



NEWSLETTER

No 10/ December 2024



The result of the project FEM-ABLE

This 10th Newsletter presents a comprehensive overview of the project's outcomes from inception to completion. We present here the main impact and results reached during implementation of all the project work packages. The projects Gender equality platform containing the key results of the project and Network of women politicians is presented within the Newsletter as well.

Additionally, it highlights the events related to the implementation of the national gender equality strategy in Sweden.

The insights of the partnership regarding the importance of the project are presented, reflecting the value of the work done and paving the way for future advancements in promoting gender equality and female representation in politics.

WP2: Development of the Policy Toolkit

As part of the Fem-Able project, partner organizations conducted multi-method research to explore women's participation in politics, identify current challenges and collect good practices regarding gender equality and stronger female representation in politics. **Key numbers:**

1 European and International State of the art and Analysis **489** respondents to questionnaires

7 Focus Groups with **56** women politicians in Europe

7 National Reports including Desk research, and Questionnaires and Focus Group in-depth Analyses

Why should you read the FEM-ABLE Policy Toolkit?

- **If you** want to learn more about **women's barriers when engaging in politics**.
- **If you** are curious about **what happens in our societies**.
- **If you** are searching for inspiration on **causes to defend**.
- **If you** are interested in **politics understood in a wide definition**: Elected representatives, community leader, associative commitment, citizen, local and personal engagement, because "**THE PERSONAL IS POLITICAL**"!
- **If you** want to understand **why there are still less female than male elected politicians**.
- **If you** want to have **an overview of policies, initiatives and good practices** in your country, in Europe or internationally.
- **If you** love **field-based research**.
- **If you** want to **hear voices that we are not used to listen to**.
- **If you** want to read about **European diversity and history**.

"In 2022, women's wages in Sweden were approximately 10 percent lower than men's. And women's disposable income did not reach 80 percent of men's!"

Participants in Sweden

"The greater the exposure, the greater the scrutiny."

Participants in Portugal

"The first evaluation of a woman is based on whether she is fat or thin, whether she has breasts or not, and whether she wears heels or not."

A participant in Italy

"Unconventional or transformational leadership forms or strategies that are brought on the table by women are met with stronger opposition than if they were presented by men, eventually leading to the isolation of the woman leader."

Participants in Spain

"They believe that the primary role of a woman is being a mum, but the primary role of a woman is to be a woman"

A participant in Greece

"Recently there was an incident when a male politician chose to refer to her as a "shouting woman" instead of replying to her arguments."

A participant in Cyprus

"In a newspaper, a woman politician will never be quoted, the journalist will quote instead what the "party representatives said", but if a man said something, he will be mentioned by name and surname."

A participant in Lithuania

WP3: Development of National strategies and Piloting

The consortium has achieved and successfully completed a significant deliverable by developing **7 National Strategies**, a cornerstone of the project. Following an in-depth analysis of National Reports from Cyprus, Portugal, Lithuania, Greece, Italy, Spain, and Sweden, **key challenges and opportunities were identified** to guide the creation of **measurable goals addressing gender equality in politics**. Tested with diverse stakeholders, including civil society, public authorities, and scholars, these strategies ensure adaptability and effectiveness.



Despite unique national contexts, the strategies share common focus areas, including education and awareness, mentorship and support, political training, media representation, inclusivity, supportive policies, and engaging male allies.

The **1 Common European Strategy** developed as part of the FEM-ABLE project, aims to **facilitate women's full and equal participation in decision-making processes by addressing barriers, challenging stereotypes and creating supportive environments in politics**. It seeks to **promote gender equality** by removing systemic barriers hindering women's participation in politics, **fostering an inclusive political culture** that amplifies women's voices, and **ensuring equitable access** to political opportunities and resources at all levels of governance.

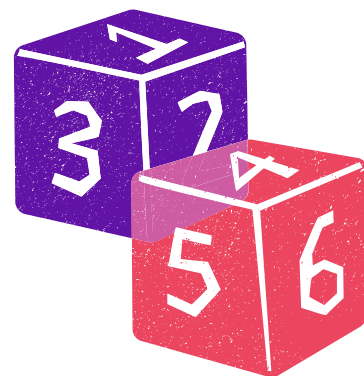
WP4: Gender Equality strategies implementation

Real impact, real change

The project adopted an **innovative, practical approach** to promoting gender equality strategies, shifting from lectures to interactive **workshops, seminars, and public events** across seven European countries. From May to October 2024, the project **reached over 600 participants**, creating significant impact and fostering meaningful dialogue on gender equality in decision-making.

