthening the legal framework to support women's leadership roles, raising public awareness about gender equality, and improving support systems for women in decision-making positions.

These efforts seek to foster a more inclusive political environment and promote balanced, representative governance.

### TARGET GROUP

Students, young professionals, and young women aged 15-25. 7 participants: including 3 from I Y F, 4 work in different sectors.

### IMPACT

The participants appreciated Assia's presentation. They suggested that the organization could organize several workshops for decision-making bodies to make gender equality a reality.



# REFLECTIONS FROM THE PARTNER ORGANIZATIONS OF POLITIK-HER

As part of the final evaluation of Politik-Her, the four partner organizations - **RESET** (Cyprus), **CPE** (Romania), **Prime Minister** (Italy), **Initiative for Youth Future** (Sweden) - shared key insights into their role supporting the 20 young women who led pilot actions. Through mentoring and strategic coordination, they helped create spaces for experimentation, growth, and leadership, underlining how youth-led initiatives can drive meaningful change when properly supported.

## Key outcomes of the pilot initiatives

From the perspective of the partner organizations, the pilot initiatives implemented within the Politik-Her project generated a wide spectrum of positive outcomes, both individually and collectively. The young women involved demonstrated strong leadership by designing and delivering actions focused on education, creative activism, and gender awareness—such as school workshops and public art campaigns—which elevated their visibility and mobilized their peers.

Several initiatives addressed sensitive issues like gender-based violence and abuse, offering safe spaces for survivors and equipping participants with practical knowledge on accessing support services and navigating institutional systems. Others focused on labour rights and media literacy, helping young people critically engage with societal structures and gender representations. Importantly, the project strengthened connections between youth and civil society actors, fostering collaboration and civic engagement. Across all actions, participants reported significant personal growth, increased confidence, and a deeper commitment to social change. These results reflect a concrete contribution to advancing gender equality, building inclusive communities, and reinforcing democratic participation at the local level.

## *What aspects of the collaboration worked well and what could be improved*

The collaboration within the Politik-Her project was characterized by a high level of mutual trust, open communication, and a shared commitment to empowering young women. Partner organizations observed that the participants demonstrated remarkable initiative, creativity, and ownership throughout the process. One of the most successful aspects was the co-design phase, where ideas were collaboratively shaped into concrete, community-based actions. This participatory approach fostered a sense of responsibility and agency among the girls, while allowing partners to offer tailored support, tools, and reflective spaces.

The relationship between mentors and participants was another key strength. Regular communication and a common purpose helped build a supportive environment where meaningful and impactful pilot projects could flourish. The collaborative spirit extended across all project tasks, with partners reporting smooth coordination and a strong sense of alignment.

However, some **areas for improvement** were also identified. Time management and coordination with external stakeholders—such as schools and local institutions—occasionally posed challenges, slowing down implementation. Partners suggested that future projects could benefit from more structured timelines and earlier engagement with key actors. Additionally, increasing outreach and participation in public-facing events (e.g., workshops and training) remains a priority, as some initiatives struggle to attract broader audiences.

From an **organizational perspective**, the project offered valuable learning opportunities. Partners reaffirmed the importance of trusting



young people as agents of change and recognized that effective mentorship requires flexibility, responsiveness, and a willingness to let participants lead. The experience also highlighted the need for intersectional approaches to inclusivity, ensuring that methods are adapted to diverse backgrounds and starting points.

### **Maintaining long-term engagement emerged as a common challenge.**

Partners emphasized the importance of consistent communication, regular feedback, and offering a variety of activities—from study visits to public actions—to sustain motivation and involvement.

For some organizations, Politik-Her marked their first participation in an Erasmus+ programme, providing a unique opportunity to strengthen internal capacities. Key lessons included how to design and implement gender equality workshops, how to engage closely with young women over extended periods, and how to build meaningful connections with experts and stakeholders in the field.

Overall, the project demonstrated the transformative potential of youth-led initiatives when supported by inclusive structures, strategic mentorship, and collaborative partnerships.



