



WE GO!2

Building Economic Independence: the Way Out of Intimate Partner Violence

JUST/REC-RDAP-GBV-AG-2017- Prevent and combat gender-based violence and violence against children

Report on Knowledge

1. INTRODUCTION AND RATIONALE

This report aims at summarising the **knowledge produced and managed** within the WEGO!2 project, to increase and favour the sharing of concepts and results concerning the economic empowerment of GBV survivors at the EU level.

WEGO!2 is the second edition of a project which started in 2016 and which will also continue in a third edition lasting until March 2023. The knowledge produced within the project must be framed within an implementation path which will in the end cover more than six years. The logical path of implementation is important to understand also the knowledge production.

WEGO! started with the aim of ***strengthening the support services** for women victims of domestic violence in Europe, with a particular regard to **training and advisory** services that shelters/women services offer to these women.* This first project was highly based on an exchange of practices within professionals of 7 European countries, which led indeed to the production of the **WEGO! Toolkit**¹, a training toolkit for anti-violence centres operators. An additional remarkable piece of knowledge produced in the first project concerns the **understanding of economic violence** itself, and **the role of economic independence in the way out of intimate partner violence**. The project research analysis, conducted by IRS and MIGS, showed indeed that the period of stay in a violent relationship tended to be shorter for women with greater economic independence.²

WEGO!2 started from this baseline knowledge and aimed at ***broadening the use and deepening the impact** of promising practices on support services to foster **IPV survivors' economic empowerment** piloted by practitioners, private sector and public services.* It also wanted to favour the entrance in the labour market and the economic independence of IPV survivors via a ***better coordination of services and the support of the private sector.*** Concerning knowledge then, the aim was to systematise it, broadening the use and deepening its impact. Paragraph 2 of this document describes in detail what has been achieved.

During project implementation, project partners also elaborated additional knowledge, both within the project and with side activities which benefit the project as well. This document dedicates thus paragraph 3 to describe knowledge produced which related to WEGO!2.

Finally, **WEGO!3** will take stock of the results of the first two projects and take knowledge to a higher level, which is the same this report wants to start, that is developing practical cases of new solutions and possible policy changes. This will aim at **scaling up knowledge and results from the regional to the national and European levels.**

2. KNOWLEDGE DEVELOPED WITHIN THE PROJECT

What happened in practice within WEGO!2 concerning the production and sharing of knowledge? The project had a whole set of activities dedicated to knowledge production and sharing concentrated in the second work package, which will be summarised in §2.1. §2.2 will summarise how WEGO!2 partners have developed specific material to communicate the knowledge produced to different target audiences. Finally, §2.3 will point to the knowledge produced in terms of impact analysis within the project.

¹ WEGO! Toolkit, available at <https://www.wegoproject.eu/toolkit-past-work>

² WEGO! Comparative Research Analysis Final Report, available at <https://www.wegoproject.eu/documents>

2.1 Activities dedicated to knowledge production and sharing.

WEGO!2 started with the **brush up of the Toolkit** developed in the first edition,³ with the aim of simplifying its structure and making it more agile. Within this brush-up three tools were further developed to support operators' *capacity building* on women economic empowerment:

- The **Social Relationship Plan (SRP)**: a tool to help women visualise their network of relationships and rediscover its value, particularly when job-searching.
- The **Balance of Competencies (BOC)**, for women to rediscover what their skills are, both hard and soft skills, and consequently to find the most suitable field of work and training to focus on.
- The **Career Plan (CP)**, supporting women in developing a step-by-step plan to organise their job search in a broad sense. A woman's goal may be to send an application, but to get there, there are intermediate steps (reviewing the CV, sending an email, asking for advice from a friend working in the field of interest) which need to be structured.

Additional methodologies developed within the project were the **Guidelines for stakeholder mapping and screening to structure a multi-agency network** and the **Territorial Protocol model**. These were aimed at promoting the *networking pillar* of the project, since IPV survivors' socio-economic empowerment requires the creation of a multi-sectoral and multi-agency mechanism, that provides complementary roles and skills in a network of different types of actors.

