



WE GO!2

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

KNOWLEDGE IMPACT ANALYSIS

IRS - Istituto per la Ricerca Sociale

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Introduction

This report presents the activity of the impact evaluation related to a **knowledge impact analysis**. This was carried out to provide an evaluation of the way the project contributed to increased building of capacities, and knowledge and competences during the activities carried out with operators and professionals involved (relating mainly to WP 2), and with enterprises' representatives (relating mainly to WP 3).

The knowledge impact analysis was based on the **before–after design approach** where measurement occurs before and after the intervention using the exact population. In detail, a set of pre-post questionnaires was designed and administrated for this purpose. Pre-post intervention tests are aimed at collecting quantitative and qualitative information on the contribution of the project in bringing the expected changes. Pre-tests were carried out at the very beginning of the project or at the beginning of specific sets of activities to have snapshot of the baseline situation of participants' knowledge and perceptions on the issues promoted within the different project WPs before the start of any specific interventions. Then, post-tests were carried out at the end of each specific intervention to maximise the impact analysis.

SECTION 1: TRAINING OF PROFESSIONALS

1 Training for operators: increasing knowledge on concepts and tools

1.1 Pilot training – WP2.3.1

1.1.1 Description of the activity and main outcomes

According to what is described in the pillar of *capacity building*, the first activity carried out by the partners was the implementation of preliminary training targeting anti-violence centre (AVC) professionals and operators. This activity took place at the beginning of the project in 2019, in the four countries involved in the WEGO2! Project.

It was conceived with the purpose of **introducing the operators to key concepts regarding gender-based violence, economic empowerment of the victims and forms of direct support through practices and tools**. Moreover, it aimed to **promote the activity and the network of the WEGO2! Project** among local professionals and operators of AVCs and shelters for women.

Overall, the pilot training involved 169 participants in eight sessions. Each session lasts on average 15.8 hours. Information for the evaluation of the objectives and main results of these training sessions were included in short reports prepared by the WEGO2! Partners.

The tables below synthetise the main information about activities carried out in each country.

Table 1 – Pilot training activities

Bulgaria	Dates	Total hours	Total participants
First session – first training	17/18/19 June	15	37
Second session – first training	12/13/14 November	15	31
First session – second training	4/5/6/7/8 June	20	8
Second session – second training	20/21/23/24 November	20	26

Greece	Dates	Total hours	Total participants
First training	18/19/20 September	15	9
Second training	23/24/25 October	15	10

Italy	Dates	Total hours	Total participants
First training	19/20/21 September	12	8
Second training	17/18/19 October	16	23

Spain	Dates	Total hours	Total participants
First training	24/25/26 July	15	9
Second training	15/16 October	15	8

Source: Short reports by WEGO2! Partners

As summarised in the short reports, the main objective of the pilot training was to build a common ground of knowledge on theory, concepts and practices related to gender-based violence (GBV), economic empowerment of women victims and the importance of networking with local, regional and national actors. In particular, the operators involved in the training activities were asked to reflect and discuss on the potential actions and tools in the field of direct support and economic empowerment for victims of GBV. To spread awareness on the selected themes and facilitate the debate among participants, trainers recalled the main findings and outputs of WEGO1! Project, summarised in the Toolkit to address the economic empowerment of survivors of GBV. The concepts developed during the pilot training represented the preliminary issues from which the implementation of the WEGO2! project activities have moved on, in particular for WP3.1 and WP4.3 (discussed in the Impact Analysis Report).

The target involved in this activity included operators and professionals from AVCs and shelters for women, social workers at the involved municipalities, and workers from other categories in the field of social services.

1.1.2 Results

As described before, the partners were asked to synthesise the main results of the pilot training in short reports. Overall, there has been significant satisfaction and interest from participants in the topics discussed within the training, especially concerning the following issues: (i) exchange of good practices; (ii) the implementation of ad hoc tools for economic support of intimate partner violence (IPV) survivors; (iii) the activity of networking with other actors and organisations.