Key numbers and outcomes

- **Workshops:** **10 sessions with 96 attendees**, including mayors, local government officials, PhD students, educators, and activists. These structured trainings provided practical tools for gender mainstreaming in politics, education, and activism.
- **Public Events:** **10 events engaging 514 participants** from diverse backgrounds such as students, entrepreneurs, civil society members, and local citizens. Discussions encouraged awareness and collective action for gender equality.



Participants' insights

Knowledge, attitudes, and behavioral intentions were measured before and after events, showing **increased awareness and motivation to champion women's political participation**.

FEM-ABLE's reach **extended beyond numbers, creating a ripple effect of inspiration and action for a more equitable future**. The project's work underscores the importance of community, education, and collective effort in breaking barriers and fostering inclusivity in politics and society.

"The fight for gender equality deserves a place on the media agenda."

"Women should be where decisions are made."

"We must not give up trying to change society."

Participants voices



Implementation of national gender equality strategy - events in Sweden



Events: Leadership för equality : strong trust organizations

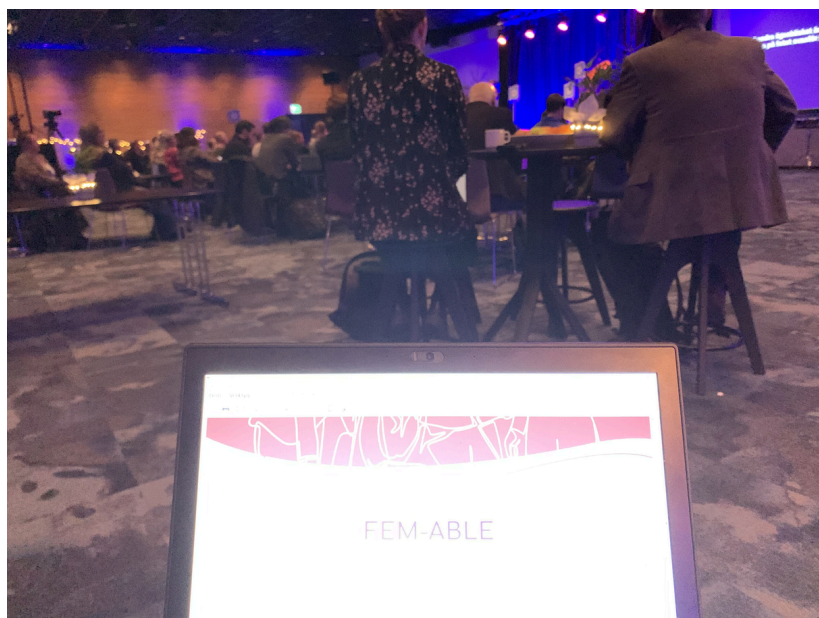
During two workshops on the 3rd and 4th of June 2024 , Region Västerbotten invited to discussions and share of experience on the theme of development and tools for advancing gender equality in Sweden. The knowledge and interest was high among the participants. Areas covering **gender mainstreaming and the difference between organizations stressing the need of continuous dialogue.**



Hybrid events



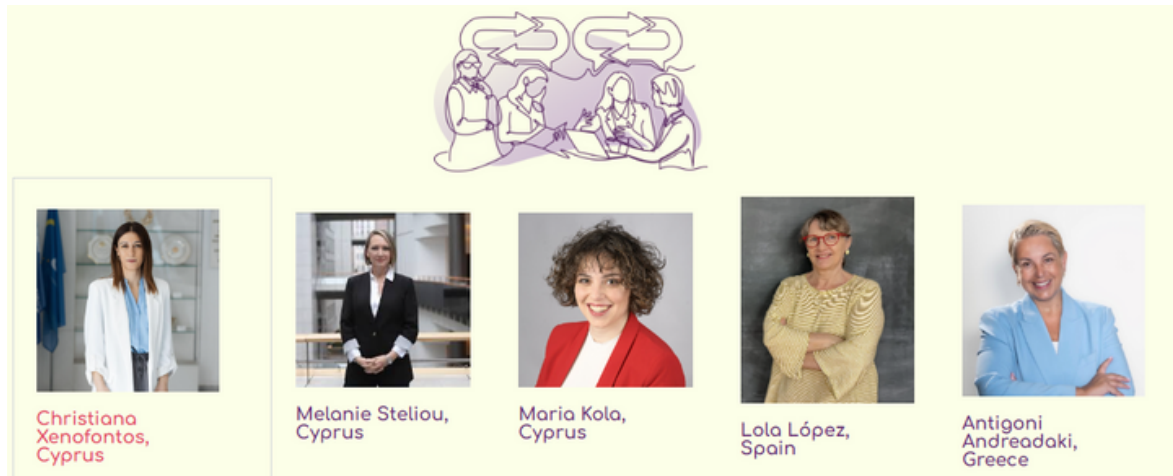
On the 26th and 27th of November Region Västerbotten hosted participatory sessions, discussing the proposed **national strategy for Sweden and initiatives related to political participation**. A major issue is the fact, besides the gender, are the incentives to be engaged politically. It is a tendency that indicates a decreasing interest to take on a political role. Dialogue also related to the actual fact on how it looks in our setting in northern Sweden seen to participation.