Finally, to develop the *awareness* of the private sector and involve companies in addressing women socio-economic empowerment, the partnership developed **training material for employees** and a **labelling path** for selected companies. Training sessions focused on the topic of domestic violence in its different forms, with a specific focus on the socio-economic empowerment of women who have experienced violence, also in companies. The latter is a topic that is still not very widespread but is nevertheless crucial not only to show how gender-based violence can occur in various forms in companies or how our female colleagues can experience violence at home, but also to show how the workplace can be a way out of the situation. The label is a pathway that considers specific areas of assessment for involved companies, focussing on gender equality, corporate culture and work environment, gender-based violence and harassment in the workplace, and the provision of support to women workers from a background of domestic violence. After companies' self-assessment, IRS provides guidelines for the implementation of actions leading to a working environment that is as welcoming and violence-free as possible, promoting both companies' awareness, and actions for improvement.

2.2 Different material for different target audiences.

To promote the knowledge produced to the large public, the partnership updated the project webpage, initiated a blog on empowerment on #closed4women, and used each partner's website and social media profiles. Informative material was produced both in terms of infographics and videos.

For specific audiences, knowledge was instead disseminated through project activities:

- For professionals and operators working with women: knowledge was mainly shared in trainings, meetings and peer exchanges.
- For the staff of involved companies: knowledge was systematised and communicated during the trainings.

³ https://www.wegoproject.eu/sites/default/files/media/WEGO2_Toolkit_02.pdf

- For companies' manager participating to the Labelling, it was shared through feedback reports.
- For Women Top Managers and Senior Officials/Ministers: one publication that can tell the main outcomes of the project was drafted and disseminated.

2.3 Knowledge produced through impact analysis.

The impact analysis of the project, developed by IRS, concentrated on the results and impacts triggered by the different type of project actions.

The results of capacity building and trainings are thus many analysed in the Knowledge Impact Analysis.⁴

A first **pilot training** was implemented to both share the knowledge produced in WEGO! first edition and to update the needs assessment in terms of knowledge and tools for professionals. In all countries this set of training confirmed the **importance of mutual learning** among social services, institutional actors and field experts. They confirmed the need to constantly revise tools, to **update the methodology according to a changing environment**, e.g., within the social policy framework and the labour market. Discussing the importance of networking activities paved the way to the **creation of a culture of cooperation** at local, regional and national level.

Professionals and operators working with women in AVC were also the target of the training concerning the use of developed tools with women: SRP, BOC, CP. Within these trainings both the importance of social relationships for IPV survivors and the role of competences were discussed. The participants overall stated that the training activities consistently increased their **knowledge on the importance of social networks (83.3 %) and on the role of skills and competences (78.6 %) to empower women survivors.**

Concerning the use of the tools, about the 74 % of the respondents confirm that the women found **the SRP relevant in their process of empowerment**, and 97.1 % considered the **mapping of skills and competences tool very relevant** for the empowerment process.

Training in companies were assessed based on a non-compulsory questionnaire. While around 30 % of respondents were significantly or highly aware of the training topics, there was also **a significant part that declared they were only partially aware** (significantly composed of more women) **and a more significant part** (around 11.5 %) that declared they had been **informed very little or not at all**. This shows the relevance of performing this type of activities. When asked if the training increased knowledge on the initiatives that might be implemented to address GBV and/or sexual harassment at workplace, 87 % declared their knowledge increased a lot or more than a lot.

The results of all actions promoting networking at the regional levels, around partners' own networks and AVCs' networks are analysed in the Territorial Protocol Analysis.⁵

Considering the evolution of project partners' networks, useful to promote the implementation of Territorial Protocols, there has been a **clear increase of the involvement of private companies in the networks**. Network development has also been promoted at the AVC level, sharing the importance of centres relations for the support of women empowerment. For centres it has not always been easy to test this methodology because they lack dedicated staff, but training participants recognised the need to create formal but also informal

⁴ D18. Knowledge Impact Analysis.

⁵ D38. Territorial Protocol Analysis.

permanent networks between AVCs and other partners to broaden the positive effects of their actions.

The subsequent work to establish a **protocol has shown specificities for each involved area**: establishing a territorial protocol seemed easier in smaller regions (e.g., in Ruse, BG or Karditsa, GR) than in big cities (e.g., in Barcelona, ES or Milan, IT), or than in regions which are strongly connected to big cities (e.g., in Pernik, BG). Working and maintaining network is a crucial task, as is being flexible and adapt the standard procedures to specific actors and territories.

