

# International Women Working in Finland Manifesto

The universal network of women intertwines beyond borders. Within it lies the transformative power of collaboration and solidarity. We, the founders, and members of International Women Working of Finland, come together with a common purpose: to support each other in our personal, professional, and social growth. We are a vibrant tapestry of connections, where cultural differences and individual journeys become one of our greatest strengths.

From the corners of Finland to the far reaches of the world, we are an immense fabric of stories and experiences. We are working women, job seekers, courageous mothers, and resilient migrants. An individual's identity should not solely be defined by background or nationality, but rather as a human being with rights, skills, and values. We face unique challenges and share dreams of success, growth, and fulfilment.

Together, we break barriers, overcome obstacles, and transcend limits. In our network, we find a refuge of understanding and support, standing together in our struggles and triumphs. This is a space where our voices meet and create a harmonious echo, our goals become more attainable, and our achievements are celebrated collectively. We commit ourselves to building a future where women, regardless of their origin or circumstances, find a space for growth.

Our network is a testament to diversity, inclusion, and equality. We do not accept any form of discrimination. We raise our voices to redefine standards, to fight against gender inequalities and stigmas. We aim to create a fair and equitable world for ourselves, our daughters, and our sons.

In this manifesto, we affirm our determination to support each other, promote integration, protect the environment, and strengthen our organization. Together, we drive lasting change, inspiring new generations, and making our mark on the world. Welcome, sister and friend, to this network of international women who support each other. United in diversity, we shape our present and present to you this manifesto.

## International sisterhood

We commit to fostering a sisterhood community where every woman feels valued and respected, regardless of her origin, race, ethnicity, religion, sexual orientation, or socioeconomic status. We celebrate our diversity as a strength and an opportunity to learn and grow together.

## Support and empowerment

We will support and empower each other in all stages of our lives. We will share our knowledge, skills, and experiences to drive the personal and professional growth of every member of this network. We strive to create a safe and trusting environment where we can express our ideas, aspirations, and concerns without fear of judgment or criticism.

## **Mentoring and leadership**

We recognize the importance of mentoring and female leadership in the advancement and development of international women. We will actively promote mentoring among our members, creating opportunities for the exchange of knowledge, advice, and experiences, sharing from everyone to collectively build bonds. We will foster the development of leadership skills, providing support and resources for each woman to reach her full potential and become the leader of her own life, focused on her chosen professional field.

## **Networking and collaboration**

We will build and strengthen networks and collaborations that transcend borders and cultures. We facilitate the exchange of ideas, projects, and opportunities, creating a network of mutual support filled with synergy. We will leverage our international connections to promote solidarity and positive impact in our local and global communities.

## **Professional development**

We commit to driving the professional development of our members by providing resources, tools, and learning opportunities among ourselves. We share information about training programs, mentorship initiatives, workshops, and scholarships that can help advance our careers. We encourage the acquisition of relevant skills for the current job market and promote confidence in our abilities and accomplishments.

## **Professional collaboration**

We recognize the importance of networking and professional collaboration for success in the workplace. We facilitate spaces and events where women can connect, exchange contacts, share ideas, and explore potential collaborations. We support each other in the search for job opportunities through recommendations, referrals, or personal connections.

## **Entrepreneurship and business leadership**

We support and promote an entrepreneurial spirit among our members. We provide guidance and resources for women who wish to start their own businesses or projects. We foster business leadership and economic empowerment, driving the development of entrepreneurial skills and the acquisition of useful financial knowledge for all.

## **Professional Networking in Finland**

We encourage the building of professional networks within Finland. We organize events and activities that allow international women to connect with professionals, companies, and local organizations. We promote participation in professional associations and interest groups to expand our networks among ourselves.

## Information on employment in Finland

We share information about the Finnish job market, hiring practices, and available resources for job seeking. We offer guidance on resume writing, interview preparation, and adapting skills and experience to the needs of the Finnish job market.

## Knowledge of labour rights in Finland

We commit to informing our members about their labour rights in Finland. We share information about labour legislation, social benefits, and workplace equality policies. We advocate for the defence of labour rights and provide support in case of facing discrimination or abuse in the workplace.

## Support for working women and mothers

We recognize the unique challenges faced by women who are both working professionals and mothers, and we are committed to providing comprehensive support to them. We advocate for labour policies that promote work-life balance, such as flexible hours, remote work, and paid parental leave. We facilitate the exchange of experiences, advice, and resources to balance successful professional responsibilities and child-rearing. We foster an inclusive and discrimination-free work environment for working women and mothers, recognizing, and valuing their contributions both in the workplace and in raising their children. The aim is to promote a work environment that allows women to work effectively, recognizes their specific needs, advocates for favourable labor policies, and enables them to dedicate time and attention to parenting. By promoting an inclusive and discrimination-free environment, we acknowledge the value of their dual role and foster their empowerment both in the workplace and in their family lives.

