

ANNUAL REPORT



20
24



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Empowerment of Women | Women On Top/WHEN

Athens 2025

INTRODUCTION

2024 will always be the year when we felt that we really found (and made!) our home. After countless visits and browsing across Athens, dozens of buildings, rejections and uncertainties, there came one day in June when we found ourselves inside the yellow building with the green windows at 29, Socratous st, in the heart of Athens. We signed the lease and next thing we knew, the most strange, upside-down, colourful, hopeful and chaotic summer in the history of the organisation began. And we nailed it! Thanks to the support of our valuable partners, 186 people and 24 organisations that supported our crowdfunding campaign, the WHEN Hub was ready in record time to welcome both our team and wider community (read more about this great adventure [in the following pages](#)).

So now we finally have a «home» that is more than just a building; it is a space filled with the energy, ideas and values that express and bring us together. The WHEN HUB, which was set-up with much care and opened its doors in November, is something much more than just another co-working space. It is a living space that enables women, parents, groups (small or large) and organisations to co-exist, share, collaborate and grow together. All this, while our children are engaged in creative play in the specially designed space of the Mini Hub, which is ready to welcome children aged 0-12 years old. It is the space that now hosts all the live actions and events of the organisation; the space we aspire to become a home for everyone sharing our vision.

2024 will also be the year when we made the bold decision to change our name! This decision was not easy and it definitely was not random (read more about it over [the next pages](#)). And so we waved 2024 goodbye and we found ourselves changed but committed, tired yet ready, more mature and full of energy and curiosity to meet new people, to discover new knowledge and new ways to take another step forward, towards equity and inclusion.

These are not only relevant to us and WHEN. They are relevant to everyone. We live in a world full of uncertainty and challenges, where political and social developments are a constant reminder that nothing should be taken for granted. The world around us changes and often the consequences of these changes take us back to debates and circumstances we never thought we'd have to deal with again. This is why we want to thank you for your constant support throughout the years and invite you to keep walking by our side on a journey guided by trust, quality, learning and mutual support. It's the only way forward, so that we can still make a difference together, no matter how tough the going gets.



**CLICK
AND LEARN MORE**
LINK TO PAGE 35

Women On Top/WHEN was created in 2012 as a mentoring network for women.

Ever since, we have accomplished the following:

OUR RESULTS

1.800+
MENTORING
COLLABORATIONS

800+
ACTIVE MENTORS
ON THE NEW
WOT/WHEN
PLATFORM

400
MENTORING
SCHOLARSHIPS

4.500+
PARTICIPANTS
IN PROFESSIONAL
DEVELOPMENT
AND EMPOWERMENT
SEMINARS

300+
PARTNERSHIPS
WITH COMPANIES
& ORGANISATIONS

12.000+
TRAINED
EXECUTIVES

32
SURVEYS
AND TOOLS

OUR COMMUNITY



PAGE

39.050+



GROUP

849+



PAGE

16.300+



GROUP

6.070+



11.400+



660+



517+



21.209+

OUR 3 STRATEGIC PRIORITIES

WOMEN WORK

Training programmes
Career Counseling
Mentoring
Community building

CHANGE 4 ALL

Research
Tools
FEMIN-ICT Tools
Awareness & advocacy

WOMEN 4 CHANGE

Collaborations with companies and organisations

WOMEN WORK

We lay emphasis on women's personal empowerment through **training, mentoring** & **community building**.

WOMEN WORK TRAINING PROGRAMMES

We design and implement professional training programmes focusing on the development of employability, entrepreneurship, leadership and economic resilience of higher education students and graduates, unemployed, self-employed, employees, business executives and entrepreneurs.

OUR ACTION IN 2024

4 SKILLS
CAMPS

140 HOURS
OF TRAINING

1.300+ APPLICATIONS

46 WORKSHOPS

270+ UNIQUE
PARTICIPANTS
from Greece and abroad

22 INSTRUCTORS
/ TRAINERS

1 50% **SCHOLARSHIP** for the **Alba Graduate Business School**,
The American College of Greece postgraduate studies programmes

EVALUATION

SATISFACTION RATE OF PARTICIPANTS IN RELATION TO:

THE CONTENT
OF THE CAMPS



THE ORGANISATION
AND CONTACT
WITH WOT/WHEN



WOMEN WORK TRAINING PROGRAMMES

TESTIMONIALS

The overall experience met my needs more than I expected! I am really pleased from the experience and I will always be grateful to all of you, who joined forces, shared your knowledge, prepared us psychologically and helped us acquire skills that are extremely important in order to enter the labour market. So, personally, I am not just one step closer; I am literally a breath away from my first job! Thank you so much!

You managed to make a webinar as interesting and interactive as a live seminar. In all honesty, I have never seen anything like that! Congratulations indeed!

This has been a truly unique experience. Starting from the visit to the Motor Oil refinery, we were given the opportunity to meet and get in touch with a company of this calibre and acquire knowledge and skills for the future. When it comes to the Ready for Work seminars, I feel that I have really been given an excellent starting point for me to take my first steps in the labour market. Furthermore, networking with the other participants has been equally important, as I felt that we shared the same goals and concerns.

One of the best seminars I have attended! After a week of empowerment and confidence-building, I managed to gather specific knowledge about the tourism industry. It was a perfectly structured seminar. Congratulations!

The R4W again @ Tourism seminar has been most beneficial and constructive, and I could enjoy it from the comfort of my home. All the training sessions were full of joy, emotion, freedom of expression and motivation. We connected with the other participants almost immediately and things were moving on so easily! The need for networking is supported and met, even after the end of the seminar! The seminar was interactive and full of experiences. It has truly been a rare treat! I

gained knowledge, information, and I was able to correct, review and transform my professional profile several times throughout the seminar. Even after the end of the training, I could still feel this transformative energy! The boost has been significant and I am optimistic that I will see positive developments in my professional life.

My experience with the Ready for Work-Career Counseling programme has been excellent. If I were to put it into words, I would say that it is all about the discussions with the consultant. Those discussions address the most important topics that are related to job search and help you come up with a clearer plan. The consultant is asking targeted questions, makes you think about things that you may not have thought of on your own, and you then get a clearer view of what you want to do. The takeaway feeling from the program? Empowerment and confidence. With the knowledge and skills I gained from the program, my plan is to actively seek a job, with more confidence and clarity.

I felt confident and this helps me look for a job with better conditions. I don't know if I can put my experience into a single feeling but I will try to, because I think it will help you understand that what you are doing is very, very important. It is difficult to look for a job alone, without any formal qualifications. Please keep making such an invaluable contribution. Thank you!

It has been a beautiful experience. Communication with my consultant has been impeccable. She understood exactly where we had to focus in order to help me. She taught me a lot of things and helped me gain more confidence to take the next step in the labour market.

The programme Economy Class taught me all the basics so that I can understand any financial terms I come across and better organize my income and expenses. Through interaction with other

women, I got advice on topics that had to do with organisation, savings and wealth creation. The speakers were very well-educated and willing to answer our questions. Now I feel more confident to manage my, once overwhelming, finances and I got the incentive to look into investments, which used to scare me.