The Impact Analysis⁶ finally assess the results achieved in supporting women economic empowerment, and in supporting companies to assess and improve the way in which they deal with GBV and they can support economic empowerment of IPV survivors.

IPV survivors involved in the project used the SRP (106 women), the BOC and the CP (101 women) and the Job matching support (115 women), for a total of 154 single women participating to at least one project activity.

The women who used the SRP **increased the size of their relationship network by an average of 10%**. The proportion of relationships in the study/work and community/services spheres increased, while the family dimension remained the same and friendship ties decreased, probably also due to the lockdown that pushed women more to seek services but made informal contacts more difficult. The relationships were rated on a scale of positivity or negativity ranging from -10 (extremely negative impacting relationship) to 10 (extremely positive impacting relationship) based on the intensity of the relationship and the woman's perception. From the first survey to the final survey, passing through the objectives established by the woman with the support of the Anti-Violence Centre, there is an **overall improvement of the relational network with positive and extremely positive relationships increasing (86.9% at the beginning, 90% at the end) and negative and extremely negative relationships decreasing (13.1% at the beginning, 9.9% at the end)**. Overall, 73.5% of women significantly improved their relational network. Considering only those women who did not initially present all relationships as 'positive' or 'extremely positive', the percentage of those who significantly improved their network rises to 80.6%.

Despite the difficulties of this period, **the objectives set by the women in the CP have an achievement rate of 50%, which rises to 60% when considering the additional objectives**, i.e., those which the women did not set themselves but managed to achieve. Setting a series of micro-objectives helps women to consider job searching as a feasible objective, to recalibrate their expectations so that their skills and desires meet the job offer which, moreover, in this difficult pandemic period, has changed in terms of quantity and type of working sectors.

The **Job Matching** activity involved 115 women. Despite the difficult socio-economic period, the women involved in the project were supported in finding vacancies, traineeships and training courses, sending and managing applications, by the Anti-Violence Centre staff. In terms of reported outcomes, 13% of the women included in the program got an interview (which sometimes was unfortunately suspended due to the pandemic outbreak), 7% of women was hired for a temporary job, while the 6.1% was hired but no information are available in terms of contract typology. Overall, according to the information provided by the operators, **the 28.7% of the women reported at least one positive outcome**. Finally, 10.4% of the involved women reported some difficulties or critical issues with the approach to the job market

⁶ D51. Impact Analysis.

entrance due to their personal history or previous problems. In these cases, the operator kept track of the woman's path and addressed needs with specific interventions.

The labeling path was important to trigger changes in **companies**, thanks to the 10 self-assessments and report for improvements in the areas of gender equality, corporate culture and work environment, support to IPV survivors. This increased the knowledge of these companies and, most importantly, is expected to promote positive changes along the dimensions analysed.

3. KNOWLEDGE DEVELOPED WITH RELATED ACTIVITIES

Thanks to the day-to-day work of project partners, also within side activities not related to WEGO! only, additional knowledge has been produced. It is worth to summarise it here because these analyses and those of WEGO!2 were part of a cross-fertilisation process which we deem led to stronger results which would have not been achieved without one of the two components. This paragraph will focus on the work on women empowerment developed mainly by ActionAid Italy within the past year, but it is worth mentioning that other shares of knowledge production are active within the whole partnership. Additional examples are the work done yearly by ActionAid Italy monitoring the state anti-violence funds to verify that the resources allocated to prevent violence and provide support to the women who suffer it are provided by national and local institutions regularly, quickly and transparently to anti-violence centres and shelters; and the work done by IRS with EIGE on work-life balance measures or that on "REFLEX - Reconciliation and FLExibility: reconciling new work and care needs" project.

