

2nd Newsletter Women Making Waves Project



Opportunities and hindrances when heading for positions of power in the labour market

The first phase of the project, the research in each country and interviews with women and stakeholders, has been completed, and [the Women Making Waves Competence Framework has been defined](#). The aim of the framework was to identify the skills needed for double disadvantaged women to pursue leadership positions and increase their leadership skills.

Data was collected in each participating country about the educational and occupational status and opportunities of women and men. Interviews with women who have faced hindrances were conducted in each of the participating countries as well discussion in focus groups.

Seventeen women took part in the interviews and 39 women took part in focus groups discussion. In order to connect women's needs and preferences with the demands for talent in the labour market, interviews with 11 stakeholders were also conducted.

Check out the full report [here](#).

Women's voices in Iceland, Spain, Greece and UK

Watch the video [here!](#)



Women Making Waves #ErasmusDays Podcast

Listen to the podcast [here!](#)



What is the next step in the project?

Partners will be developing the Women Making Waves Training Programme and Leader Circles that will build on all of our findings.

They started the development by participating in the Leader Circles training to be able to facilitate the workshops in the different countries in our native languages.

This foundation also gives them inspiration for the development of the Training Programme and how the different partners' knowledge and experience can fit into one training that harmonises.

What should the project deliver to the target group?

There are expectations for the project in the long run, mainly about the benefits for the target groups, but also for other stakeholders such as the partner organizations and other institutions.

Therefore, the partnership will develop a Policymakers Guide to outline the recommendations of the partnership to decision makers.

Hopefully our participants will develop their skills through this learning journey and find strength to stand up for themselves and take an active part in making the waves in their personal life as well as in the labour market.

The partners hope that the developed materials and Facilitators Guides will be valuable tools for other organisations as well.

PROJECT'S PARTNERS FROM THE UK, SPAIN, GREECE AND ICELAND WILL WORK TOGETHER IN ORDER TO:

- ✓ Strengthen double disadvantaged women's leadership skills, build their self-confidence.
- ✓ Increase women's self-awareness, knowledge of employability, business and leadership opportunities.
- ✓ Narrow the gender gap between men and women in leadership positions.
- ✓ Build closer connections between women seeking to develop their careers across Europe with a cross-border support system.
- ✓ Address social inclusion by helping women who face a double disadvantage.



Visit our [project website](http://www.womenmakingwaves.eu) to get more information

A few words about the partnership



Jafnréttisstofa (Directorate of Equality- Iceland) provides counselling and education in the field of gender equality and is in charge of the administration of equality in Iceland in accordance to act. 10/2008: An Act on Equal Status and Equal Rights of Women and Men, act 85/2018: An Act on Equal Treatment irrespective of race or ethnic origin, and act 86/2018: An Act on Equal Treatment in the labour market.



Inova Consultancy (UK) Inova Consultancy Ltd (UK) provides a flexible consultancy service that responds to the needs of organisations and individuals internationally in the area of diversity, equality and entrepreneurship. Inova has specialist experience in the development and delivery of coaching and mentoring programmes for a range of different groups.



AMUEBLA (Spain) Founded in 2009, is comprised of group of stakeholders working together to address needs in the furniture and habitat sector, representing the interests of more than 80 companies and over 2,500 employees. AMUEBLA has participated in more than a dozen European projects within the Erasmus+ and Interreg programmes.



The Institute of Entrepreneurship Development (iED) is a research organisation established in 2005, focused on the promotion of entrepreneurship for everyone. The organisation's main activity is the implementation of projects under some of Europe's most influential and groundbreaking Programmes like the HORIZON 2020 and the ERASMUS+.



The Icelandic Regional Development Institute (IRDI) is an independent institution owned by the Icelandic state. IRDI monitors and research regional development in Iceland. Its main function is to contribute to regional development through the implementation of government policy via the introduction of regional strategies.



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