

REGULATIONS

of participation in the Project

“EmpowerHer: Female Leadership for Sustainable Development”

The present Regulations set out:

1. Project information
2. Project participants’ profile
3. The terms of recruitment for the Project
4. Project Participant’s rights and obligations
5. Topics of training
6. Additional information

1. Project Information

- I. The main objective of the Project “EmpowerHer: Female Leadership for Sustainable Development” is to strengthen leadership skills of young prospective female leaders from Poland, Latvia and Belarus – potential future ESG specialists – and to equip them with the necessary knowledge on sustainable development, and non-financial indicators to evaluate a company’s performance in this respect specifically.
- II. The project objective will be realised through developing and publishing a collection of good practices as well as creating and delivering a dedicated training program for 20–25 women.
- III. The Project “EmpowerHer: Female Leadership for Sustainable Development” contributes to the realization of the Nordic Council of Ministers’ Action Plan for 2021–2024
- IV. CASE – Center for Social and Economic Research is the leader of the Project (hereinafter referred to as: CASE). Project partners are Association of Belarusian Business Abroad (hereinafter referred to as: ABBA), LIDERE and Fremtenkt.
- V. Online seminars will be held once a month (March-May 2024) and each of them will last approximately 3 hours. A 3-day-long Summer School will be organised in Warsaw in June or July 2024. Participants will be provided with venue details in advance.
- VI. Summer School travel and accommodation costs will be covered by Partner Organisations. Travel details shall be agreed upon between a Partner Organisation and a participant they have recruited.
- VII. Online and on-site seminars will be led in English.

2. Project Participant’s Profile

The “Empower Her” project offer is aimed at persons who are:

- a) women aged 19-26
- b) of Polish, Latvian or Belarusian nationality (but not necessarily a current Belarusian resident)
- c) Interested in sustainability and inclusiveness in the workplace

3. The terms of recruitment for the Project

- I. The recruitment process will be made up of the following two stages:
First stage: Gathering application forms and verification of the candidates' eligibility to participate in the Project.
Second stage: Interview with an assessment of motivation and communication skills in English of the candidates.
The aim is to recruit 10 project participants from Poland, 10 participants from Latvia and 5 Belarusian participants.
In case of an unsatisfactory number of applications from candidates of the aforementioned age, older candidates will be allowed.
- II. Application forms will be accepted in electronic form through the application form available at: <https://forms.gle/Gug3XH2apbLwpRmV7> In case of problems while filling out the application form, a candidate may receive help from the Project partners. A candidate should contact:

In Poland: joanna.starczewska@case-research.eu tel. +48 798 184 729

In Latvia: info@lidere.lv tel. + 371 29 195 835 (Zanda Raciborska)

In Belarus: aliaksandra.belanohava@abbabusiness.org tel. +48 797 002 890

- III. Recruitment of candidates will be conducted in line with the principle of equal opportunities and non-discrimination, including accessibility for the disabled.
- IV. The results of the recruitment process will be communicated to those who participated by telephone or e-mail.

4. Project Participant's rights and obligations

- I. Project Participant has the right:
 - a) to benefit from free training, led by qualified trainers.
 - b) to obtain a certificate of the completion of a given training and a confirmation of acquirement of new skills, on condition that she takes part in the process.
- II. Project Participant is obliged:
 - a) to participate in three online seminars
 - b) to participate in "Empower Her" Summer School (3 days in Warsaw, in June/July 2024)
 - c) to refrain from using alcohol or any other substance during Summer School.

5. Topics of training sessions

Three online seminars will conduct to introduce participants to sustainability issues:

- **Introduction to Sustainable Development and Futures Literacy:** Futures Literacy is the ability to understand and use information about future scenarios and trends to make informed decisions today. Topics could include the 17 United Nations Sustainable Development Goals, the 2030 Agenda for Sustainable Development, and the importance of futures thinking in the context of sustainable development.

- **ESG and Sustainable Development: Linking Theory and Practice:** This seminar will explore the relationship between ESG and sustainable development and how this relationship informs and shapes sustainable development initiatives. Topics could include the role of ESG metrics and reporting in promoting sustainable development, the importance of ESG considerations in sustainable development decision-making, and the challenges and opportunities for integrating ESG and sustainable development into organizational strategies.
- **Advancing Gender Equality in the Workplace through Sustainable Development:** This seminar will explore the intersections of gender equality, workplace sustainability, and sustainable development, with a specific focus on SDG 5: Gender Equality.

EmpowerHer Summer School

- **Developing a Sustainable Development Action Plan:** Participants will work in teams to develop a practical action plan for promoting sustainable development in their own organizations. The action plan could be based on the Sustainable Development Goals, and participants could have the opportunity to consider the role of futures literacy, ESG considerations, and gender equality in their plan.
- **Design Thinking for Sustainable Development:** Participants will engage in a design thinking workshop focused on developing creative solutions to sustainability challenges that they face (or may face) in their own organizations.
- **Creating a Gender-Inclusive Workplace:** Participants will learn practical strategies for promoting gender equality in the workplace, including developing policies and practices that support gender-inclusive workplaces, addressing unconscious biases, and engaging men as allies in promoting gender equality.

6. Additional Information

The leader of the Project:

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