3.1 ActionAid Italy Guideline Document: Women's Empowerment⁷

The Guideline document on Women's Empowerment published by ActionAid Italy at the beginning of 2021 is strongly related with WEGO!, not only because it deals with the definition and measurement of women empowerment, but also because it was born to address the need to better understand the project impact. The project outcome indicator describing the desired change for women involved in the project, was: **100 IPV survivors empowered on economic independence**. As presented in the second paragraph, this was analysed within the project in terms of increased social relationships, development of a balance of competence and a career plan, setting of objectives, and achievement of those, as well as on several dimensions related to job matching (i.e., obtaining a job interview, a traineeship, or a contract). These specific outcome indicators are related to the specific activities to which women involved in the project participated, and as explained in the Impact Analysis depend a lot on the *external context*, e.g., on the job market status. Moreover, the project itself had the objectives of improving this *external context* in several ways: improving the knowledge of professionals and operators on tools to support IPV survivors' economic empowerment, raising the awareness of the private sector on the role it can play in addressing GBV and supporting IPV survivors' empowerment, working to establish Territorial Protocols involving different actors in cooperating towards women empowerment.

The Guideline Document comes from the need to place all these different actions in a comprehensive framework and to measure the effects of all of those on women empowerment. The focus of the document is wider than that of WEGO!, considering women empowerment in general and not just in relation to the way out of violence. The document was developed

⁷ The complete version of the Document is available at <https://closed4women.it/blog/towards-a-new-conceptualisation-and-measurement-of-women-empowerment/> and www.morethanprojects.actionaid.it/en.

through a participatory process involving ActionAid staff working on Monitoring and Evaluation, on Women's Rights, managing the main projects on the topic of women empowerment, such as WEGO! and Bright, another REC funded project aiming at promoting the rights of EU Mobile Women employed in agriculture in southern Italy. The process considered monitoring evidence coming from past or ongoing projects, including WEGO!, and, in its turn, it influenced those projects also through a final presentation workshop and through the inclusion of the framework as one of the tools used by external evaluators to assess WEGO!2.

3.2 The proposed framework

The learning action started from the need to comprehensively assess the effectiveness and impact of ActionAid Italy interventions promoting women empowerment. It built on the experience gained in the past decade, as well as on the analysis of literature on the topic.

The main questions behind the document were: *What does empowerment stand for? What is included in the definition? How do we know whether we are making a real impact or not?*

The core output of this effort is *a framework to conceptualise and measure women empowerment, defined as a progressive multidimensional process in which a woman or a group of women acquires power and can make significant choices for herself and for others in the personal, social, political and economic domains. On a transformative level, this translates into a change in power relations between genders both in interpersonal relationships and at the collective level.*

The framework lies within ActionAid intersectional feminist approach, hence including the description of changes in power relations as a key element. It applies both to individual empowerment paths and collective ones, assuming that solutions to global inequalities can only be found through collective and connected efforts at community, national and global level.

The empowerment path is thus described in its 3 different steps:

- **Potential empowerment:** the initial phase of the process, it corresponds to the strengthening of the preconditions that are necessary for action, and coincides with the individual woman or group of women's recognition of their potential as agents.
- **Primary empowerment:** it takes place when the woman (or group of women) makes significant choices but within the existing structures and power relations. This type of empowerment refers to acting within roles and responsibilities already assigned and defined without questioning them.
- **Transformative empowerment** which can be:
 - Micro-transformative empowerment takes place when the woman (or group of women) makes significant choices by questioning the existing power relations in socializing agencies at micro level (e.g., peers, family, and work, educational).
 - Macro-transformative empowerment takes place when the woman (or group of women) uses her power to achieve a collective change that questions the redistribution of power in socializing agencies at macro level (e.g., political, economic institutions). It initiates long-term processes of change in social structures.

We report here the dimensions of empowerment described in the document:

- **Resources:** referring to Kabeer's conception, the resources not only include material resources in the most conventional sense of the term but also a whole series of human and social resources that serve to increase our ability to make choices.

