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**WOMENS EMPOWERMENT – ACTION TO CLOSE GENDER GAP WITH NON-FORMAL EDUCATION (WOMENS POWER)  
AGREEMENT NO: 2022-1-PL01-KA153-YOU-000052207**

**ERASMUS KA153YOU: WOMENS EMPOWERMENT – ACTION TO CLOSE GENDER GAP WITH NON-FORMAL EDUCATION (WOMENS POWER)**

**Applicant organisation:** Stowarzyszenie "OPEN SOUL" (Poland). Contact person: Agata Lech, email \_\_\_\_\_

**Organization responsible for the implementation:** Active Cypriot Programs and European Learning Into Acceptance, ACPELIA, email \_\_\_\_\_

**Project Manager:** Nikolas Nikolaou, Agata Lech email \_\_\_\_\_

**Trainers:** Erma Georgiou, Panagiota Antoniou

**Duration:** From 1st of July 2022 till 30 of November 2023 (17 months)

**Period:** from 21 till 28 of July 2023 (6 days plus 2 travelling days)

**Activity:** Training Course at Poland for 36 youth workers (4 from each organisation) which focus on women empowerment fighting social inclusion and opposing discrimination in all its aspects using educational tools.

**Accommodation:** Kotlina Kłodzka, County area of Kłodzko, Poland

**Hotel:** Menos Resorts, Kotlina Kłodzka, <https://www.osrodekmenos.pl/>





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## Main Idea of the Project

This is a project fighting for social inclusion and opposing discrimination in all its aspects. Equality between men and women was a core tenet enshrined in the UN Charter in 1945. Yet, 75 years later, women and girls live in a world of widespread gender inequality. The past decades have seen important progress for women and girls. Overall, however, change has been uneven and incremental. At the current rate of change, the global gender gap will not close for another 100 years. As the Secretary-General warned, “change is coming at a pace that is too slow for the women and girls whose lives depend on it”. Over the next 10 years, the global community must act with urgency and determination to accelerate progress and achieve gender equality for all women and girls everywhere.



Meanwhile, violence against women remains a human rights abuse on a massive scale. One in five women globally has experienced sexual and/or physical violence at the hands of an intimate partner in the past year. While in the 1990s, laws against domestic violence were uncommon, today they are in place in around three quarters of countries. This is important progress, largely driven by feminist activism, although much more needs to be done to ensure implementation, and to provide services and access to justice for survivors.



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Gender equality remains unfinished business in every country of the world. Women and girls have less access to education and healthcare, too often lack economic autonomy and are under-represented in decision-making at all levels. The progress that has been made towards gender equality over the past quarter of a century, though slow and incremental, does however show that change is possible .



Legal reform, strengthening gender-responsive social protection and public service delivery, quotas for women's representation, and support for women's movements are all strategies that have made a difference and should be scaled up. In the UN Decade of Action to deliver the SDGs, governments, the UN, civil society, and the private sector, working together, have the potential to transform the lives of women and girls, for the benefit of all.

This training will be separated into three sessions. In the first session, we will understand how all these stereotypes that we grew up with, affect us emotionally and prepare us to accept many inequalities in professional and personal life. Young people learn to critically assess the impact of rigid gender norms on their own identities and make the links between gender norms, inequality and abuse. Through this process, they are empowered to embrace their right to be valued and respected for who they truly are (and not what society expects them to be) and their responsibility to value and respect others equally. Also, we will examine barriers to female economic participation and progress, exploring and implementing solutions for continued dialogue and action in each country. In



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Session 2, young people develop an understanding of different types of gender-based violence including physical, psychological and sexual abuse. The main activity focuses on scenarios of gender-based bullying in school. Being able to name gender-based bullying, to acknowledge its impact and understand why it happens empowers young people to stand up for themselves and their friends, as well as consider where their own behavior or actions might be hurtful to someone else. Session 3 explores gender-based violence in romantic relationships. We will examine everything about domestic violence, what it is, who is affected, what are the signs and symptoms of intimate partner abuse, what are the signs that someone is a victim of domestic violence and what you can do to help yourself or someone else that needs it. Learning what constitutes an abusive relationship is an eye-opener for young people, many of whom have a 'romanticized' perception of violence and fail to recognize different forms of abuse, especially psychological abuse. As a result, young participants feel motivated to develop strategies for addressing gender-based violence if they or a friend experiences it in their romantic relationships. For the end we will use healing tools to empower them and to embrace themselves.