Iwould say that the knowledge I gained was largely practical. My benefit from this experience has been the practical tools I was given that helped me organize my thoughts and adopt some good habits. Another positive aspect has been that the classes were taking place over many months. This was helpful because it served like a constant in my life, that helped establish some good habits. Furthermore, it was very interesting to realize that I was not alone in this and that everyone more or less struggled with similar issues.

Before the programme Economy Class, money-related discussions made me very nervous. Now that the sessions are over, I am able to say that I have made significant progress. I feel more secure about my finances and confident to try and make some positive changes that will create a less insecure future for me and my children. In addition to this, I got to meet some extraordinary women, which is definitely priceless!

WOMEN WORK CAREER COUNSELING

2024 was the second year that Women On Top/WHEN provided Career Counselling in the context of Ready for Work Again, a programme offering training, empowerment and employability improvement for women who have been outside the labour market due to care responsibilities.



LINK
TO
YOUTUBE

Thanks to the support of Henkel Consumer Brands and TAFT, 10 participants from all around Greece participated, free of charge, in 6 sessions with the WoT/WHEN team of career consultants, discussing topics that had to do with vocational training, job search, networking with companies, self-employment and/or entrepreneurship.

EVALUATION

SATISFACTION RATE
OF PARTICIPANTS IN RELATION
TO THE PROGRAMME
AS A WHOLE

5/5

RATE OF READINESS
TO SEARCH FOR A NEW JOB
AFTER COMPLETING
THE PROGRAM

4.9/5

Stay tuned
for the next cycle
of the programme!

WOMEN WORK **MENTORING**

We establish and monitor mentoring collaborations, we design and implement **mentoring** and coaching programmes for the professional integration and development of women aged 16-65.



**LINK
TO THE
MENTORING
PLATFORM**

This year we took a very important step: we translated the mentoring platform into English, thus enabling mentees who do not speak Greek or feel more comfortable to express themselves in English to apply and receive support from our network's mentors. Our platform now has 193 mentors who can provide mentoring in English, many of whom live and work outside of Greece.

Furthermore, given that we always try to improve our mentoring platform, we added more filters that can make the platform-related lives of our mentors and mentees easier. More specifically, artificial intelligence (AI) and cybersecurity were added to the employment fields, as there is an increasing number of mentors from these fields applying to join the platform. At the same time, burnout, ageism and retirement were added to the field of "challenges" in order to better respond to the requests submitted by the mentees.

continued >>

WOMEN WORK MENTORING

<< continued

OUR ACTION IN 2024

WE ESTABLISHED AND MONITORED:

45 MENTORING COLLABORATIONS starting from individual applications

50 MENTORING SCHOLARSHIPS under the **Live A Legacy** mentoring program

20 MENTORING SCHOLARSHIPS under the **Ready for Work @Tourism** mentoring program

35 MENTORING SCHOLARSHIPS under the **Ready for Work @Engineering** mentoring program

24 MENTORING SCHOLARSHIPS to female employees of the **Fourlis** group

14 MENTORING SCHOLARSHIPS to female employees of **Interamerican**

14 MENTORING SCHOLARSHIPS to female employees of **Bayer**

3 MENTORING SCHOLARSHIPS to female employees of **Star Automotive Hellas**

11 MENTORING SCHOLARSHIPS to graduates of the **Start your Business Camp**

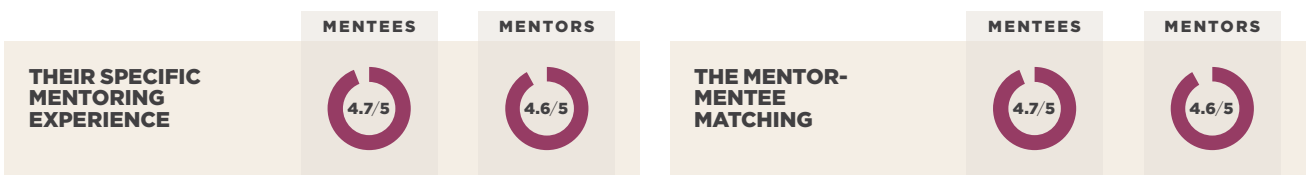
4 MENTORING SCHOLARSHIPS in collaboration with the **Hellenic Australian Chamber of Commerce and Industry**

271 NEW MENTORS We welcomed to the **Women On Top/WHEN** network

850 ACTIVE MENTORS A total of 850 active mentors

EVALUATION

SATISFACTION RATE OF PARTICIPANTS WITH:



continued >>

WOMEN WORK MENTORING

TESTIMONIALS

My experience from my mentor and the mentoring collaboration has been really decisive. I would describe it as a combination of inspiration, guidance and empowerment. During our collaboration I felt like I was in a safe space where I was able to speak openly about my challenges and concerns. She was supportive but also honest, giving me valuable feedback that helped me grow. She also shared some tools and strategies that I could implement in the long term, which I highly appreciate.

A.G. 31 y.o.

My experience from my mentor simply exceeded all my expectations. Since our very first meeting, I felt that I had found a mentor who was committed and displayed genuine interest in my needs and development. Through her empathy and in-depth knowledge, she helped me discover and unleash my potential, set clear goals and find the tools to meet them. Our collaboration was more than a learning process; it was a unique experience that made me feel more confident about myself. If I had to mention one thing, it would be the way in which my mentor combined practical guidance and inspiration, making me feel like I could accomplish more than I believed I could.

E.K. 42 y.o.

Collaboration with my mentor has been a true bliss and ever so helpful. Despite the changes that happened in my employment during our collaboration (including a change of goals), she was always open to listen to the latest developments, give me feedback and think out of the box in order to find possible ways to help me. I've noted down a lot of what she proposed because they resonated with me.

I.S. 33 y.o.

My mentor is a very good listener. Her observations were insightful and motivating. She is very approachable; she has experience in identifying the mentee's needs through the discussion and proposing the possible steps that will lead the mentee to meeting her goals.

D.Z. 24 y.o.

My collaboration with my mentor has been really decisive. She is a professional who works in the same industry I do (law) but abroad and this was something that opened up new horizons for me. She helped me better understand the challenges and opportunities of the industry outside Greece and gave me valuable advice when we explored the possibility of my relocation and studies abroad. Through our discussions, she conveyed her personal experiences and offered me guidance on how to deal with issues such as adapting to a new international professional environment, developing a strong network of contacts, approaching and seeking employment abroad, as well as on the various professional opportunities that are available. What I appreciated the most was her practical approach and the fact that I felt that I had someone by my side who could understand my concerns, as she had worked in Greece and knew the difficulties and specificities of our profession. She offered me substantial support and guidance in this transitional phase of my career.

E.I. 51 y.o.

Mentoring is a truly awakening experience. You embark on a journey that is crystal clear as to its terms and conditions. It makes you think straighter and set goals. I will definitely do it again!

S.P. 28 y.o.

My mentor is a wonderful person and professional! She has empathy and she is very focused on offering her support. She was very practical and followed a specific structure in our sessions. She helped me learn how to communicate the services I provide in a better way, how to set up a more effective business model etc. I would like to thank her very much and I totally recommend her!

A.R. 35 y.o.

