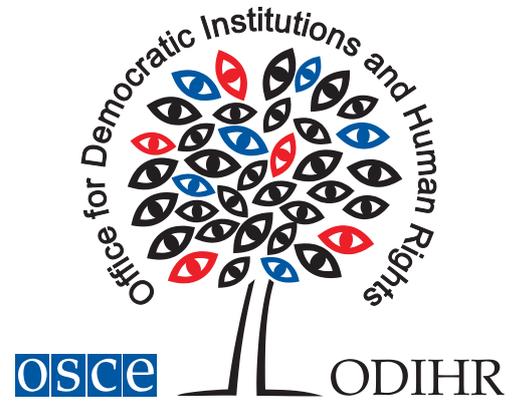


2024



The Dynamic



for the period
from 1 January to 31 March

1

Polish civil society organizations and independent institution took stock of formal and substantive gender equality in Poland.

2

CHANGE project supported a Study Visit / Multi-Stakeholder Dialogue between North Macedonia and Poland

3

The ‘Flying Academy’ is ready to spread its’ wings – a partnership with Polish Women Congress delivers.

4

Russian speaking politicians in the OSCE region to benefit from the Violence Against Women in Politics (VAWIP) Toolkit and a training curriculum will support uptake of the VAWIP Toolkit.

1 Polish civil society organizations and independent institution took stock of formal and substantive gender equality in Poland and agreed to advance intersectionality in their work.

March 4, 2024, Warsaw

Event participants agreed that more work is needed to raise awareness about and improve the position of women from underrepresented groups. They exchanged ideas on current practice and opportunities for engaging men to support gender equality. A panel of experts contributed insights regarding the situation of women in detention, Roma women, observations on gender in elections, and political participation of women with disabilities. A facilitated discussion further touched on realities of the formal vs. substantive gender equality in Poland following the parliamentary elections and ahead of local elections, and likely gains from the current focus on gender equality for different groups of women and men. For this event, 30 participants (27 women and 3 men) civil society and independent institution representatives, young women in politics, gender and disability experts, women from underrepresented groups in Poland (Roma women, women with disabilities, migrant women) and ODIHR staffers got together in dialogue on ways forward and strategies to advance formal and substantive gender equality in Poland. As a continuation of this multi-stakeholder dialogue initiative, the CHANGE project foresees to organize a Consultation and Dialogue Meeting on Gender Equality and Human Rights with participation of government representatives, members of parliament, independent institution and civil society organizations and human rights defenders.



2

CHANGE project supported a Study Visit / Multi-Stakeholder Dialogue between North Macedonia and Poland

March 25 – 26, Warsaw, Poland



Study visit participants from North Macedonia with ODIHR staff

Inspiring ideas on how to engage in multi-stakeholder coordination and networking, ensure outreach to new allies, and support breakthrough leadership initiatives seeking to halt, address and reverse gender backsliding resulted from the study visit. The scope of the study visit was to support and advance multi-stakeholder dialogue in North Macedonia on new strategies to reverse gender backsliding. The multi-stakeholder group of 14 participants consisted of Deputy Ombudsman, a parliamentary staffer, Head of Cabinet, Minister of Labour and Social Policy, and civil society organization representatives, including young women, Roma woman and a participant with

disabilities. They analyzed the situation in North Macedonia with regards to gender backsliding and . learned about ODIHR's work at the cross roads between gender equality, tolerance and non-discrimination, and freedom of religion or belief. Possibilities for joint action to reverse gender backsliding through strengthened dialogue, increased HRD safety, and joint approaches to tackling anti-gender movements, and supporting breakthrough leadership initiatives were discussed. On day two, the participants' group learned about Polish Women's Congress challenges and successes in multi-stakeholder networking, impact on Polish politics, digital transformation and more effective use of social media resulting in part from the support received through the CHANGE project. Share the Care Foundation President shared their experience in engaging men through distribution of unpaid work and the implementation of Work-Life balance directive. Representative of Association Dziewczyny na Wybory (Girl Go Vote) spoke about the association's success in mobilizing young women to participate in the last parliamentary elections and political life. European Disability Forum representative provided an update on political participation of women with disabilities in Poland. Finally, the participants received information on the Polish women's experiences in working with European networks, and building allies within the parliament based on the experience of a small party (Green Party), and community-based organization through Women's Councils in Poland. The CHANGE project is planning a follow-up event in the second semester of 2024.