The first issue – the **exchange of good practices** – develops the need to build a common background of knowledge among operators. This is a crucial issue considering the complex intersections that should be in place among the realities in the process of empowerment for survivors. The reciprocal awareness about practices and tools is thus essential to guarantee the development of a safe environment for the women, which is at the basis of the project's aim of effective achievement of empowerment objectives (i.e., insertion in the job market, strengthening of personal network of women, increasing their competences and skills). As emerged from the reports, at the beginning (baseline position) some of the operators showed a lack of awareness about the functioning and the features of the overall support system. With this in mind, the training addressed these gaps in their knowledge especially towards aims, effectiveness and weaknesses of all possible services offered to women for their empowerment. In this framework, all the training revealed the **importance of mutual learning among social services, institutional actors and field experts.**

The good practices discussed concern a lot of different situations, such as addressing survivors of IPV that might be in an irregular administrative situation for their migration background, or how to work strategically with public services or how to support women in finding alternatives outside the formal market. Further, the discussion on good practices stressed the need of a more practical approach when discussing the topic of economic empowerment of IPV survivors.

The second issue concerns the discussion about the **implementation of ad hoc tools for the support of IPV survivors**. In this first activity the WEGO1! Toolkit was discussed with the participants. Overall, they agreed with the need to keep this kind of tools constantly under revision, to update the methodology accordingly to a changing environment, for example, within the social policy framework, the labour market and civil society. Within the toolkit framework, participants were asked to reflect on the ad hoc tools to be further developed within the training activities on WEGO2! Tools for the empowerment of women (WP3.1 and WP4.3).

The third and last issue concerns the discussion with the participants about the **importance of networking activity**. It includes the maintenance and effectiveness of the previous connections and relations as well as the creation of a new, broader network, involving relevant actors operating in different fields. The training itself was already an opportunity to network for the participants. In the reports, it is highlighted that participants recognised and positively internalised the need to create formal and permanent channels of cooperation and networking. The main effect of this result was that of paving the way to the creation of a culture of cooperation at local, regional and national level. The follow-up of this activity, within the WEGO2! Project, have been developed in WP1.5 (stakeholders' mapping analysis for partners), WP3.2 (Local network for women's centres) and WP3.3 (Definition of a model of territorial protocol).

Overall, the feedback from participants were positive with regards both the content and the methodologies of the training activity.

1.2 Training on the tools to be used with women: Social Relationships plan, Balance of Competences and Carer programme – WP3.1

Within the *capacity building pillar* and to achieve the objective of supporting IPV survivors, the project requested the implementation of specific training activities to provide operators and professionals with specific expertise necessary to use the project tools with women. The training activities aimed at raising awareness on the importance of two main issues:

- Firstly, the importance of **social relationships for IPV survivors**. The issue was addressed at the beginning from a theoretical point of view, to stimulate the reflection on effects of network-building on self-esteem, and opportunities for women. Then, the training activity aimed to introduce the professionals to the Social Relationship Plan tool, a practical methodology to be used with women in the defining and designing of their network.
- Secondly, the **role of competences** for the economic empowerment of women, together with the implementation of actions to **strengthen women's skills** in the process of entering in the labour market. Concerning this issue, the training provided the operators with both the theoretical background and a practical tool for the further work with women.

The training activities took place during the first months of 2020 (January–May), and the implementation of the tools with the women has covered almost the whole year; the Covid-19 pandemic outbreak required consistent changes in the project methodology and activities.

The evaluation of training activities was implemented through two steps of data collection.

The first step consisted of an ex-post questionnaire, aimed to re-create a setting similar to a pre-post evaluation. Its structure allowed the researcher to perceive the change in participants' knowledge, given the initial level of awareness about the topic. The ex-post questionnaire was submitted to the

participants at the end of the training session. After that, the operators used the tools with the women (WP3.1 and WP4.3).

