

A black and white photograph of two women in an office environment. The woman on the left has curly hair and is wearing a white sweater, laughing with her eyes closed. The woman on the right has long straight hair, is wearing a white top under a dark blazer, and has her right arm raised in a celebratory gesture. They are standing in a modern office with glass walls and a staircase in the background.

EMPOWERED

WOMEN



Our

methodology

Our central approach: Capacity building combined with direct financial support

Fast, direct, and efficient support - can be applied in different development stages, regional, contexts, as well as in crisis.

Financial support

On average:
55.67% of the project budget costs are direct financial support

Each participant receives on average **EUR 3,000** in direct support per project

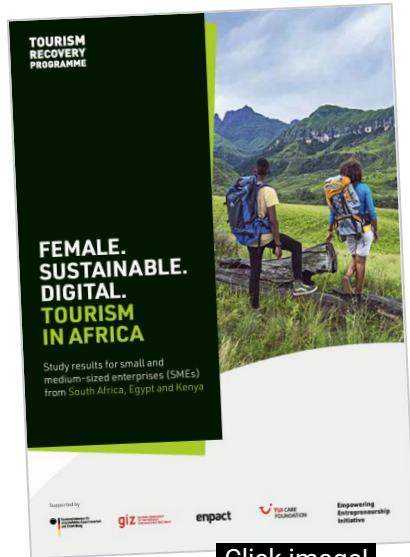
Ratio: Budget per participant

Capacity-building through experts

Per year, around **2,000 hours of training** and mentoring were made available to participants in our programs.

Focus

on women



Click image!

Our methodologies are generally aimed at economic growth and job creation and have no particular gender implications. However, we have found that **both need and impact are higher for women:**

- ▶ **53.7% of female entrepreneurs** said their main source of funding to start their business was **personal savings**. For male respondents this figure was 43.5%.
- ▶ **76.8% of the women** surveyed said they wanted to **develop new products** and services: this is twelve percentage points higher than for the male respondents.
- ▶ **45.1% of female participants** had projects in the pipeline for the next three years to improve **environmental and social sustainability**, as opposed to only one-third (32.3%) of the men in the cohort.
- ▶ **One-quarter** of female participants said they **lacked training opportunities**. The figure for the male respondents was much lower at 14.5%.

Importance of

Women-only programs

- “Women are usually **afraid of applying to this type of program** but this felt simple and easy, it felt supportive”
- “There's a **strong desire to support** each other”
- “The program felt like **it was meant for us**”

Safe & open dialogue

Women entrepreneurs
in similar situations



Collaboration over competitiveness

Less pressure & strong
desire to support each
other



Networks & platforms

Access & mutual
empowerment



Specific Objectives

The development goals of the projects were:

- *FEBI*: Access to **international networks and capacity transfer** for startup support organizations
- *FEMEIE*: Transitional assistance and **economic resilience** in the light of the Russian war of aggression
- *IM:U*: Creating **understanding, contacts and planning** for entry into the EU internal market

The spillover goals of the projects were:

- ▶ **Focus on target groups with access limitations**
 - Women-led companies and initiatives and beyond (financial and social background)
- ▶ **Multiplication benefits**
 - Women-led companies particularly relevant for women lead to additional effects
 - Supporting women-led businesses can lead to higher growth effects
- ▶ **Affirmation of empowerment**
 - Support the visibility and backing of women-led businesses and initiatives

Target group-specific Management

Substantive project content design caters to the primary impact objectives (networks, resilience, growth)

plus target-group specific project management and implementation activities

Peer-to-
peer

Comm-
unity

Context &
Childcare

Soft skills

Peer-to-peer

Content and contacts

Peer-to-
peer

- Focus on female-led workshops
 - Minimum standard: Parity between genders among event speakers and trainers
- Storytelling sessions with female leaders



Community

Content and contacts

Comm-
unity

- Create a safe space for women to express their needs, successes and experiences
- Physical space with all facilities included, especially useful for women from rural areas, for non-profit or project-funded and/or with fluctuating income

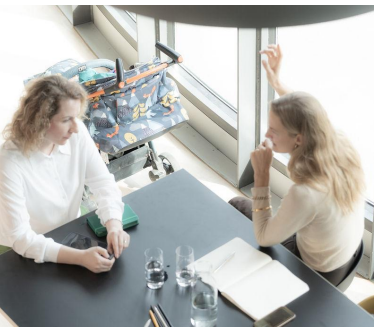


Context

Children participate as well

Context & Childcare

- Project design not only adjusted in training content, but also with the goal of a flexible setup, facilitating
 - sharing of personal experiences and challenges
 - individualized time-management and pace of activities
- “This program felt like it was designed specifically for women and not as if women were only a part of the cohort.”

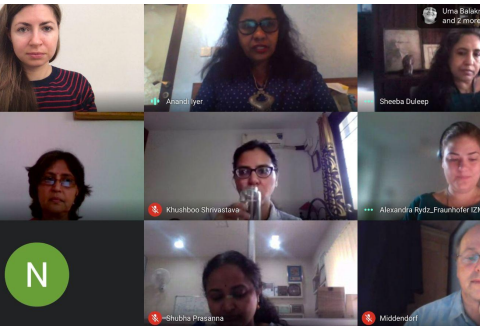


Community

Content and contacts

Soft skills

- Training public speaking and facilitation skills in a safe environment and supportive community
- Addressing Unconscious Biases and Gender in specific discussion sessions
- Basic introduction and sessions regarding burnout prevention and stress management



Spillover Effects

- ▶ **Impact of women supporting women**
- **FEMEIE** A participant from FEMEIE cohort pivoted her business for a community-oriented initiative called “Maintaining Women of Moldova” to support more Ukrainian refugees’ integration into Moldovan society
- **IM:U** Participants want to establish a women's network, platform, or joint trade fair to sustain mutual empowerment among businesswomen, inspired by the program’s effective women-focused empowerment and networking.



Lessons & Outlook

Lessons

- **Long-term impact**
- **Crisis-context**

Challenges

- **Diversity***
- **Intersectionality**

* "FINTA"

Participant's Stories



Meeting women from various backgrounds helped Deepthi realize that the challenges for entrepreneurs differ from region to region, while those for women in entrepreneurship are often very similar.

Deepthi Ravula

WE-Hub, Hyderabad (IN)

[Female Entrepreneurship Berlin and India \(PDL\)](#)

Deepthi is the managing director of WE-Hub, India's first support center for women entrepreneurs, which as meanwhile supported over 5,000 women in starting and growing their businesses.

While her initiative is funded by the state government, it was the connections and workshops provided by FEBI that supported Deepthi in gaining credibility and publicity for WE-Hub.



Hanna's meeting with the association of Women Entrepreneurs in Berlin (Weiberwirtschaft) inspires her to try and establish a similar Women-only initiative in Ukraine.


Hanna Boichuk

Tikpack LLC, Ternopil (UA)

[International Mentoring: Ukrainian Women in Business](#)

Hanna is the Director of Export of Ternopil-based Tikpack LLC, a company founded in 2021 specializing in packaging bulk grocery products.

Through the workshops and the mentor provided in the project, she was able to draw up a comprehensive export plan for her company, which the company intends to use to expand into the EU

A woman with long dark hair, wearing a wide-brimmed straw hat and a light-colored patterned shirt, is smiling warmly. She is standing in a greenhouse, with various green plants and the translucent structure of the greenhouse visible in the background. The lighting is soft and natural.

**Participant's
Stories**

to be used by our family and
employees within the company.

**We look forward to hearing
from you!**



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