Study visit participants from North Macedonia with Polish stakeholders

3

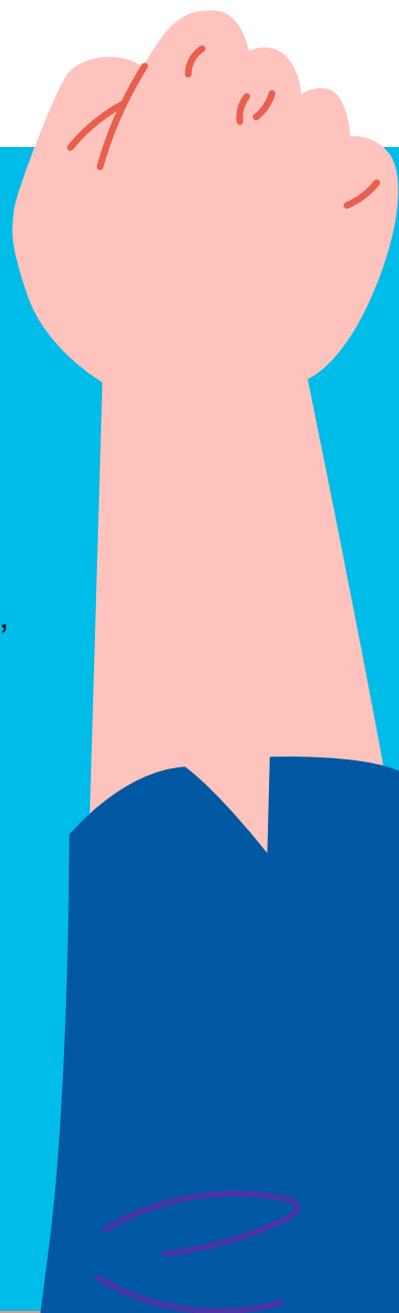
The 'Flying Academy' ready to spread its' wings - a partnership with Polish Women Congress delivers.

After over a year of preparations, the Flying Academy e-learning for democracy and equality concept consisting of four modules that can be built upon is tested in Poland. The "Flying Academy" provides basic level knowledge on women's rights in four areas: 1. ABC of Feminism; 2. Women's rights and political participation; 3. Women's rights and access to resources; and 4. Human rights, women, and the environment.

The conceptualization was done by the Polish Women Congress founders and top experts in the area. The average length of a single lecture is between 15 and 20 minutes. Visually coherent presentations highlight the most important issues. The finalized product was tested by winners of the 16 Equality Leaders competition and young women supporting the "Girls for Elections" association from across Poland. The concept and format, and above all the self-paced nature of the training were very well received by the test group. The Flying Academy is now ready for official launch and it can be translated into languages of other OSCE participating States as a legacy of the CHANGE project.



Latająca Akademia
Kongresu Kobiet



4

Russian speaking politicians in the OSCE region to benefit from the VAWIP Toolkit.

ODIHR's Violence Against Women in Politics Toolkit - supported in part by the CHANGE project² - is now translated into Russian to allow for a more comprehensive reach within the OSCE region. At the same time, the CHANGE project has initiated work on the **Design of Training curriculum to support uptake of the VAWIP Toolkit** to be finalized mid-2024. This modular training is being designed to be promote a high level of interaction and be easily adjustable to diverse audiences of women and men from politics, parliaments, and political parties. It tackles both the online and offline violence against women, and gender backsliding.



² For the English version go to: <https://www.osce.org/odihr/530272>. The Toolkit is also available in Georgian.