The second data collection represented more a verification of effectiveness and consistency of the tools with the professionals' work rather than an evaluation of knowledge increase. The final evaluation questionnaire was collected at the end of the implementation phase.

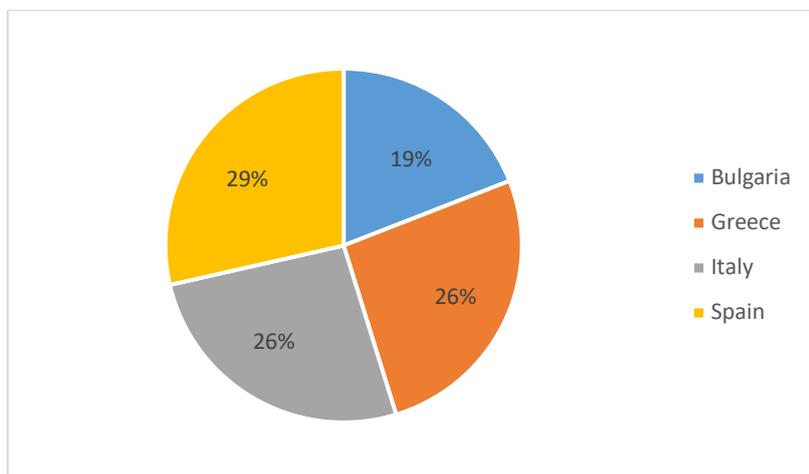
The following session summarises the main results of evaluating the training activities.

1.2.1 *Ex post evaluation: Knowledge increase in the professionals' perception*

1.2.1.1 *Personal information of participants*

The training activities reached 42 operators overall, and 95 % of the participants in the training were female. Around 33 % were between 25 and 34 years old, while 59.5 % were between 35 and 54 years old. The remaining 7.1% were over 55. According to Figure 1 below, the distribution of participants was quite balanced among the involved countries.

Figure 1 – Distribution by country of the participants in the training activities



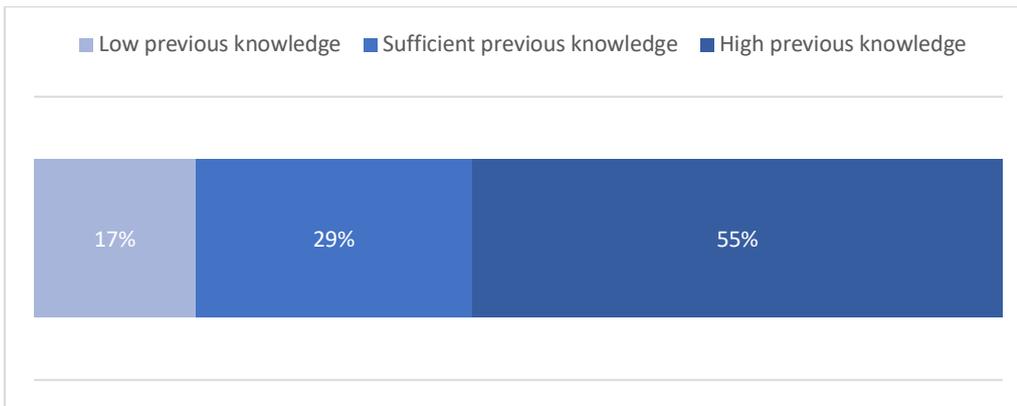
Source: IRS elaboration on project data

1.2.1.2 *The training: personal knowledge and competences*

The main section of the questionnaire aimed to evaluate whether the training activities increased the previous knowledge of participants. The questions focused on both the topics addressed within the training: the social network of women, and the role of skills and competences for the economic empowerment of survivors.

