



WE ARE HER

POLICY RECOMMENDATIONS

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EXECUTIVE SUMMARY

The WE ARE HER project, aligned with the EU Gender Action Plan III (GAP III) and the EU Gender Equality Strategy, aims to empower young people, youth workers, and organizations across EU and partner countries to address structural gender inequalities and promote women's empowerment. Through transnational youth exchanges, capacity-building activities, digital campaigns, and the development of gender equality guidelines, the project has generated actionable insights for stakeholders at multiple levels.

This document presents policy and practice recommendations targeting individuals, organizations, local and national authorities, EU institutions, and cross-cutting areas, with the goal of sustaining long-term impact and fostering inclusive, gender-equal societies. Implementing these recommendations will enhance youth participation, strengthen organizational and community capacities, foster cross-border collaboration, and inform EU-level policies. The project emphasizes inclusivity, cultural awareness, digital literacy, and sustainability, contributing to empowered youth, resilient organizations, and communities equipped to promote gender equality and women's empowerment across Europe and partner regions.

The WE ARE HER recommendations provide a strategic roadmap for stakeholders at all levels to advance gender equality, women's empowerment, and youth engagement. By investing in youth-led initiatives, capacity-building, and cross-border collaboration, the EU and its partners can create lasting societal change and inclusive, equitable opportunities for future generations.



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PURPOSE OF THIS DOCUMENT

The purpose of this document is to consolidate the lessons learned, insights, and best practices emerging from the implementation of the WE ARE HER project into a comprehensive set of recommendations aimed at supporting future actions in the field of gender equality, women's empowerment, and youth participation. Developed through a participatory process that engaged young people, youth workers, NGOs, local institutions, and international partners, this document reflects both the lived realities and the transformative potential of youth-led gender equality initiatives across Europe.

- Individual level: empowering young people to take initiative, challenge gender stereotypes, strengthen civic awareness, and act as catalysts for equality within their communities.
- Organizational level: guiding youth organizations, NGOs, and community structures to adopt gender-sensitive policies, inclusive methodologies, and internal practices that promote fairness, participation, and representation.
- Local and national level: supporting municipalities, youth councils, education institutions, and government bodies in scaling successful models that combine gender equality with youth civic engagement.
- European level: contributing directly to ongoing EU policy dialogues, including the revision of the EU Gender Equality Strategy, the implementation of GAP III, and the future direction of the EU Youth Strategy.



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METHODOLOGY OF COLLECTION OF RECOMMENDATIONS

The recommendations presented in this document were developed through a participatory and evidence-based approach, combining insights gathered during the project's youth activities and evaluation processes. The methodology ensured that all perspectives – from young participants to facilitators and partner organizations – were integrated into the final outcomes.

- **Youth Exchange (YE) Sessions:** The Youth Exchanges served as the primary platform for collecting first-hand reflections, discussions, and proposals from participants. Through interactive workshops, group debates, and thematic sessions on gender equality and stereotypes, young people identified concrete actions and shared good practices that inspired the recommendations.
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- **Evaluation Reports of Youth Exchanges:** Post-exchange evaluation forms, reflection sessions, and final reports were analyzed to capture participants' learning outcomes, behavioral changes, and proposed follow-up measures. These evaluations provided qualitative data that informed the development of practical, multi-level recommendations included in this document.
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- **Participants Question Analysis:** As the WE ARE HER project is approaching its conclusion, participants were invited to complete a structured questionnaire designed to assess the project's personal and professional impact. The aim of this data collection was to understand how the Youth Exchanges, trainings, and local activities influenced young people's awareness, skills, confidence, and engagement in gender equality and women's empowerment.
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- **Project Partners Recommendations:** This section presents the additional policy recommendations collected from project partners across the consortium. Their contributions offer valuable insights into the structural barriers, local needs, and emerging priorities in the fields of gender equality, youth participation, and social inclusion.





INDIVIDUAL LEVEL RECOMMENDATIONS

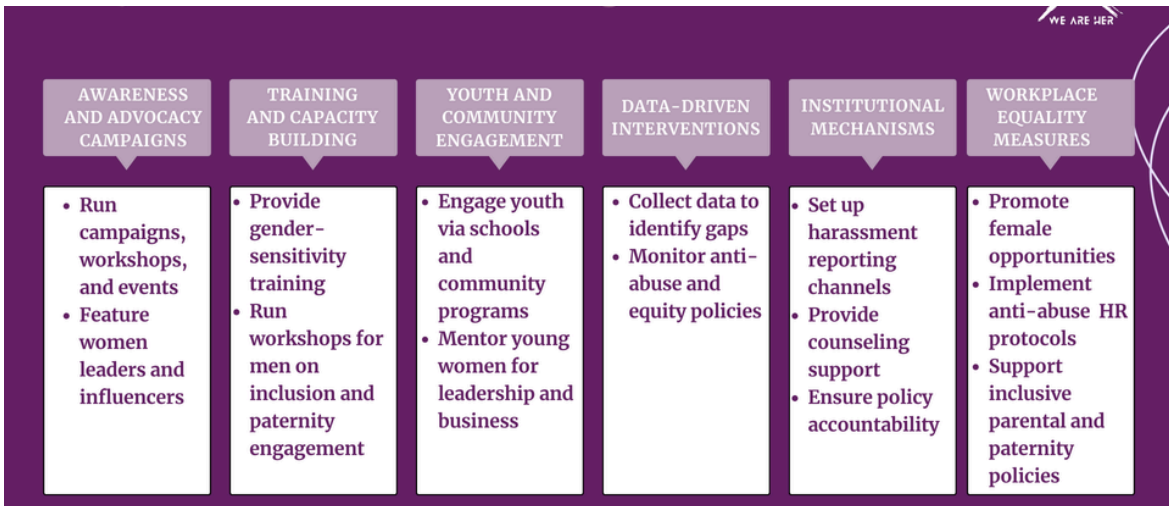
- Promote personal empowerment and leadership – Encourage young people to take initiative in designing and leading gender-related actions in their communities.
- Maintain safe and inclusive spaces – Ensure environments where participants can freely express their identities, opinions, and experiences without fear of judgment.
- Adopt experiential learning methods – Use non-formal education tools such as role-play, theatre, workshops, and interactive activities to enhance learning and engagement.
- Encourage intercultural collaboration and networking – Facilitate cross-country interactions and peer-to-peer exchanges to strengthen cultural understanding, cooperation, and inclusion.
- Support ongoing advocacy and reflection – Provide follow-up mentoring, digital platforms, and reflection opportunities to help youth sustain their motivation, advocacy skills, and community engagement.