# REFLECTIONS FROM THE YOUNG GIRLS OF POLITIK-HER

As part of the Politik-Her project, an in-depth evaluation was conducted through questionnaires and mentoring interviews with all **20 young women** who led the implementation of pilot actions. This analysis captures their personal reflections, emotional responses, and the transformative impact of their experiences. The findings offer valuable insights into the challenges they faced, the skills they developed, and the sense of empowerment gained throughout the process—highlighting the importance of inclusive participation and youth-led engagement in advancing gender equality.

## Goals of the project

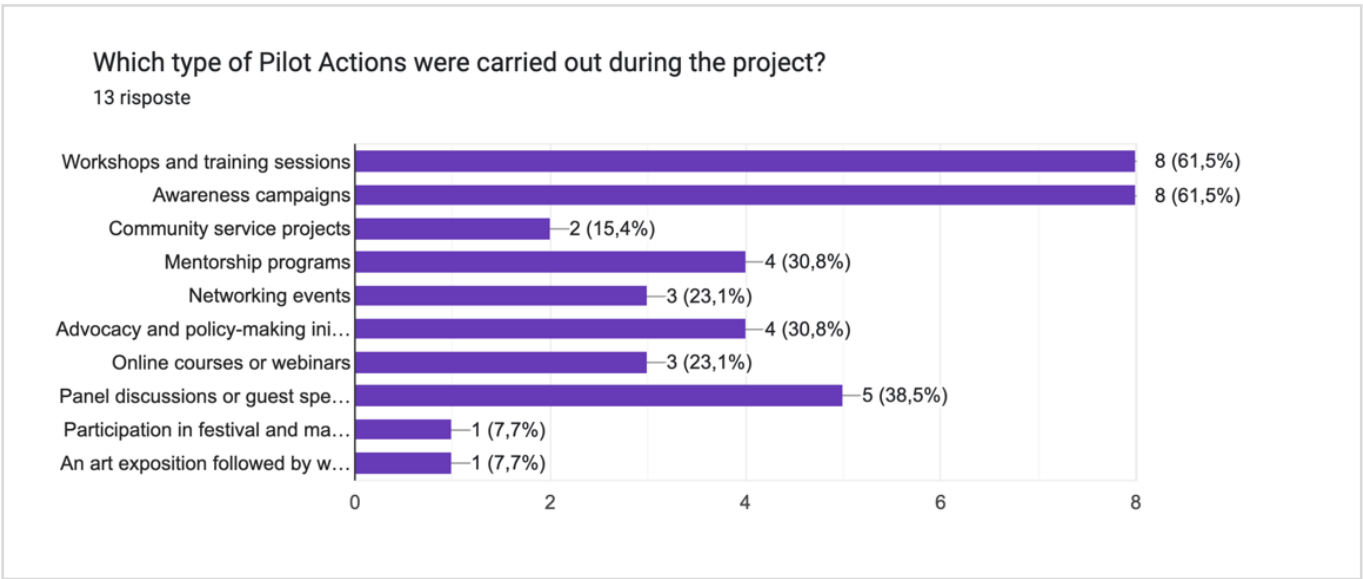
The main objectives of Politik-Her were to empower young women to become active participants in civic and political life, by strengthening their voices in decision-making processes and providing them with the tools, knowledge, and mentorship needed to lead with confidence.

The project aimed to raise awareness around gender equality, promote community engagement, and encourage collaboration among teenagers and young activists. It focused on building inclusive networks that challenge systemic barriers to female representation and leadership.

Participants highlighted the importance of education, political awareness, and skill development — not just to inform, but to inspire action. Politik-Her was described as a space for reflection, empowerment, and growth, where young women could connect, learn, and take meaningful steps toward change.

In a time marked by social and environmental challenges, the initiative was seen as both timely and necessary. Many participants felt that the objectives were clearly defined and deeply aligned with the realities girls and young women face today. Above all, Politik-Her was recognized as a call to action: to lead, to cooperate, and to shape a more equal future.

## Type of pilot actions



## What results have you achieved or what changes have you noticed in your life after participating in the initiative?

Participation in the initiative has led to a range of meaningful personal and social transformations among its participants. Many reported a noticeable increase in self-confidence, particularly in their ability to speak publicly, lead projects, and engage with political and social issues. Several participants shared that they now feel more capable of organizing workshops and events, and have developed stronger project management and cooperation skills.