It was a very creative process, thanks to which I gained new perspective and inspiration. My mentor supported me significantly. She was very supportive, open to share her ideas and creativity, as well as eager to listen to me carefully and understand my perspective. I am thankful and lucky to have met her!

O.R. 31 y.o.

I really enjoyed how communicative my mentor was, how she was able to "get" my concerns and how much experience she had in the field. Thanks to her support I was able to set clear goals and get a clearer direction in my career. She was always there for me, offering her guidance and valuable advice, and I feel lucky to have had her by my side on this journey.

P.L. 31 y.o.

WOMEN WORK MENTORING



The Ask The Mentor column was launched in 2022, in collaboration with LadyLike, to address all the questions, concerns, dilemmas and obstacles a woman encounters in her professional life. Readers write about the issue that concerns them and a WoT/WHEN mentor answers their question, drawing from her own experience and everything she has learned throughout her career.



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In 2024, 24 mentors answered readers' questions, rounding up to a total of 71 articles in the column.

Truth & Dare

It was just before the end of 2024 that we launched the Truth & Dare column. It consists of simple, everyday, contemporary stories of our network's mentors, who share parts of their experience, thus motivating other women to get where they want and can in life. Through short interviews, readers find out more about the successes, failures and challenges that WoT/WHEN mentors had to face and deal with, and in this way they get inspiration and empowerment, daring to do anything they want.

In 2024, 3 articles were published in the column.

WOMEN WORK



#StartSomethingPriceless



Mastercard's and Women On Top/WHEN's initiative for women's professional empowerment returned for its 6th year, hosting distinguished professionals who share their experiences and the ways in which they managed to overcome various obstacles throughout their professional career.

As a part of this initiative, mentoring events were held in Athens & Thessaloniki in order to inspire participants and offer them the appropriate tools that will allow them to identify their values, set their employment goals and make their professional vision a reality. The women who attended the event had the opportunity to take part in Fireside chats to meet women who are renowned in the workplace, discuss with them and learn from their experience. They also attended interactive and practical empowerment workshops, and participated in Speed Mentoring Sessions, with mentors from the Women On Top/WHEN network.

440+ FEMALE & MALE PARTICIPANTS

50 6MONTH MENTORING SCHOLARSHIPS FROM WOMEN ON TOP/WHEN

13 PAID INTERNSHIP POSITIONS FROM MASTERCARD AND ITS NETWORK OF PARTNERS

WOMEN WORK COMMUNITY BUILDING

Through the Women On Top/WHEN podcasts, the organisation's monthly book club, the newly founded WoT Hubs in Thessaloniki and Larissa, the Female Founders Hub and the Girls for Change program, we build and empower women's communities, which serve as cells of mutual support, collaboration, exploration of gender inequality issues and pursue change. Supported by technology and through face-to-face interaction, we bring together women and women's organisations from all around Greece. Together, we explore and discover the knowledge, networks and tools needed to ensure an inclusive recovery and an equitable future.

OUR ACTION IN 2024

WOMEN ON TOPIC

At Women On Topic, a podcast on women's professional empowerment and equality in the workplace, we talk about diversity and inclusion, everyday gender discrimination, and the available tools that can help us make work one of the best parts in our lives.



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In 2024, through the #TechTalks series, supported by PwC Greece, we focused on the employment of women in the field of technology and IT. We touched upon issues related to diversity and inclusion in the field of New Technologies, discussed about everyday discrimination and the particular challenges faced by women in this field, shared examples from the global community and talked about strategies, good practices and tools that can promote women's involvement in the field of technology, fostering a supportive, discrimination-free environment.

6
EPISODES

2.274
DOWNLOADS

WOMEN WORK COMMUNITY BUILDING



“Sto Rafi” is an initiative for networking, training, mutual support, creativity and meaningful impact. Every month we recommend to the club members a book about women’s empowerment and equality in the public realm.



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At the end of the month, we meet to exchange views about the book, talk about the issues it raises, discuss with people involved in its creation or topic, explore other books and build a community where our love for books meets with our vision of equal participation of women and men in all aspects of life.

4
ONLINE
MEETINGS

300+
PARTICIPATIONS

6
IN-PERSON
MEETINGS

20+
BOOK
DONATIONS

WOMEN WORK COMMUNITY BUILDING



Empowerment concerns us all and that's why we are making it more accessible! Since 2022, Women On Top/WHEN has been focusing on local women's communities, establishing active WoT Hubs in cities other than Athens, so that there are always nearby networks that can support any woman in her quest to grow and achieve her goals.



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WOMEN ON TOP **THESS**hub

A community of women in Thessaloniki with a desire to grow and cooperate, which started organizing monthly training and experience-sharing meetings in 2022, and it still continues to expand and evolve.

430+
MEMBERS

10
MEETINGS

25
HOURS
OF MEETINGS

WoT THESS HUB COORDINATORS

- [Dimitra Gounari](#), Certified Parent Coach
- [Mina Misyrlj](#), Financial and Business Development Advisor | Certified Adult Trainer | Financial & Business Coach
- [Elena Mpliamj](#), Accountant-Tax Consultant

TESTIMONIALS

This is a place where I feel like I belong to a group and there's acceptance and encouragement.

It is a community where we can network, feel safe, discover our natural talents, grow and hone them. An environment that gives us inspiration or food for thought.

WoT Thess Hub has brought together people who are willing to share, guide and advise!

We are a group of dynamic women interested in our personal and professional development and empowerment. Through meetings that include talks and workshops on interesting and useful topics, we have created a safe space where every woman can freely express herself and feel that someone out there understands her.

continued >>

WOMEN WORK COMMUNITY BUILDING

<< continued

WOMEN ON TOP **LARISSA**hub

The second WoT Hub was established in Larissa in November 2023, aiming to give the community the space and the tools that will allow it to evolve and grow stronger, so that every member can make their professional and business dreams come true.

270+
MEMBERS

10
MEETINGS

20
HOURS
OF MEETINGS

WoT LARISSA HUB COORDINATORS

- [Maria Grigoriadou](#), Consultant for Special Education, Education and Health, Work Counsellor, Adult Trainer
- [Olga Tsiourva](#), Regional Director of DYPA (Public employment service) Thessaly
- [Anna Varna](#), MEd in ELT & Educational Technology

TESTIMONIALS

The WoT Larissa Hub is a community of women empowering each other, where we learn about things that are relevant to us, receive training and above all we spend creative time getting to know ourselves better.

An open and embracing team, with mutual respect and genuine interest for its members!

An experience that offers expert knowledge, a sense of belonging to a women's team with common concerns and problems, the confidence that everyone's opinion is heard and taken into account.

The area of Larissa has been definitely missing such a hub, offering interaction and innovation.

WOMEN WORK COMMUNITY BUILDING

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Driven by the “confidence gap” that emerges during the girls’ childhood and teenage years, as well as the challenging requirements and roles that girls are called upon to undertake at this age, Women On Top/WHEN launched Girls For Change, an empowerment programme addressed to teenage girls in order to help them hone new skills and better deal with the challenges they face. At the end of the first round of sessions, the community launched an open, bi-monthly empowerment newsletter, which lists more than 136 subscribers.