ORGANIZATIONAL RECOMMENDATIONS

- Build gender-sensitive internal policies - Regularly review procedures, appoint a Gender Equality Focal Point, conduct annual audits, and ensure safe reporting mechanisms for gender-based issues.
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- Integrate gender equality in projects and communications - Mainstream gender at all stages of project planning, use disaggregated data, ensure inclusive materials, and involve both young women and men equally.
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- Ensure gender balance in leadership and staff development - Promote equal representation in boards and decision-making, provide mentorship and leadership programs for women and underrepresented groups, and train staff on gender sensitivity.
- Foster partnerships that prioritize gender equality - Collaborate with local and international actors committed to inclusion, share best practices within the consortium, and engage in advocacy and policy dialogues.
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- Implement practical organizational actions - Conduct gender audits, adopt Gender Equality Action Plans, integrate gender modules in trainings, promote women's professional growth, and establish safe, inclusive workplace policies.





EU-LEVEL RECOMMENDATIONS

- Integrate youth voices in EU policy development – Ensure young people, including those with fewer opportunities, are actively involved in shaping the EU Gender Equality Strategy, GAP III, and related policies through consultations, decision-making, and structured feedback channels.
- Enhance intersectional inclusion – Design programs and funding to address the needs of marginalized youth, considering cultural, social, and economic disparities, including youth from third countries and minority groups.
- Support cross-border and youth-led initiatives – Fund transnational programs, mentorship schemes, and grassroots campaigns that build capacities in gender-sensitive methodologies, digital advocacy, civic engagement, and leadership.
- Strengthen monitoring, evaluation, and digital inclusion – Use evidence from projects like WE ARE HER to inform policy, track measurable impacts, promote accessible digital tools, and ensure sustainability and broad outreach for youth with fewer opportunities.
- Promote awareness, recognition, and empowerment – Validate non-formal education and skills gained through youth engagement, foster gender equality education, advocate for fair economic policies, and provide legal support and protection for victims of gender-based violence.





CROSS-CUTTING RECOMMENDATIONS

- Foster Mentorship Programs – Connect youth participants, ambassadors, and youth workers with EU policy makers, gender equality experts, and leaders from international youth organizations to build advocacy, leadership, and cross-cultural collaboration skills.
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- Develop an Open-Access Gender Equality Toolkit – Compile guidelines, templates, best practices, and case studies from the project, covering non-formal education, digital campaigns, intersectional approaches, and monitoring tools, ensuring accessibility and adaptability across regions.
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- Ensure Sustainable Digital Visibility – Maintain social media channels, engage alumni networks, and use digital storytelling, webinars, and virtual collaborations to continue awareness, advocacy, and knowledge-sharing beyond the project’s lifecycle.
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- Implement Monitoring and Quality Assurance – Develop standardized indicators and feedback mechanisms to track youth participation, empowerment, and gender equality outcomes, combining quantitative and qualitative data to inform future policies and initiatives.
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- Promote Sustainability and Long-Term Impact – Institutionalize gender-sensitive organizational practices, create local and transnational working groups, organize community workshops, engage media partners, and leverage EU funding opportunities to scale advocacy and youth engagement.
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- Engage Policy Makers and Decision-Makers – Facilitate direct interactions between youth and local, national, and EU-level policymakers through events, consultations, and the project’s final conference to ensure youth perspectives inform gender equality strategies and legislation.
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- Support Inclusive Community Participation – Organize local workshops, campaigns, and dialogues that actively involve marginalized youth, women, and underrepresented groups, promoting awareness, advocacy, and empowerment at grassroots levels.

CONCLUSIONS



The WE ARE HER initiative shows that promoting gender equality and challenging stereotypes requires coordinated action across individual, organizational, local, and European levels. Youth exchanges, workshops, and campaigns have empowered participants to transform awareness into action, fostering leadership, empathy, and civic engagement.

By embedding gender perspectives into projects, policies, and organizational practices, and supporting youth as active agents of change, sustainable progress becomes achievable. Cooperation among youth organizations, public institutions, and European networks ensures that diversity, respect, and equal opportunities form the foundation of inclusive societies.