- **Capabilities:** the term refers to those skills that allow the woman (or group) to actively choose and obtain a certain result (what Sen called functioning) using the resources she has available.
- **Sense of agency:** in line with Kabeer, the sense of agency, i.e., the perception of having a certain degree of control and ability, is considered a cognitive prerequisite for the active exercising of agency. It has generally been measured through two constructs: the perception of having control over one's actions (locus of control) and being effective (self-efficacy). Concepts such as self-esteem and self-confidence are part of this.
- **Agency:** this translates into effective and conscious action that uses the resources and skills available to the woman (or group of women) to achieve the objectives she has set herself. Agency is distinct from empowerment because empowerment is the overall process in which agency plays a fundamental role.
- **Structures:** this concept refers to the presence of formal and informal institutions that regulate people's behaviour:
 - Formal institutions include legal rules, treaties, constitutions, laws, regulations and political and economic institutions such as companies, state etc.
 - Informal institutions include customary norms and conventions, moral values, religious beliefs, traditions and other behavioural norms, customs, which indicate - consciously or subconsciously - what an individual should or can do, such as the stereotyped representation of masculinity and femininity and the gender roles associated with it.

We distinguish two-level structures, which can be questioned in the context of micro- or macro-transformative empowerment paths:

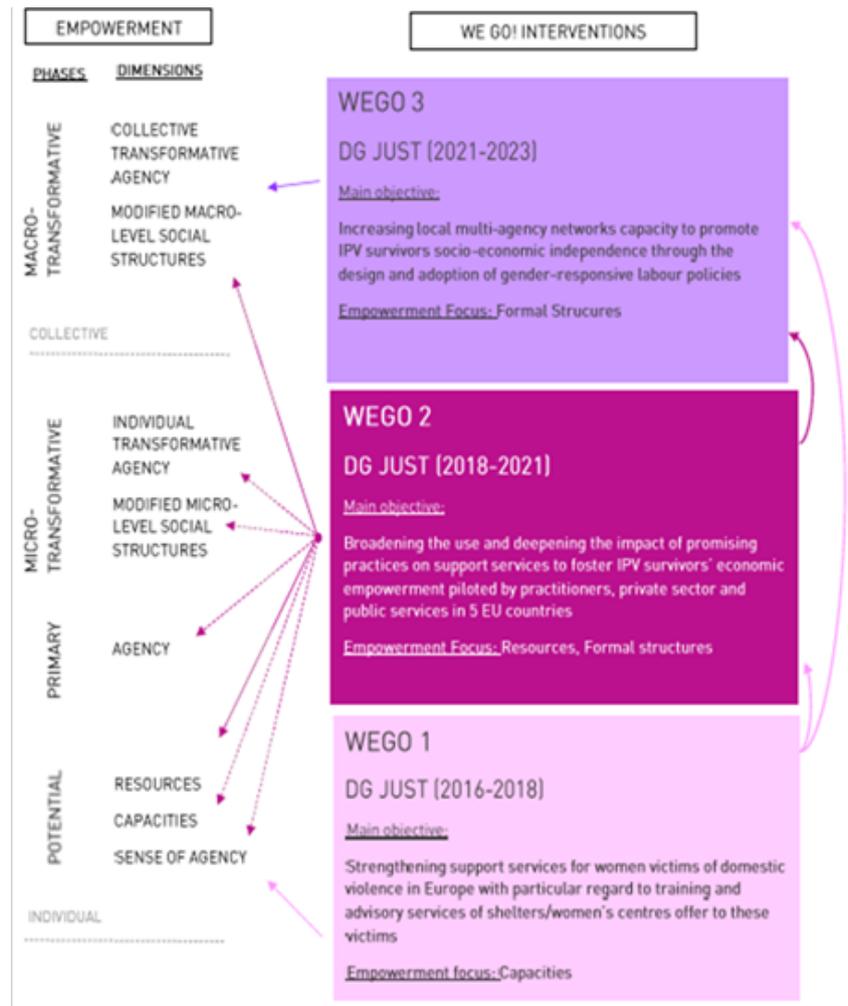
- micro level structures (family, intimate interpersonal relationships, personal attitudes...)
- macro level structures (peer community, school, labour market, politics, social/cultural norms, media)

3.3 A first application of the framework

The WEGO!2 external evaluation also assessed how the project impacted on empowerment based on the newly developed framework just presented. Given the late development of the framework with respect to project implementation it was indeed not possible to include it in the project monitoring and evaluation plan, but an ex-post participatory assessment was applied by the ARCO (Action Research for CO-Development) research centre of PIN S.c.r.l. to assess project achievements and triggered changes.