[LINK TO OUR PAGE](#)



The Female Founders Hub, Women On Top/WHEN’s community for the mutual support of female entrepreneurs, was launched in 2023 to offer its members training, empowerment and networking opportunities, as well as access to funding, mentoring and coaching. The community hosts female entrepreneurs from all over Greece, with at least 3 years of business activity, who wish to grow personally and professionally, benefit from and contribute to a community with vision, and achieve the goals they set for their business. Our team is currently planning the next cycle of the Female Founders Hub, aiming to offer even greater value to new and experienced entrepreneurs, through targeted training, effective networking and impactful partnerships.



[LINK TO OUR PAGE](#)

9
MEETINGS

10
ONLINE FIRESIDE CHATS
ON OUR YOUTUBE CHANNEL,
WITH 1068 VIEWS

60
MEMBERS

430
FFH NEWSLETTER
SUBSCRIBERS

WOMEN WORK COMMUNITY BUILDING

<< continued

EMPOWERMENT WORKSHOPS FOR THE WOMEN OF THE Municipality of Thermi

In September 2024, we visited the Municipality of Thermi where we held 2 empowerment workshops for local women, in collaboration with the Women's Association of Kardia and the support of Metlen Energy & Metals.

The workshops hosted 70 women of all ages, who fostered their self-confidence, resilience, identified their challenges and learned how to create the conditions that will bring about positive change, not only in their lives but also in their community.



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WOMEN WORK **WOMEN IN ART**

In 2022, Women On Top/WHEN embraced the art world, exploring ways and channels to empower women in the culture industry and contribute to the collective effort for greater representation of female artists and the promotion of female expression.



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Since then, the organisation has supported 6 exhibitions and 2 festivals that brought the female experience to the limelight, thus highlighting the work of dozens of female artists. Furthermore, in the context of the #StoRafi Book Club meetings in March, 25 people visited the retrospective exhibition of Leda Papaconstantinou entitled “Time in my hands”, a part of the “What if women ruled the world?” programme hosted at the National Museum of Contemporary Art.

WOMEN WORK



The “Economy Class” organised by Women On Top/WHEN and Alpha Bank, as part of the IQonomy corporate social responsibility initiative, gave **200 women** the opportunity to participate in a new training course aimed at familiarising them with basic principles of financial literacy and developing the skills that will help them better manage their finances.



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In 9 months of interactive seminars and group meetings with experienced trainers, the participants were exposed to practical tools and targeted activities that helped them learn how to better organise their finances and save sustainably, while familiarising themselves with long-term financial planning and the fundamentals of investing, exploring ways in which they can negotiate more effectively about financial matters with those around them.

ON AVERAGE, THE PERCENTAGE OF PARTICIPANTS ASSESSING THEIR KNOWLEDGE IN MANAGING THEIR FINANCES AS ‘QUITE’ OR ‘VERY’ SATISFACTORY INCREASED BY

65% compared to the beginning of the training.

64%

OF PARTICIPANTS SAID THAT THEY NOW FEEL MORE CONFIDENT

when they need to make a financial decision that concerns them and/or their family.

WOMEN WORK

WHEN HUB

In 2024, we created the WHEN Hub, the first hub for co-working, learning, advocacy and empowerment for women and families in Greece!



LINK
TO
WHEN
HUB

In its more than 12 years of action, Women On Top/WHEN has developed a valuable network, know-how and tools for women's professional and economic empowerment, equality and inclusion in the workplace. WHEN Hub was designed to accommodate not only the organisation's action but also its vision to create a collaboration hub that can systematically promote gender equality in Greece.

It was in October 2024 that WHEN Hub opened its online & physical doors, and we knew that this dream came true thanks to the strength of our community: **196 individuals and 24 organisations** contributed to **our crowdfunding campaign**, which reached 134% of its initial target in just 90 days. And we will always be grateful for this collective effort.

WHEN Hub was built in record time: In less than 3 months we completed a full-scale renovation of the Neoclassical building on Socratous Street in

the centre of Athens, and created a fully accessible space where women, femininities and everyone interested in gender equality can work, grow, venture, develop new skills and be empowered in a dynamic community of mutual support. A place where parents can do the same, while their children engage in creative activities, close to them.

With a co-working space featuring spacious offices and ergonomic chairs for 30 work stations, 3 meeting rooms with the necessary equipment, private offices for small groups & organisations,

continued >>

WOMEN WORK WHEN Hub

<< continued

and an event & seminar space with a 70-people capacity, WHEN Hub is now the new meeting and co-working point in the heart of Athens. In this new space, everyone can find their permanent or temporary professional home and work distraction-free for a few or many hours, by booking [online](#) -easily and quickly- a work station. The WHEN Hub also has a family room, a kitchen & energy station on each floor, but also the WHEN Mini Hub, the safe and flexible creative space for infants and children 0-12 years old. Thus, it is a fully accessible option for people with disabilities and parents who want to work or venture carefree, knowing that their needs are being met.

Companies can also use the Hub in the following ways:

- **Rent a space:** Organise your events at WHEN Hub (with parallel creative activities for children, if you want!)
- **Brand activations:** Adopt a space or function of the Hub and link your actions to women and parent empowerment.
- **Co-working spots:** Adopt one or more co-working stations for your company's workforce or for women from vulnerable groups.

We are waiting for you!



CHANGE 4 ALL

Interventions in schools, **universities**, **research projects**
& **social awareness campaigns**

CHANGE 4 ALL RESEARCH

To better understand the aspects and nature of issues of gender inequality, we carry out research that provides us with the necessary data to pursue the necessary changes.

OUR ACTION IN 2024



WOMEN OF REGIONAL GREECE

In 2023, WoT/WHEN launched a large field research in women from small towns and rural areas of Greece, so as to explore the specific needs, challenges, barriers and opportunities they are called upon to manage in their educational and professional journey. In 2024, the findings of our research in Crete and Messinia were added to the results of the [Research in the Municipality of Aristotelis in Halkidiki](#), while we also visited Farsala and Ilia.



LINK
TO THE
STUDY



WOMEN OF THE MUNICIPALITY OF PHAISTOS, CRETE

The second area we visited was the Municipality of Phaistos, in Crete, where 35 women of all ages attended 4 two-hour workshops. Delinquency, lack of infrastructure and intense sexism were the main challenges shared by the participants, while training, skills development and the creation of support networks emerged as important recommendations for the improvement of everyday life and the development of their community.



LINK
TO THE
STUDY



WOMEN OF THE MUNICIPALITIES OF KALAMATA, WEST MANI & MESSINI

In the Municipalities of Kalamata, West Mani and Messini, we implemented 3 three-hour and 2 two-hour workshops, in which 42 women of all ages talked about difficulties in accessing work, limited opportunities for professional development, sexism, lack of infrastructure and a limited network; the effective solutions proposed by them included training, empowerment and skills development, networking, mentoring programmes and the involvement of institutions in creating change.