### **This project aims to:**

- Provide a platform to reflect and analyze the history through time about women discrimination in all fields.
- Discuss the progress that has been made in the latest years and explore solutions for continued dialogue in each country.
- Explore gender norms and stereotypes that are created and enforced by society, including the media;
- Explore their beliefs concerning what it means to be a boy or a girl in the society they live in;
- Challenge gender stereotypes and the 'accepted' or 'normalised' beliefs about masculinity and femininity;
- Understand the link between gender socialisation, gender inequalities and hierarchies of power;
- Participants explore how gender stereotypes impact on their own lives;
- Improving the knowledge and understanding of the nature of gender based violence and it's roots causes in the enforcement of gender norms and gender inequality.
- Creating a safe environment where young people can explore how gender-based violence directly affects them and their peers.
- Empowering young people with the skills and confidence to become agents of change in their communities and preventing gender based violence where it affects them and their peers.
- Enabling young people to be valued and treated with respect and their responsibility to value and respect others.
- Providing educators in formal and non formal settings with information and tools for working with young people on the prevention of GBV.
- Students acknowledge that no matter how much pressure they are under to conform, they and their peers have the right to 'live outside the box' without fear of violence or abuse.

### **Relevance of the project for Erasmus + :**

- Raising emotional awareness and empathy.
- Empowering young people with skills and confidence to become agents of change in their communities.
- Enabling young people to be valued and treated with respect.
- Providing information and tools for working with young people on the prevention of GVB.
- Enhanced teamwork and cooperation.
- Including PAXs with fewer opportunities.
- Improving all of Erasmus Plus key competences and skills for young people.



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### Partners Organizations:

1. Stowarzyszenie "OPEN SOUL" (Poland). Contact person: Agata Lech, email \_\_\_\_\_ Magdalena Szewczyk:  
\_\_\_\_\_
2. Active Cypriot Programs and European Learning Into Acceptance, ACPELIA, Nikolas Nikolaou email:  
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3. Citizen Association United Youth Kocani (republic of North Macedonia). Contact person: Konstadin Runcev, email:  
\_\_\_\_\_
4. Asociatia Scout Society (Romania). Contact Person: Ciprian Sfirlogea, email \_\_\_\_\_;
5. Asociación Egeria Desarrollo Social (Spain). Contact person: Rocío Gálvez Serrano, email:  
\_\_\_\_\_
6. Association for community development Kreaktiva (Croatia). Contact Person: Sanela Ravlic, email \_\_\_\_\_
7. SPORTSROOM (Bulgaria). Contact Person: Ivan Ivanov, email \_\_\_\_\_,
8. INSTITOUTO POLITISMOU LAOGRAFIAS ATHLITISMOU KAI NEON TEHNOLOGION (Greece), Dimitrios Souliotis email:  
\_\_\_\_\_
9. Eurotender Association (Hungary). Contact Person: Zsanett Fugg, email \_\_\_\_\_



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## Participants and Travelling