*“Despite the project was originally expected to work on the dimensions of “Resources” and “Micro-Level Structures”, the evaluation findings revealed that WeGo2 contribution has been far greater, positively influencing all the dimensions of women empowerment, namely “Capacities”, “Sense of Agency”, “Agency” and, to a minor extent, “Macro-Level Structures”.*⁸

⁸ D9. External evaluation report.



Source: D9. External Evaluation Report.

This figure has been built by the evaluators to provide a comprehensive overview on the three WEGO! projects. *“While the straight lines indicate the empowerment dimensions that were originally expected to be targeted by each intervention, the dotted lines have been used, with reference to WeGo2, in order to emphasize project actual contributions to the enhancement of dimensions that were not directly targeted by project action.”*¹⁰

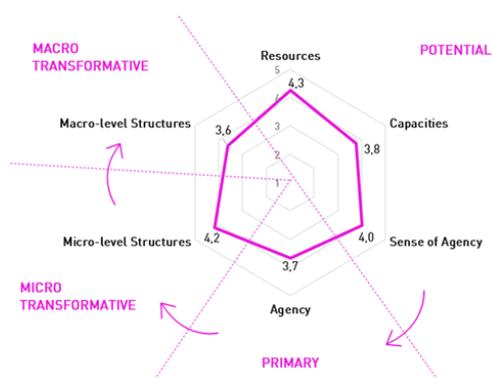
During country-based focus group discussions involving staff and operators, which also represent a joint learning exercise, the evaluators asked the participants to identify WeGo2 actual contribution to the promotion of women empowerment. The project was expected to mainly work on the dimensions of Resources and Micro-Level Structures. However, as can be noticed in the following table, reported here from the evaluation report, it has positively influenced all the dimensions of women empowerment identified in the framework.

¹⁰ Ibidem.

EMPOWERMENT PHASE	EMPOWERMENT DIMENSION	WEGO2 CONTRIBUTION (ACCORDING TO STAFF AND OPERATORS)
POTENTIAL	RESOURCES	AVCs and operators have improved knowledge and skills to support women socio-economic empowerment AVCs are endowed with new tools to support women on their socio-economic empowerment (SRP, BoC, ICP) AVCs endowed with interdisciplinary approach Access to job-matching
	CAPACITIES	Enhanced capacity to assess personal relationships Better knowledge about the job market; job opportunities Ability to better design a CV Awareness on one's rights
	SENSE OF AGENCY	Ability and willingness to set personal goals (personal network, job) Perception of being able to take initiative Consider oneself as a person endowed with talents and resources; self-consciousness Increased self-esteem, self-confidence Start thinking about potential changes in one's life Willingness to start claiming for one's rights
PRIMARY	AGENCY	Personal activation Changes in psycho-social condition Getting of a new job
MICRO-TRANSFORMATIVE	MICRO-LEVEL STRUCTURES	Changes in personal relationships, wider social networks
MACRO-TRANSFORMATIVE	MACRO-LEVEL STRUCTURES	Knowledge systematization Engagement of new actors Wider networks involving stakeholders working for women socio-economic empowerment Audience's sensitization on IPV victims' socio-economic empowerment

Source: D9. External Evaluation Report.

The additional exercise performed within the focus group discussions was the evaluation of the magnitude of WeGo2 contribution in fostering all the different empowerment dimensions (from 1 - "minimal" to 5 - "crucial"). We report here the cumulative picture of average contribution of the project to the main empowerment dimensions according to focus groups participants in all project countries, followed by the evaluators' analysis.



Source: D9. External Evaluation Report.

“...participants think that the project has shown a great positive influence in the dimensions of Resources (average score 4.3) and Micro-Level Structures (Average score 4.2). Indeed, this perception is perfectly consistent with the primary focus of WeGo2 actions, aiming at increasing the resources women IPV survivors have access to (for instance, through the provision of the tools, enhancement of operators' know-how and support to access to the job market) as well as their ability to change personal relationships structures at micro-level (mainly, through the Social Relationship Plan).”, “...the project has been declared to have had a significant positive influence also on the Sense of Agency (average score 4.0) and on Capacities (average score 3.8), which has been described by participants as virtuous consequences of the overall process in which the women have been involved, thanks to the project. Slightly lower influence has been attributed to the Macro-Level structures (average score 3.6), consistently with the less intense focus on this dimension, which instead will be intensively addressed during WeGo3.”