## Work-life balance

We strive to achieve a healthy balance between work and personal life. We recognize that well-being and happiness are crucial for professional success. We promote flexible work practices, the reconciliation of family and work responsibilities, and the importance of taking care of our physical and mental health. We share strategies and resources to achieve a satisfying balance and support women facing challenges in this aspect.

## Promotion of mental health and mindfulness

We acknowledge the importance of mental health in the overall well-being of our members and commit to promoting practices of self-care and emotional well-being. We will facilitate spaces and resources that promote mental health, such as workshops, talks, and activities related to self-care, stress management, and resilience. We will foster the practice of mindfulness, cultivating the ability to be present at the moment and take care of our mental health. We support each other in times of difficulty, promoting empathy, understanding, and emotional support among all members. By providing resources and supportive spaces, we aim to foster self-care practices and strengthen the emotional resilience of our members. The promotion of mindfulness and mindfulness allows for the development of skills to cope

with stress and cultivate a balanced and positive mindset. Mutual support and the promotion of empathy and understanding help create an environment of support and emotional care.

## **Integration into Finnish society**

We recognize the importance of integration into Finnish society for international women. We commit to providing support and guidance to our members in their cultural and social adaptation process. We share resources on the Finnish language, culture, and local customs, and provide information on available services that facilitate integration into the community. We share information and resources that facilitate cultural, social, and professional adaptation to a new environment. We promote diversity, inclusion, and mutual respect as fundamental pillars of our organization and our actions in society.

## **Commitment to the integration of migrant women**

We recognize the importance of the integration of migrant women in our communities and actively commit to supporting this process, acknowledging their value and contribution to cultural diversity. We will provide a safe and welcoming space for migrant women, encouraging their participation and collaboration in our network, promoting active involvement in all activities, and working to overcome barriers they may face during their adaptation process.

## **Overcoming Barriers and discrimination**

We fight against the barriers and discrimination faced by women in the society and workplace specifically. We advocate for equal opportunities, the elimination of the gender pay gap, and the overcoming of gender stereotypes in the workforce. We are a collective voice demanding fair and equitable treatment in all aspects of employment, including hiring, promotion, and fair working conditions.

## **Civic and political participation**

We encourage our members to participate actively in Finland's civic and political life. We promote the exercise of democratic rights, such as voting and involvement in community organizations. We facilitate access to information about political processes and decisions that affect local and international women and advocate for their representation and equitable participation at all levels of Finnish society.

## **Social Action and Change**

We commit to using our influence and voices to address challenges and promote social change. We will mobilize and speak out on issues that continue to affect women, such as gender equality, social justice, gender-based violence, and discrimination. We will inspire future generations of women to follow our example and strive for a more equitable, just, and inclusive world.

## Recognition and gratitude to our donors and sponsors

We extend our sincere gratitude to the generous donors who support our mission and vision. We deeply value their contributions, whether financial, resource-based or in the form of time. Their donations enable us to strengthen our projects and fulfil our strategic plan, expanding our reach and providing more support opportunities for international women. We commit to using funds transparently, responsibly, and efficiently, maximizing their impact and being accountable to our donor community, who can trust that their donations are effectively utilized.

## Commitment to the organization

We commit to actively contributing to the growth and success of our international women's organization. We work together to strengthen the organization's structure and resources, participating in activities, projects, and events aligned with our objectives. We will bring our skills, knowledge, and experiences for the collective benefit and promote the active participation of all members in decision-making and strategic planning. We support each other in achieving the organization's goals and vision, driving its local and international reach and recognition. Each one of us is IWWOF. We are IWWOF. We, International Working Women of Finland, united in this network, commit to living according to the principles and values established in this manifesto. We will be agents of change, leaders, and advocates for women's rights. We will support and empower each other and strive to create an environment of support and collaboration for women who are working or seeking employment. In this network of international women, we transcend the limitations of geography, culture, and circumstances. We have woven an unbreakable bond of support and empowerment. With each step we take, an indelible footprint is left in history. We build bridges of hope and solidarity every time we support each other. With each achievement we reach, we inspire other women to pursue their dreams with courage and determination. Our network is not just a meeting place; we are women in search of equality and personal fulfilment. Let us continue walking together on this endless journey towards a more inclusive, just, and equitable world. Let us continue extending our hands to women who need our support, offering them a network of safety and empowerment. Let us continue being a living example of the strength and beauty of female unity. May our network of international women be a beacon of hope and a transformative force towards a better future for all of us. Together, we are the voice of change. In our hands, the world transforms. In our network, dreams come true.