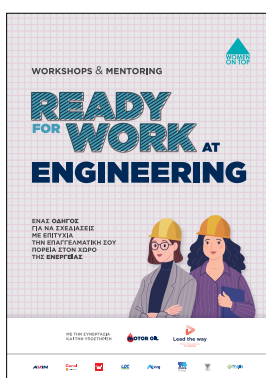


LINK
TO THE
STUDY

CHANGE 4 ALL TOOLS

We design tools, collect data, develop methodologies and propose policies that can help businesses, organisations and individuals alike to take initiative and overcome the most persistent challenges in the field of gender equality and inclusion.

OUR ACTION IN 2024

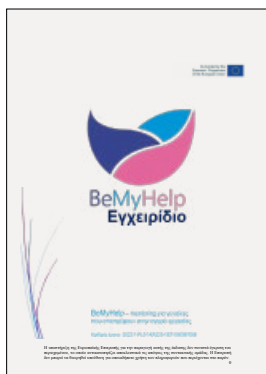


EMPLOYABILITY GUIDE FOR THE ENERGY SECTOR

The empowerment guide was developed under the #ReadyForWork @Engineering Programme and is a practical tool for women engineers looking for their first or second job in the Energy sector. It includes a summary of each of the programme's 10 training workshops, practical advice and useful resources for continuing development and success in the labour market, as well as guidance, useful concepts and definitions to facilitate the understanding of key issues related to gender equality at work.



[LINK
TO THE
REPORT](#)



BeMyHelp | MENTORING PROGRAMME DESIGN & IMPLEMENTATION MANUAL

The manual was developed within the framework of [BeMyHelp](#), an Erasmus+ project for the integration of mentoring into projects aimed at socially excluded groups. The manual includes detailed instructions and best practices for the design, implementation and coordination of mentoring programmes, as well as useful material for the budget preparation and funding of such projects.



[LINK
TO THE
REPORT](#)

CHANGE 4 ALL Femin-ICT TOOLS

In 2024, Femin-ICT was completed; a project which aimed at addressing the underrepresentation and difficulty of advancement of women in the Information & Communication Technologies sector, encouraging more women to enter the industry, giving them the tools they need to succeed and promoting their equal participation, representation and treatment within the ecosystem.

OUR ACTION IN 2024

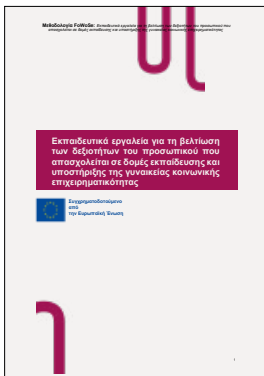


TOOLKIT FOR THE DESIGN OF PARENT-FRIENDLY WORKPLACES

The toolkit is designed to help companies, organisations, business incubators and academic institutions design and build sustainable childcare and elderly care facilities in the workplace, thereby supporting workers with care responsibilities.



LINK TO THE REPORT



TOOLKIT FOR STRUCTURES THAT EDUCATE AND SUPPORT WOMEN ENTREPRENEURS

The toolkit was created for organisations supporting entrepreneurship and seeks to raise awareness on gender inequalities, trigger strategic actions within organisations promoting best practices and provide adaptable methods, tools and resources that will include and support women entrepreneurs across Europe.

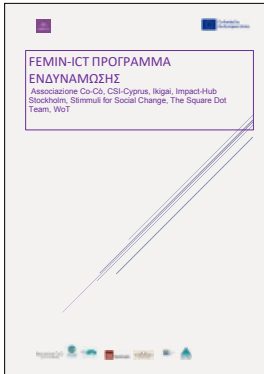


LINK TO THE REPORT

continued >>

CHANGE 4 ALL Femin-ICT TOOLS

<< continued



WOMEN EMPOWERMENT PROGRAMME IN THE ICT SECTOR

The programme has been designed as a webinar and aims to provide women either working in the Information and Communication Technologies sector or aspiring to enter this field with the necessary knowledge and skills that will allow them to overcome the barriers raised because of gender bias and stereotypes.



LINK TO THE REPORT



POLICY ROADMAP FOR WOMEN'S REPRESENTATION IN THE ICT SECTOR

This tool outlines the measures that can be taken by each participating country to address gender inequalities in the ICT sector and sets out urgent, important and necessary actions to promote better representation of women in the sector, in line with Europe's Digital Decade targets for 2030.



LINK TO THE REPORT



CLICK AND LEARN ABOUT THE GUIDE
LINK TO PAGE 33

CHANGE 4 ALL **AWARENESS & ADVOCACY**

Through our research work, we design policy proposals to put pressure on institutional bodies and gradually change the legal, social, political and educational framework that perpetuates gender inequalities. We also create content in the form of text, research, events and presentations, with the aim of creating, throughout Greece, strong communities interested in equality, as well as informing and raising awareness among the general public on gender discrimination.

OUR ACTION IN 2024

PARTICIPATION IN THE CONSULTATION FOR THE PREPARATION OF THE NATIONAL PLAN FOR FINANCIAL LITERACY

PARTICIPATION IN THE TASK FORCE ON “CLIMATE CHANGE AND GENDER EQUALITY”, under the General Secretariat for Equality and Human Rights of the Ministry of Social Cohesion and Family



DELPHI
ECONOMIC FORUM



LINK
TO
YOUTUBE

REGIONAL GROWTH
CONFERENCE



LINK
TO
BLOG

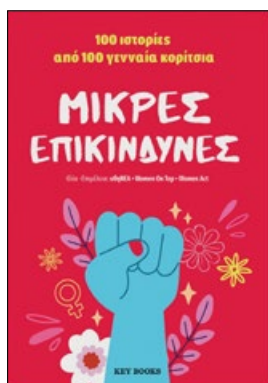
81

ARTICLES ON THE
WOMEN ON TOP/
WHEN BLOG



LINK
TO
BLOG

CHANGE 4 ALL YOUNG AND DANGEROUS



In 2024, upon an idea and initiative of Women on Top/WHEN, αδineia and Women Act, the book “Young and Dangerous” was released, in which 100 girls, aged 13-22 years, shared their stories with honesty, courage and no fear.



LINK
TO THE
REPORT

After the book “Dangerous Women” and the true stories of 100 women, this book came as a diary written by an entire generation - a kaleidoscopic look at the truth of growing up as a girl in modern Greece.

5
BOOK
PRESENTATIONS

1.600+
COPIES

CHANGE 4 ALL **KNOWLEDGE COLLECTION HUB**

In 2024, we created a dynamic knowledge archive around gender equality, issuing an open call to our entire community to send us dissertations and postgraduate and PhD theses related to gender issues.



LINK
TO HUB

In this way, not only did we present the valuable work of our community, but together we launched a space that promotes studies on gender issues, thus contributing to the dissemination of knowledge, awareness raising and empowerment of the entire community (and beyond!).

In 2024, 21 papers were published in the Hub.

CHANGE 4 ALL

WE ARE WITH U

ΕΥΑΙΣΘΗΤΟΠΟΙΗΣΗ
ΦΟΙΤΗΤ(ΡΙ)ΩΝ
ΓΙΑ ΕΜΦΥΛΗ ΙΣΟΤΗΤΑ
ΣΤΗΝ ΕΡΓΑΣΙΑ



While in 2023 we visited schools within the framework of the project “School of No Bias - Everyone strong, everyone equal”, in 2024 we went to Universities: through the WAWU Programme and in collaboration with the Hellenic Association of University Women, we informed and raised awareness among over 300 senior students, aiming to contribute to the promotion of a more gender-equal and inclusive culture in the workplace and beyond.