The initiative also fostered a deeper sense of self-awareness, encouraging participants to reflect on how their words and actions impact oth-

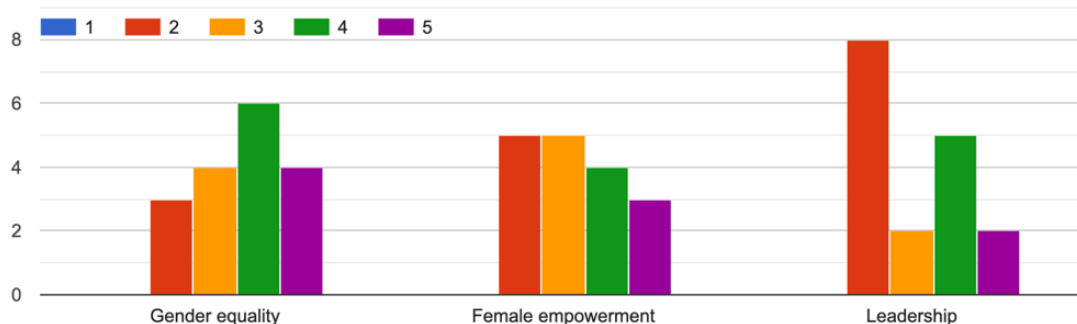
ers. For some, it sparked a renewed enthusiasm for gender equality, motivating them to take initiative and become more actively involved in women's rights advocacy.

Beyond individual growth, the program helped build connections with like-minded peers, creating a supportive network that continues to inspire civic engagement. Participants expressed feeling more empowered to turn ideas into action and more equipped to communicate effectively and empathetically.

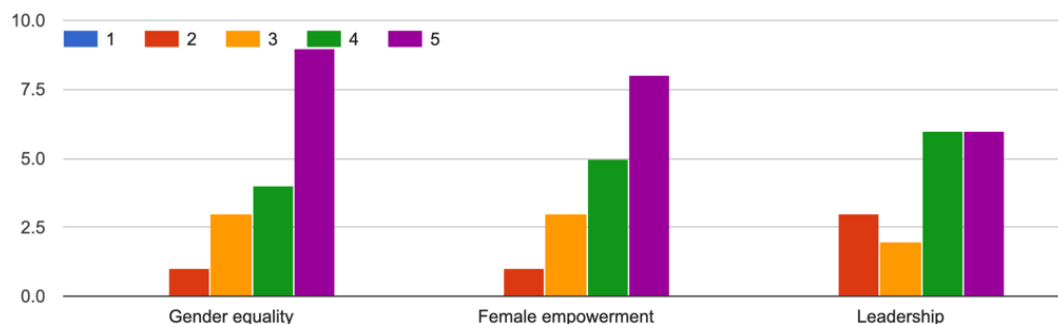
While a few noted that tangible outcomes may take time to emerge, the overall sentiment reflects a strong foundation of personal development, increased awareness, and a readiness to contribute meaningfully to their communities.

### Behavioral changes

Before participating in the initiative, how knowledgeable were you about the following topics? (1 = no knowledge, 5 = in-depth knowledge)



After participating in the initiative, how would you rate your knowledge on the following topics? (1 = no knowledge, 5 = in-depth knowledge)