*In the training, 9 organizations will participate with 4 participants each.*

| No | Organisation               | No of PAX | Stakeholders/ Accompanied persons | Participants for inclusion | Organisational + Inclusion support Grant | Total support for organ. | Travelling grant (per pax. €) |              |
|----|----------------------------|-----------|-----------------------------------|----------------------------|--|--------------------------|-------------------------------|--------------|
| 1  | OPEN SOUL (POLAND)         | 4         | 0                                 | 2                          | 400+200                                  | €600                     | 23                            | 92           |
| 2  | ACPELIA (CYPRUS)           | 4         | 4                                 | 1                          | 400+100                                  | €500                     | 360                           | 2880         |
| 3  | UNITED YOUTH (N MACEDONIA) | 4         | 0                                 | 2                          | 400+200                                  | €600                     | 275                           | 1100         |
| 4  | SCOUT (ROMANIA)            | 4         | 0                                 | 1                          | 400+100                                  | €500                     | 275                           | 1100         |
| 5  | EGERIA (SPAIN)             | 4         | 0                                 | 1                          | 400+100                                  | €500                     | 360                           | 1440         |
| 6  | KREAKTIVA (CROATIA)        | 4         | 0                                 | 1                          | 400+100                                  | €500                     | 320                           | 1280         |
| 7  | SPORTS ROOM (BULGARIA)     | 4         | 0                                 | 4                          | 400+400                                  | €800                     | 320                           | 1280         |
| 8  | INPLANET (GREECE)          | 4         | 0                                 | 2                          | 400+200                                  | €600                     | 275                           | 1100         |
| 9  | EUROTENDER (HUNGARY)       | 4         | 0                                 | 2                          | 400+100                                  | €500                     | 320                           | 1280         |
|    | <b>Total</b>               | <b>36</b> | <b>4</b>                          | <b>15</b>                  | <b>€3600+€1500</b>                       | <b>€5100</b>             |                               | <b>11552</b> |

**Travelling:** All organisations in contact with travelling manager will arrange the travelling and the tickets will get centrally. Participants will pay nothing for all this they must sign a contract and to be send to the coordinator. In the info pack we are going to have all the necessary information's. Its significant to know that we must be in the airport approximately same time and same day so to arrange a bus from the airport to get all the participants to the Hosting Venue. Also is significant to know all the participants our accommodation venue.

**Organisational Support:** For each organisation we have organisational support grant 100 euro per participant and also 100 euro for participant for inclusion. As you can see from the above table each organisation will receive enough budget for the expenses of preparation and follow up activities also. We are very demanding of what we are asking from our organisations as reports and final documents that we are going to need for the project.

**Work for organisations:** As we discussed from the begging of the application each organisation will prepare activities in the program as we decided, all leaders must meet the coordinator (Nikolas) so to arrange the activities that will prepare each organisation. With all this material you can start working for the activities and for the selection of the participants.



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Facebook Group Page of the program: <https://www.facebook.com/groups/852214436006708>

Webpage of the program: <https://womens-power3.webnode.page/>

General Information for the project: <https://womens-power3.webnode.page/description/>

Hosting Venue: <https://womens-power3.webnode.page/hosting-venue/>

Team of the project: <https://womens-power3.webnode.page/our-team/>

Organisations: <https://womens-power3.webnode.page/organisations/>

Applicant organisation: <https://womens-power3.webnode.page/applicant-organisation/>

Coordinating organisation: <https://womens-power3.webnode.page/coordinating-organisation/>

Partner organisation: <https://womens-power3.webnode.page/partner-organisations/>

Evaluation: <https://womens-power3.webnode.page/evaluation/>

Dissemination pages of organisation: <https://womens-power3.webnode.page/follow-up/>

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In the following pages we are having the timetable for the whole duration of 17 months and the program of the PDA





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**Table1: An Approximate timetable program with all actions that will be done in the training before and after the training.**

9 organisations, 4 participants (youth workers), 4 stakeholders, training in July 2023.