LINK
TO OUR
PAGE

Thanks to our visits to Greek Universities, we opened a fruitful dialogue and trained young citizens who will soon join the current labour market on the promotion of gender equality, the fight against stereotypes and discrimination, but also any type of violent or harassing behaviour, in the space in which they will work and create in the coming years. The programme was addressed

to students of all genders, as we believe that in order to promote gender equality in public life, it is necessary that people of all genders establish a substantial cooperation so as to challenge deeply rooted practices and biases, understand the challenges and needs, and develop a culture of safety, respect and justice in every aspect of labour and social activities.

The project We are with U: Raising Student Awareness on Gender Equality in the Workplace is implemented as part of the BUILD program, with WHEN as the implementing body and the Hellenic Society of University Women (ELEGYP) as a partner. BUILD is co-funded by the European Union through the Citizens, Equality, Rights and Values (CERV) Programme, the Bodossaki Foundation and the NGO Support Centre.

continued >>

CHANGE 4 ALL WE ARE WITH U

<< continued



WE ARE WITH U: STUDENT AWARENESS GUIDE ON GENDER EQUALITY AT THE WORKPLACE

The workshops were based on the guide developed by WoT/WHEN under the scientific supervision of the Hellenic Association of University Women, which includes a glossary of key concepts, examples and best practices, along with (a few) historical data, in order to understand how all of us, at every stage of our professional life, can contribute to making the labour market in Greece more equal and inclusive.



LINK TO THE REPORT



LINK TO YOUTUBE

12 WORKSHOPS

8 UNIVERSITIES

10+ DEPARTMENTS

300+ SENIOR STUDENTS

EVALUATION

DEGREE OF PARTICIPANTS' SATISFACTION FROM THE WORKSHOP



DEGREE OF THE CAPACITY TO RECOGNISE GENDER DISCRIMINATION IN THE WORKPLACE



TESTIMONIALS

It helped me better understand inequalities in the workplace and how I could handle sexist behaviours in my work environment.

I loved how interactive your action was and how safe you made me feel. I learned a lot, both in relation to bias and to how I can realistically approach instances of discrimination.

It was very formative and enlightening on issues of gender inequality and made me reflect on things I see everyday which, until recently, I hadn't realised that they are restrictions and barriers for women and underrepresented groups.

It gave me food for thought and especially the courage to act and react to incidents where I experience sexism and, in general, discrimination in my everyday life.



AFTER 13 YEARS OF IMPACT, WOMEN ON TOP BECOMES WHEN!

Our name was from the beginning a key element of the organisation's identity - hard to say that it went unnoticed! It was so important that over the years we had included dedicated questions and answers on our website's FAQ page to explain how and why we came up with it.

**We've loved our name and it has kept us good company so far.
This year, 13 years after the day it all began, it's time to change it.**

BUT WHY?

Because a living organism changes as times change, and WoT now needs a new identity that includes all the things we've built over the last few years. A name that will «talk» about inclusion, in the same way we try to integrate it in all our projects and actions.

AND WHAT WILL YOU BE CALLED FROM NOW ON?

We will be called WHEN,
like "When...?" or like "When..."

continued >>

<< continued

BUT HOW DID YOU COME UP WITH THIS NAME? DOES IT STAND FOR SOMETHING?

At first, we thought of using it as an acronym for Women's Hub for Empowerment & Networking. But we quickly realised that our organisation now has a much bigger scope than that. So, we decided to keep WHEN as it is, paired with the words "Equity, Empowerment, Change".

After all, WHEN is a word we often use when we wonder when things will get better in terms of gender equality. It also means "when..." and we'd like to use it to remind you that when women work, when they have the necessary support, when people are equal, regardless of their gender, then great things can happen!

DOES THE CHANGE OF YOUR NAME ALSO MEAN A CHANGE IN YOUR ORGANISATION?

Not at all! Our vision is still a world in which all women have the opportunity to be what they want and can be. And our mission remains to contribute to all women having equal access to work and public life, empowering them individually and working to bring positive changes to their educational, work and social environment.

**AND AS WHEN,
WE CONTINUE TO WANT
AND TO NEED YOU BY OUR SIDE
IN EVERY STEP OF THE WAY!**

WOMEN 4 CHANGE

We have been partnering with companies and organisations that actively invest in their human capital and together we have been implementing programmes to improve diversity / inclusion / work-life balance indicators, as well as to empower women that are part of their workforce.

WOMEN 4 CHANGE

OUR ACTION IN 2024

PARTNERSHIPS WITH

>60
COMPANIES &
>50
ORGANISATIONS

>2.000
TRAINING
FOR EXECUTIVES

EVENT

with more than 140 participants

CAREER FAIR

with more than 150 participants

**Stronger
together**

For the second year in a row, Women On Top/WHEN was assigned to manage the Small Grants Scheme of Stronger Together | Leadership for Gender Equality, which was designed and implemented by the British Council and the Clore Social Leadership organisation of the United Kingdom, supporting 13 initiatives from 8 different countries, both in the implementation and communication of their action aimed at informing and raising awareness on gender equality.



**LINK
TO OUR
PAGE**

PARTNER COMPANIES



WOMEN 4 CHANGE

EVALUATION & TESTIMONIALS

The Women on Top team has been a valuable partner for Hellas Gold, both in training our people to build and maintain a working environment of equal opportunities and free of exclusions, but also in shaping our corporate strategy when it comes to inclusion and women empowerment, through the «Women of the Municipality of Aristotle» research. We had the pleasure to present this research, among other relevant initiatives, at the 7th Inclusivity Lounge in the last Delphi Economic Forum. This research has given us the opportunity to shed light on the needs, incentives and barriers that women face in their academic and professional career in the local community where we operate, in order to come up with social actions that will help them build the future they dream of.

Erika Xirouchaki
Director of Communications
& Corporate Affairs,
Eldorado Gold Greece

At the Furlis Group we are very happy for our excellent cooperation with Women on Top. Within the framework of the Sustainable Development and Social Responsibility Programmes implemented by the Furlis Group on Diversity & Inclusion, we are implementing in partnership with them, for the second year, a 6-month mentoring programme with the participation of 25 female employees of the Group in Greece. The Women On Top team, thanks to its experience and enthusiasm, has contributed significantly to the success of the programme and has also helped us achieve our Group's vision for women empowerment and representation in leadership positions.

Sofia Aroni
Sustainability Development
& Corporate Social Responsibility Specialist,
Furlis Group

Our cooperation with Women On Top has been a unique experience that taught us a lot. Having understood our needs, they managed to raise awareness among our teams, disseminate knowledge and have a positive impact that strengthened our Group's values.

Lia Zambetoglou
People Experience Director,
Sani/Ikos Group

The Women On Top team is our strategic ally in empowering women to dynamically develop their career path and take on leadership roles in society.