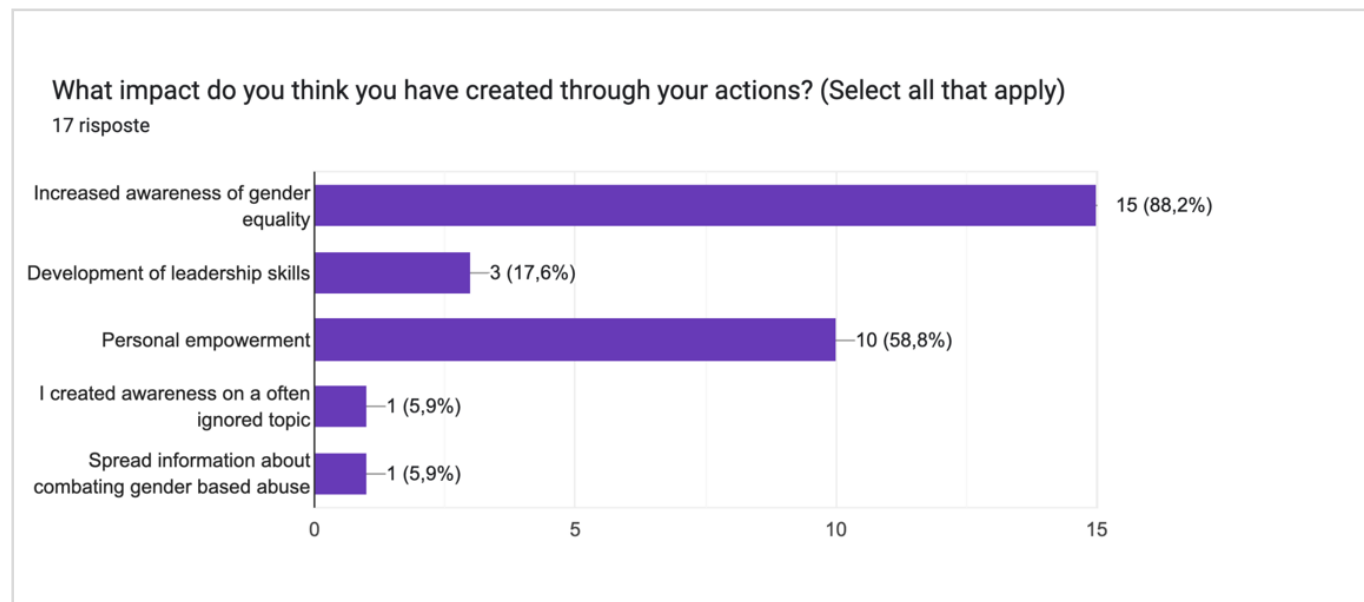




The evaluation results of the Politik-Her project clearly show that participation significantly enhanced the girls' understanding of gender equality, female empowerment, and leadership. Through collective engagement and the implementation of concrete local actions, the participants developed greater awareness of social

dynamics and strengthened their sense of autonomy. The experience fostered critical thinking, self-confidence, and the ability to take initiative—demonstrating how inclusive, hands-on involvement can be a powerful driver of personal and civic transformation.

## Impact generated



## ***What would you improve or do differently for a future initiative that could promote gender equality?***

Participants shared thoughtful reflections on how future initiatives could be more inclusive, impactful, and sustainable. Many emphasized the importance of reaching more diverse audiences, especially those with fewer opportunities or limited access to information on gender-based issues. There was a strong call to expand outreach efforts, include men as active participants, and make gender equality a shared responsibility.

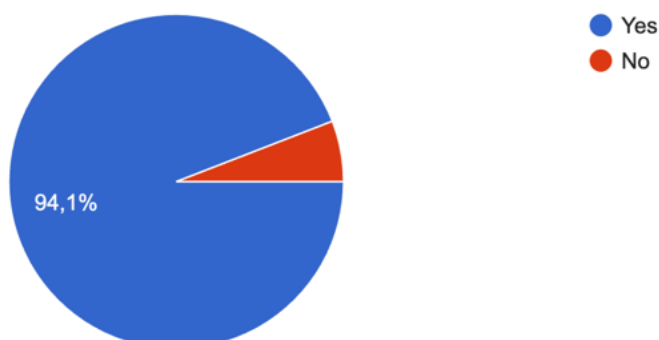
Suggestions also focused on improving organization and time management, with clearer communication of goals and schedules. Several participants highlighted the need for follow-up activities to ensure long-term impact, and for more practical tools that help translate ideas into real action.

Others proposed integrating stronger advocacy and policy components, engaging students in awareness training, and choosing topics that resonate more broadly. While some felt the initiative was already well-executed, the overall feedback points to a desire for deeper engagement, clearer messaging, and a more inclusive approach moving forward.