| No | Approximate Date                 | Description of the Activities   |
|----|----------------------------------|---|
| 1  | <b>July 2022</b>                 | Starting of the program – first communication with the partners   |
| 2  | <b>August 2022</b>               | Initial online meeting for the aims and the whole procedure for partners organisations  |
| 3  | <b>September – November 2022</b> | Selection of the participants. Signing contracts with the participants and the organisations  |
| 4  | <b>December 2022</b>             | Create a group in Facebook with all the representatives of the participating organizations in the project for an easier exchange of ideas or questions about the program and for better communication, through sharing thoughts and actions.  |
| 5  | <b>January 2023</b>              | 2 <sup>nd</sup> Online Meeting with all the participants for their preparation activities and info pack of our PDA. Setting the rules   |
| 6  | <b>February – April 2023</b>     | The participants must do research about the impact of Gender discrimination in their areas and also Gender equality or not in their countries. Also, they will need to record strategies that they already use dealing with women’s discrimination and bullying cases.  |
| 7  | <b>May 2023</b>                  | Create a Web Page based on the project. The page will be created by the group from Cyprus and there all the information and material developed through the project will be published. Partners organisation will send a report for pre activities that already done in their areas and also the researches of the participants about Gender Discrimination. |
| 8  | <b>June 2023</b>                 | Publish to the Webpage of the project all the information and material developed through the project.   |
| 9  | <b>July 2023</b>                 | <b>Training Course from 21 to 28 of July 2023</b>   |
| 10 | <b>August 2023</b>               | Final online meeting with all participants and organisation so to be able to arrange any problems in follow up and dissemination activities   |
| 11 | <b>August – October 2023</b>     | Dissemination of results. All organisations will need to come in contact with their local area so all results of our project to be published and disseminated to a lot of people.   |
| 12 | <b>December 2022</b>             | Evaluation of the program from organisations.   |
| 13 | <b>August 2023</b>               | Article preparation from groups by each country, writing about their work and what they have done during the whole program.   |
| 14 | <b>October 2023</b>              | An Anti-Women discrimination and Gender Equality manual with activities and strategies that will be formed during the training, is going to be published in our webpage. All organisations will send their final reports so all to be ready for our final electronic book of the results and the activities.  |
| 15 | <b>October 2023</b>              | Create videos about the whole project. One video will be prepared from each organisation.   |
| 16 | <b>November 2023</b>             | Final modification of our web page. End of the project  |



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**Table 2: Initial Program of the activity in Poland from 22 to 27 of July 2023**

| Time/Date    | 22/07/23  | 23/07/23   | 24/07/23  | 25/07/23   | Sun 26/07/23                          | Mon. 27/07/23                                  |
|--------------|---|--|---|--|---------------------------------------|--|
| 8:00 - 9:30  | <b>Breakfast</b>                                      |  |   |  |                                       |  |
| 9:30 - 11:00 | Knowing one each other better/ Ice Break Activites    | Presentation about Gender Norms and Discrimination of women in all fields-Different Wages (Activity) | Presentation about what is Gender Based Bullying-GBV in the school Environment (Activity) | Myths and Realities about Gender Based Violence-Activity | Path to Equality Land Activity        | Space to participants                          |
| 11:00 -11:30 | <b>Break</b>  |  |   |  |                                       |  |
| 11:30-13:00  | Who are I?-Activity                                   | Work and Babies  | Scenarios of GVB in school  | Role Play  | Dancing my Feelings                   | Follow Up                                      |
| 13:00-15:30  | <b>Lunch</b>  |  |   |  |                                       |  |
| 15:30-17:00  | Introduction to the topic (Presentation) & Youth pass | Gender in a box- Target Shooting   | Speaker for the Prevention and Handing the violence in the family-Free Time in the area   | Domestic Affairs-Activity                                | Going to Nature -Breathing Activities | YouthPass Youthworkers                         |
| 17:00-17:30  | <b>Break</b>  |  |   | <b>Break</b>   |                                       | <b>Break</b>                                   |
| 17:30-18:50  | Gender Norms Activity                                 | It's my right!-Activity  |   | Art Therapy Session                                      |                                       | Erasmus+ Discussion/ dissemination/ evaluation |
| 18:50-19:30  | <b>Time for Reflection</b>                            |  |   |  |                                       |  |
| 20:00-21:00  | <b>Dinner</b>   |  |   |  |                                       |  |
|              | Intercultural Night 1- 3 countries                    | Movie Night  | Intercultural Night 2- 3 countries  | Intercultural Night 3- 3 countries                       | Game night                            | Farewell                                       |