Ioanna Fanarioti
Head of Talent EY Greece
& South CESA Cluster

Our collaboration with Women On Top over time, and especially through the «Mentoring for Women in Leadership» programme, stands out for its consistency, effectiveness and substantial impact.

Drosia Kardasi
Head of Human Resources, Interamerican

Our collaboration with Women On Top at the Career Fair in Technopolis of the City of Athens was excellent. The professional approach and dedication of the team has been the decisive factor for the success of this particular event but also the WoT actions regarding women empowerment in general! Thank you very much!

Theodora Vogli
Employee Relations Manager,
P&G

Papastratos has always committed to women empowerment. We are particularly pleased that, through our partnership with Women On Top, we actively support women who want to make a new beginning in their professional lives.

Themis Chasiotis
Director of Communications
& Sustainability,
Papastratos PMI

Our collaboration with Women On Top is truly exceptional. Our participation in the Career Fair and other programmes highlights the important work they do to empower women. Their contribution is invaluable and reinforces our commitment to diversity and inclusion.

Konstantina Barka
P&C Director,
Coca-Cola 3E

WOMEN 4 CHANGE



On January 26 & 27, 2024, the annual Women On Top/WHEN Conference and Career Fair made a big comeback, aiming at promoting equality, diversity & inclusion at the workplace.



WATCH
THE CONFERENCE
VIDEO



WATCH
THE CAREER FAIR
VIDEO

At the annual WoT/WHEN and inc.lude conference, more than 140 people - from different industries and sectors - attended two panel discussions on the future of DEI in Greece and equality & inclusion in the technology industry. Then, participants had the chance to develop their DEI in 9 packed workshops: From best practices for a more equal technology ecosystem across the entire supply chain and customer service, to the design of mentoring programmes, the creation of supportive work environments for people with care responsibilities, and inclusive communication within their company, participants learned how to create healthy and safe workplaces for their employees. The conference ended with a keynote speech by Chisom Udese from Norway, who took us to a journey from inclusion to belonging,

through intersectionality, data collection and analysis.

At the 2nd WoT Career Fair, more than 150 women prepared themselves for their job search with Career Clinics, mock-up interviews and CV advice by our trainers, organised the next steps of their career and discussed their career path with the WoT/WHEN mentors, and took the photo that will accompany them in their professional journeys. Participants also had the opportunity to hold brief interviews with representatives of 17 companies & organisations, ask their questions to HR executives, attend workshops on their labour rights and professional empowerment, and listen to a substantive discussion on accessibility and inclusion at the workplace.

WOMEN 4 CHANGE



We welcomed inc.lude: WoT/WHEN's sibling for equality and inclusion



LINK
TO
PAGE

Since 2018, Women On Top/WHEN has been providing consulting and training services to companies and organisations, with the aim of supporting them in becoming more equal and inclusive, both as employers and as providers of products and services. And although the organisation's action focuses on gender equality issues, our approach to them has always been intersectional.

In the last 5 years, our team - in collaboration with important individuals and organisations specialising in inclusion - has developed important knowledge, skills, tools and methodologies for managing diversity and developing an inclusive culture in organisational environments, even beyond gender issues. In order to be able to leverage and better promote these capabilities and the positive change we can bring through our work, we created [inc.lude!](#)

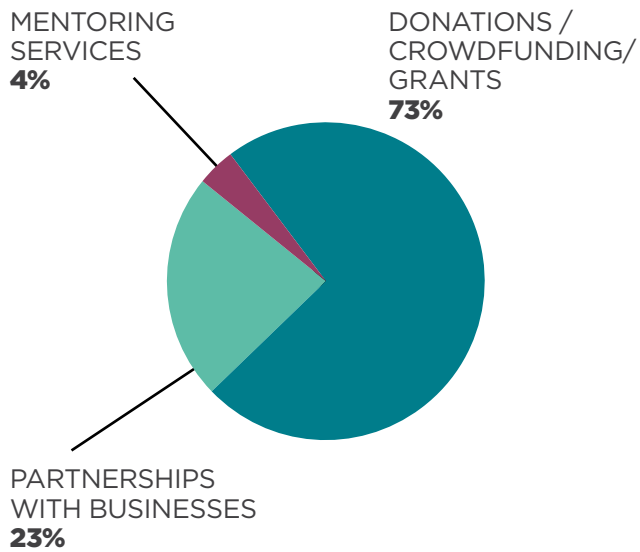
Through inc.lude we support companies and organisations to build and implement their strategy for Diversity, Equal Access & Inclusion. Our goal is to make the Greek ecosystem more inclusive, by empowering businesses and any other organisational environment to implement significant structural changes and develop a culture of equal access, respect to diversity and justice across their entire value chain.

The main aspects of diversity we focus on include gender identity & sexual orientation, age, disability & long-term illness, neurodiversity, ethnicity, race and religion, caring responsibilities and socio-economic background.

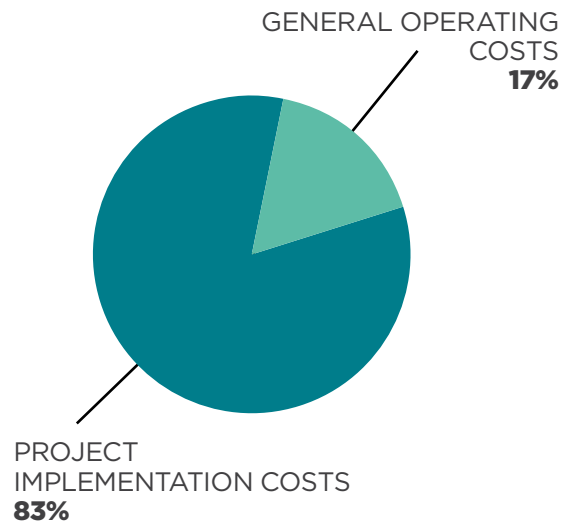
Together we can create a more equal, diverse and inclusive culture at work.
[Let's talk!](#)

OUR FUNDING SOURCES

INCOME 2024



EXPENSES 2024



OUR COMMUNICATION PLATFORM

During 2024, we shared the vision, ideas and results of our action with over 110,000 people through our digital platform, and more than 12,000 people who attended our speeches, seminars and presentations through third-party initiatives.

CHANNELS



members
& followers
> 22.000



followers
> 8.600



members
& followers
> 30.500



subscribers
> 17.900
126 newsletters
42% open rate

ACTIVITIES

14

speeches

8

panel
moderations

10

participations
in panels

18

seminars

30+

training
hours

12

participations
in TV & radio shows
and podcasts

PRESS CLIPPINGS

> 597

mentions, interviews,
reposts and articles
in the Media.

AWARDS

Hellenic Responsible Business Awards

Gold award

CATEGORY
GENDER EQUALITY

for the action
ECONOMY CLASS
Financial Literacy
Programme, in collaboration
with Alpha Bank.

Gold award

CATEGORIES
BUSINESS & NGO COLLABORATION
ZERO POVERTY
PARTNERSHIP FOR GOALS

for
IQONOMY,
Alpha Bank's campaign to promote
financial literacy, in which Women On Top
/WHEN participated along with ActionAid,
Peoples Behind & SciCo.