## Future actions

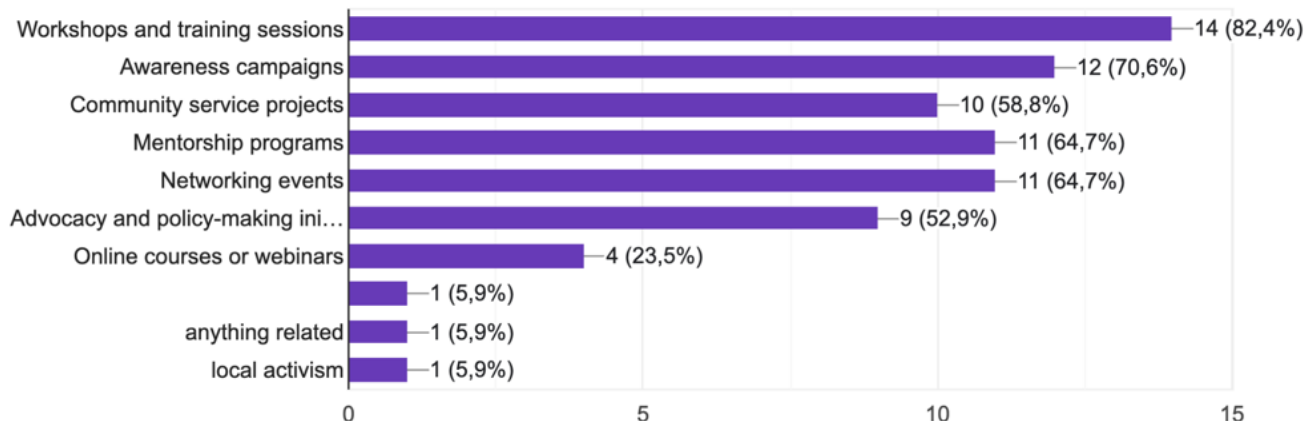
Do you plan to continue participating in activities related to female empowerment or other related themes in the future?

17 risposte



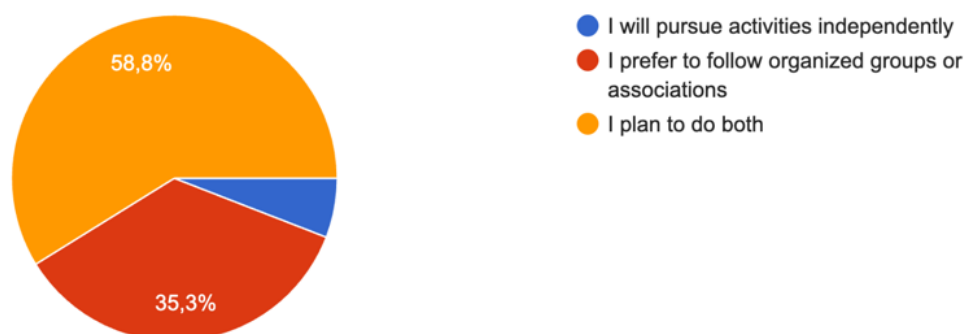
If yes, please select the types of activities

17 risposte



Will you pursue these activities independently, or do you prefer to follow organized groups or associations?

17 risposte



## ***What are the key lessons you learned from participating in this initiative?***

Through Politik-Her, the girls learned that **change starts with connection**. Many of the girls discovered the power of **collaboration, adaptability, and collective action** in driving gender equality and giving space to every voice, staying organized, and turning awareness into concrete initiatives are essential steps toward impact.

The initiative helped to build **self-confidence**, understand their ability to influence their communities, and recognize that **activism transcends borders**.

Meeting people from different cultures showed how shared struggles can unite and how **net-working and cooperation** are key to building inclusive movements.

We also gained practical skills — from organizing workshops to promoting events — and understood that even small efforts, when done together, can lead to meaningful change. Above all, we learned that supporting **women** creates a ripple effect of empowerment, visibility, and hope.

### **ACTIVISM IS GLOBAL**



Shared struggles across cultures foster solidarity and inclusive movements.

### **PRACTICAL SKILLS**



From organizing workshops to promoting events, we learned how to act effectively.

### **RIPPLE EFFECT OF SUPPORT**



Empowering women leads to visibility, resilience, and ongoing transformation.