4. CONCLUSIONS and RECOMMENDATIONS¹¹

To sum up, WEGO!2 finalised additional steps of knowledge production, in the WEGO! overall path. These include better tools to support IPV survivors' empowerment both at the level of AVC, and in larger stakeholders' networks, including private companies. **Aside from knowledge production, this report also points to the importance of continuous knowledge update and sharing within networks.** Basic to this is the **collection of data** on the socio-economic profile of women who are victims of violence, which should be promoted at European level to help understand the complexity of the problem.

From the summary presented here, it emerges the **importance of training, knowledge exchange and mutual learning, valorising the knowledge and practices of Anti-Violence Centres**, its exchange at European level and its systematisation which has already given very good results. Anti-Violence Centres must have the time and the funds to do so. This can only happen if they are adequately and regularly funded by the institutions that are obliged to allocate the financial resources for an adequate implementation of integrated policies, measures and programmes to prevent and combat all forms of violence, including those carried out by NGOs and civil society, as provided for, for example, by art. 8 of the Istanbul Convention.

The networks initiated through the Territorial Protocol during the WEGO!2 project must become sustainable in the long term to be effective, and, above all, they must have the support of all the relevant actors, from institutions to companies, third sector realities and AVCs. Sustainability can and must be ensured by networking the available resources. It is a matter of *co-ownership* whereby all the actors involved, both institutional and private, commit themselves to achieving common goals, equally respecting the agreed principles and approaches and fulfilling their mandates, including in economic terms.

The presence of companies in these networks was also very important, so they shall be more and more involved in the whole process leading to the socio-economic empowerment of women because only in this way they can express their needs and meet those of other stakeholders. **The constant presence of companies and job centres is fundamental** to understand which job sectors have more offer in the territory, to also act on training and offering career guidance to women.

The socio-economic independence of women is a key steppingstone in the pathway out of domestic violence, a violence we have witnessed as being very common and structural within our society. Therefore, **all parts of society shall take responsibility**.

It is important for **institutions to intervene to facilitate and increase women's participation in the labour market, guaranteeing stability and social protection**. Only with a systemic and comprehensive action regarding all women we can support the paths of women overcoming violence, because this is only a 'moment' of their lives, but it is as *women* that the solution must be sought.

Increasing female employment must be accompanied by the removal of all obstacles that do not allow women to participate fully in the economic life of their country, and this must be done by addressing the structural causes of gender inequality through multidimensional and cross-sectoral policies. Active labour policies are also useful, in the form

¹¹ These recommendations have also been addressed to Women Top Managers at the national and EU level.

of incentives for female entrepreneurship and tax deductions, thus affecting labour supply but not labour demand.

The areas where action is needed are those considered most promising for the future and, at present, these are predominantly male: the ecological and digital transition, as indicated by the EU regulation establishing the post-Covid-19 recovery and resilience facility.¹²

However, socio-economic empowerment is not only about work. For the latter to be accessible, we need to invest in **measures that allow for a better work-life balance**, and in **strengthening social infrastructure to remove the imbalance that still exists in care work** to the detriment of women, which prevents them from making free career choices.

The last point of attention is that these measures are structured and implemented with respect to every woman: women have different ages, different geographical origins, and this brings with it different needs that can only be addressed by integrated policies between the different sectors of the institutions.

This overall **call for addressing IPV survivors' socio-economic empowerment in an integrated and intersectional way, as a women empowerment issue, with the involvement of all societal actors and finding solutions in different policy sectors and ensuring gender mainstreaming** will be tested and scaled up in the third project edition, where we invite all stakeholders addressed to actively participate.

¹² Regulation (EU) 2021/241 of the European Parliament and of the Council of 12 February 2021 establishing the Recovery and Resilience Facility.

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Partnership

The project involves 4 countries and six organizations:

ActionAid Italia, Italy

Istituto per la Ricerca Sociale (IRS), Italy

Rel.azioni Positive Società Cooperativa Sociale, Italy

Center for Sustainable Communities Development, Bulgaria

SURT - Fundació de dones, Spain

Women's Center Of Karditsa (WCK), Greece

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