FEM-ABLE Gender equality platform

With this Newsletter we present **FEM-ABLE Gender equality platform** that was developed for the greater impact and sustainability of the project. The platform presents the Network of active women who have contributed to our project and platform of Good practices.

The link to the Gender equality platform: <https://femable.eu/home-2/platform/>



The network includes **representatives from all project partners countries – active women politicians and leaders**. We invite you to read the stories of active women which we expect will inspire other women to participate in politics and act for gender equality issues.



FEM-ABLE project shares good practices which are presented in the project **Gender equality platform**. You will find there **17 good practices on women political participation** from project partner countries, collected during project research phase.

As well we present **13 good practices on implementation of gender equality strategies** which were implemented during the project period by the project partnership.

Voices of Collaboration

"Our journey with the FEM-ABLE project has been nothing short of transformative, a vibrant testament to how deeply women's political participation is woven into the ethos of Universidade Lusófona. The passionate involvement of our students breathed life into every activity, showing that these values pulse strongly in the hearts of the next generation. Even more inspiring is how this project has bridged worlds, uniting voices inside and outside the university in a shared commitment to advancing gender equality. Together, we are stronger, louder, and closer to change."

Carla Cerqueira, Sónia Lamy & Diana Loureiro,
Universidade Lusófona, Portugal

Being a part of the FEM-ABLE project has provided us in Northern Sweden to deepen our knowledge, bring in inspiration and knowledge from other parts of Europe. This has helped us develop our way of thinking in relation to equality.

Nils Sandberg, Region Västerbotten

"The FEM-ABLE project created the opportunity for fruitful debates on Women's structural discriminations, in particular when occupying power political positions. The project's aims met participants' concerns and the implementation of National Strategies opens new perspectives to further foster women active participation and representation in politics with intersectional approach, inventing new and inclusive ways to exercise power for all citizens."

Marine Masson, La Xixa, Spain

"Working transnationally on gender equality in politics has enriched our understanding of how personal experiences intersect with broader power dynamics. Despite different local contexts, we share common challenges and aspirations. This project highlighted how diverse perspectives fuel innovative solutions and solidarity, transforming personal struggles into collective political action. It reminded us that politics belongs to everyone and that change happens when we connect, listen, and act together."

Nuria Casablanca CESIE, Italy

Participation in the FEM-ABLE project strengthened the capabilities of our organisation and capacity to work towards women's political participation.

Audrone Kisieliene, SIF, Lithuania

The FEM-ABLE project has empowered us to deepen our understanding of women's structural barriers in politics. By fostering dialogue and implementing strategies, it paves the way for inclusive, equitable participation across Europe.

FEM-ABLE was just the beginning of a new era!

Eri Pavlaki, Women Do Business, Greece

"Through my involvement in the FEM-ABLE project, I have had the opportunity to explore the complexities of gender equality in politics and actively contribute to enriching women's participation in the political sphere. By amplifying women's voices and recognizing their contributions, the FEM-ABLE project fosters appreciation for their active roles in politics while creating a more equitable and inclusive environment, ensuring gender equality remains central to shaping our collective future."

Paschalia Leventi, CSI, Cyprus

'Together for Change'

Partners



**UNIVERSIDADE
LUSÓFONA**
Portugal
cicant.ulusofona.pt



La Xixa
Spain
www.laxixa.org



CESIE
Italy
www.cesie.org/en



Region Västernorrland
Sweden
www.regionvasterbotten.se



CSI
Cyprus
www.csicy.com



SIF
Lithuania
<https://lpf.lt/en>



WOMEN DO BUSINESS
Greece
www.womendobusiness.eu



For more information on the project activities we invite you visit our website and follow project's FB and Instagram pages.

Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or European Commission. Neither the European Union nor the granting authority can be held responsible for them.



FEMABLE



fem_able



femable.eu