### **CONNECTION DRIVES CHANGE**



Collaboration, adaptability, and collective action are essential for gender equality.

### **EVERY VOICE MATTERS**



Inclusion, organization, and turning awareness into action make impact possible.

### **EMPOWER COMMUNITIES**



Built self-confidence through experience helps to recognize the ability to create and influence communities.



# GUIDELINES FOR PROMOTING GENDER EQUALITY AND INCLUSIVE REPRESENTATION ACROSS THE EU

Promoting gender equality and inclusive representation is a strategic priority for building a more just and resilient European society. Despite progress, structural inequalities persist, particularly in access to leadership, visibility, and decision-making. Empowering women and marginalized groups requires coordinated, practical actions across sectors and territories.

This **toolkit**, using an integrated and participatory methodology, outlines **concrete recommendations to help stakeholders integrate gender equality into their practices**. The guidelines emerge from the experiences of partners and young girls within the Politik Her project and aim to support cultural change by promoting gender equality and female leadership at all levels.

## 1. Integrate gender equality into local and transnational agendas

Stakeholders are encouraged to adopt a multi-dimensional approach to gender equality, recognizing its relevance both at the local level and within broader European and global frameworks. Promoting inclusive practices requires aligning

local initiatives with international commitments, fostering cross-border cooperation, and facilitating the exchange of knowledge and experiences among diverse communities.

## 2. Strengthen operational capacities through skills development

To ensure the effectiveness and sustainability of gender-focused initiatives, it is essential to invest in the development of practical skills among women and youth. This includes training in leadership, project management, advocacy, and

communication. Empowering individuals with these competencies enables them to actively contribute to the design and implementation of inclusive actions within their communities.

## 3. Promote visibility and recognition of women's contributions

Visibility is a key driver of empowerment and social transformation. Institutions and organizations should create opportunities to publicly acknowledge and disseminate the contributions of women and marginalized groups. This can be

achieved through exhibitions, campaigns, storytelling platforms, and public events that elevate voices often underrepresented in mainstream narratives.

## 4. Facilitate multi-stakeholder collaboration and inclusive networks

Gender equality is best advanced through coordinated efforts among public authorities, civil society organizations, educational institutions, and private sector actors. Stakeholders should pro-

mote inclusive governance models, encourage co-design processes, and support the creation of flexible networks capable of responding to evolving social needs and fostering long-term impact.

## 5. Ensure inclusive participation and equitable representation

Inclusive representation must be embedded in all stages of policy and project development. Stakeholders should implement participatory methodologies that actively involve individuals of all gender identities, with particular attention

to those from marginalized or underrepresented backgrounds. This approach enhances democratic engagement and ensures that interventions are responsive to diverse lived experiences.

## 6. Support empowerment through experiential and peer-based learning

Empowerment is most effective when rooted in direct experience and collective reflection. Stakeholders are encouraged to support pilot initiatives and community-based projects that allow participants to take on leadership roles, exper-

iment with new approaches, and learn through practice. Facilitating peer-to-peer learning environments contributes to the development of resilient, informed, and engaged communities.

## Conclusions

Based on the experience with Politik-Her, one key insight emerged: **gender equality must be built with everyone, for everyone**. The initiative highlighted the importance of reaching beyond familiar networks to engage communities with fewer opportunities and to create space for voices that are often excluded. Future actions should be designed to be more inclusive, more practical, and more closely aligned with the lived realities of diverse groups.

A central recommendation is to involve **men as active allies** rather than passive observers, recognizing that meaningful change requires shared responsibility.

Emphasis should also be placed on strategic planning, effective communication, and the provision of accessible tools that enable ideas to be translated into concrete actions. Moreover, the impact of such initiatives should be sustained beyond their formal conclusion—through follow-up activities, the strengthening of networks, and the continuation of dialogue.

Above all, the experience reaffirmed that activism becomes more effective when it is rooted in listening, adaptability, and inclusion. The path forward is not only about expanding efforts, but about doing so collaboratively and with greater intentionality.



**POLITIK-HER**

School of Politics for  
Young Women



Co-funded by  
the European Union