Bronze award

CATEGORY
BUSINESS & NGO COOPERATION

for
READY FOR WORK AT ENGINEERING,
the Employability Programme
of Women On Top / WHEN
with the cooperation and support
of the Motor Oil Group.

OUR TEAM

Click on the icon to read the bio on our website.



**Stella
Kasdagli**

Co-founder,
Head of Research
Programmes & Strategic
Partnerships



**Penelope
Theodorakakou**

Co-founder,
Head of Empowerment
Programmes & Training
Interventions



**Galini
Iliopoulou**

Co-founder,
Occupational Psychologist



**Efi
Kotsiopoulos**

Project Manager



**Rosa
Vassilatu**

Communication Manager



**Athina
Dastamani**

Assistant Project Coordinator

WOT/WHEN IN BUSINESS



Lydia Manitsidou
Architect -
Workplace Design
Expert



Anna Papanikolaou
Lawyer

Click on the icon to read the bio on our website.

WHEN HUB



Ifigenia Papamikroulea
Hub Manager



Antigoni Zachopoulou
Assistant project
coordinator



Anna Konstantinou
Creative
Activities
Manager

WOT/WHEN BOARD



Maria Assimakopoulou-Sorensen
Member of Board
and Global Networks
Empowering Women
and Girls



Penelope Theodorakakou
Co-founder,
Head of Empowerment
Programmes & Training
Interventions



Alexis Komselis
Director,
AHEAD – Alba Hub
for Entrepreneurship
and Development
Teaching Fellow,
Alba Graduate
Business School,
The American College
of Greece



Nikos Pavlakos
CEO & Co-Founder,
Orientum- Career
Counselors



Eva Polyzogopoulou
Deputy Country Director
of ActionAid Hellas

VOLUNTEERS



Stefania Geraki



Froso Gkatsi



Elena Desylla



Georgia Kelepouri



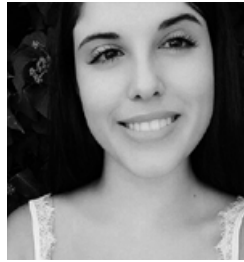
Marianna Lambrou



Maria Matskalidi



Dimitra Noni



Eirini Nerantzouli



Eleni Papanastasiou



Sofia Sepera



Stefania Spachou



Nota Stavrou



Ioanna Tarelli



Eleni Karanikola

Diana Pietra

Despina Piotopoulou

Dimitra Faka

Maria Fragki

135 HOURS

of education and training
of the WoT/WHEN team

WOMEN ON TOP/ WHEN in Greece & Abroad

Women On Top/WHEN in Greece:

- EVALUATED BY **THALIS II Service**, OBTAINING A SCORE OF 4/5 FOR THE EFFECTIVENESS OF ITS ACTION, THE IMPACT OF ITS WORK AND THE TRANSPARENCY OF ITS ORGANISATION
[LINK](#)
- IT PARTICIPATES IN THE «**INITIATIVE FOR TRANSPARENCY: Cooperation for the COMMON GOOD**»
[LINK](#)
- IT BECAME A MEMBER OF THE **Civil Society Alliance**
[LINK](#)
- IT IS AN EDUCATIONAL PARTNER TO THE **Share** PROGRAMME FOR THE HANDS-ON PROMOTION OF PRACTICES AND INITIATIVES WITHIN BUSINESSES AIMED AT GENDER EQUALITY.

Women On Top/WHEN abroad collaborates with the [European Women On Boards](#) non-profit organisation, contributing to the promotion of the vision for equal representation of women in leadership in Greece.

[continued >>](#)

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Women On Top/WHEN is an active member of:

- THE EUROPEAN COMMUNITY

WEgate

FOR THE PROMOTION
OF WOMEN ENTREPRENEURSHIP

[LINK](#)

- THE GERMAN-HELLENIC
CHAMBER OF COMMERCE
& INDUSTRY

AHK

[LINK](#)

- THE INTERNATIONAL NETWORK

MenEngage

FOR THE PROMOTION OF SOCIAL
CHANGE AND GENDER EQUALITY

[LINK](#)

- THE NATIONAL FEDERATION OF

Hellenic-Australian Chamber of Commerce and Industry (HACCI)

It also participated as a partner in the following projects:

- **FEMIN-ICT**

FEMINISING THE ICT SECTOR
BY SUPPORTING AND ENCOURAGING
MORE WOMEN TO TAKE UP
ICT-RELATED CAREERS

- **BeMyHelp**

MENTORING OF WOMEN RETURNING
TO THE LABOR MARKET

OUR STRATEGIC PARTNERS

In order to achieve our goals and enhance our impact as much as possible, we rely on the cooperation with remarkable organisations and bodies that share and support our vision and values. In 2024, we had the pleasure of working with 60 of them - and we thank them warmly.



EVALUATION & TESTIMONIALS

We have been working with Women On Top for the past two years on a Europe-wide project of the British Council. Women On Top supported groups of young people who implemented actions funded by us and aimed at gender equality and women empowerment. I am very happy for this collaboration, for the professionalism of the Women On Top team, the experience it has in project management and of course in the field of equality and empowerment.

Marilena Kyriakou
Education Manager,
British Council

—
Working with an organisation like Women On Top facilitates and enriches Sistech's work in supporting refugee women. As demonstrated by the personal branding workshop in October, this collaboration is invaluable.

Spyridoula Spyridon
Programmes Manager
Sistech

At Boussias Events, we have had the great pleasure and honour to work with WoT already in the first Diversity, Equity & Inclusion Awards in 2022. They contributed decisively to the promotion of initiatives and actions of equality and inclusion in the workplace and society. Stella and Penelope, as members of the evaluation committee, offered their valuable know-how and experience in gender equality issues. They contributed not only to the improvement of the evaluation process, but also to the establishment of the Accelerating Female Professionals section, which showcases the importance of women's professional development by highlighting projects that promote equality in the workplace. Their contribution was extremely valuable, thanks to their deep knowledge, combined with their hands-on approach, reflecting their commitment to a more just and inclusive world. It's a real inspiration to be working with the leaders of WoT.

Sissy Tzelepidou
Senior Events Manager,
Boussias Events

—
Our partnership with Women On Top stood out for its depth and quality, highlighting valuable perspectives on equality, inclusion and their importance in customer service. We look forward to new opportunities for cooperation in the future!

Maria Karadeli
Training Coordinator & P.R.,
Hellenic Institute
of Customer Service (EIEP)

Our synergy with Women On Top gave us the opportunity to implement trainings for students, offering knowledge and useful tools to promote gender equality in the workplace.

Fenia Giannakopoulou
ELEGYP Associate
and PhD Candidate
in Harokopio University of Athens

—
Our partnership with Women On Top has been great for yet another year, from start to finish. Our teams worked harmoniously, exchanging knowledge and experiences that led to meaningful results. The workshops designed by WoT and implemented in our School were of high level and contributed significantly to the strengthening of gender equality in the community of the ECE School and NTUA in general. We are thrilled to have partnered with an organisation that has such a deep commitment to advancing women empowerment and equality, and look forward to continuing our partnership in the future.

Maria Flouri
Lab Teaching Staff,
School of Electrical and Computer Engineering,
National Technical University of Athens