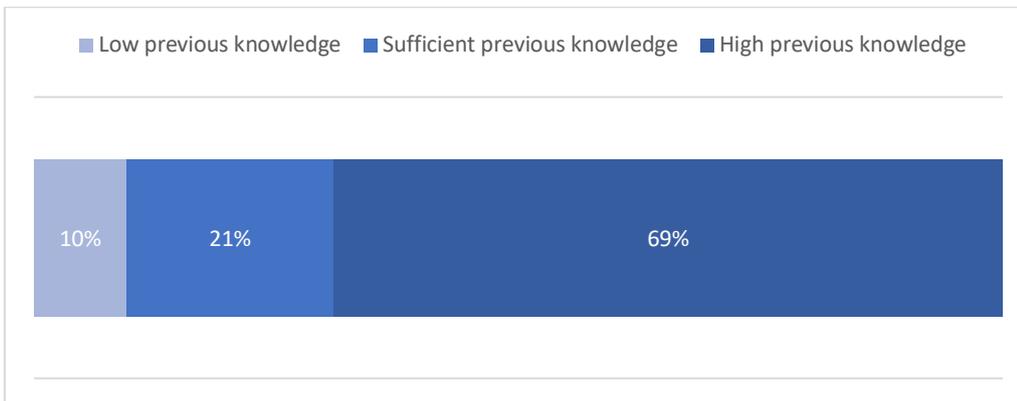
The participants were asked to assess on a 1–10 scale their previous knowledge on the themes. The answers were codified on a **three-level** scale of knowledge: low previous knowledge (1–4), sufficient previous knowledge (5–6) and high previous knowledge (7–10). Figures 2 and 3 below report the distribution of answers.

Figure 2 – How do you assess your knowledge before the training about the importance of a social network to empower women survivors of violence?



Source: IRS elaboration on project data

Figure 3 – How do you assess your knowledge before the training about the role of skills and competences to empower women survivors of violence?



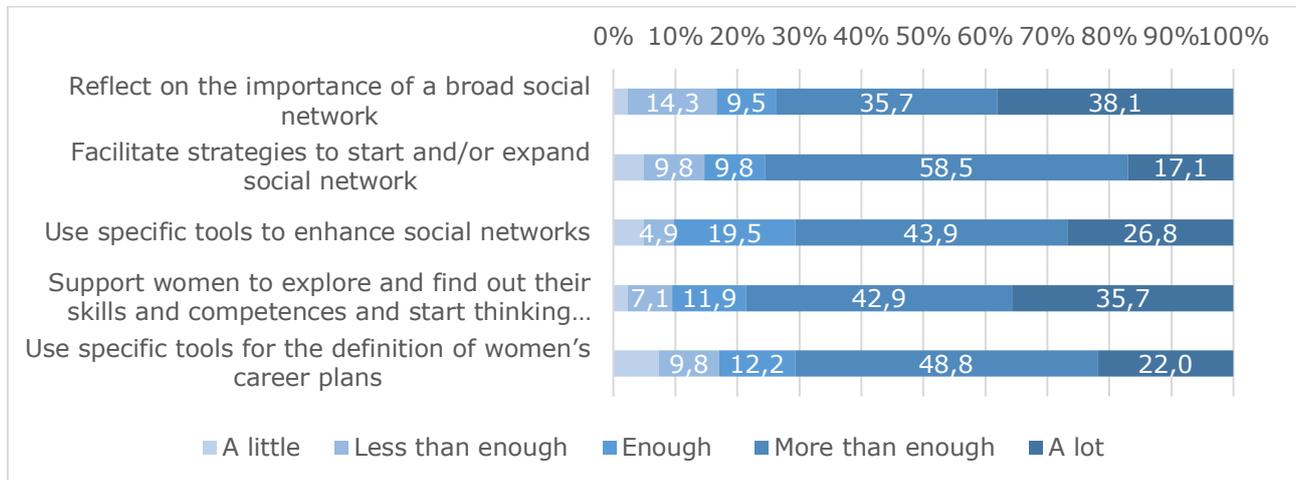
Source: IRS elaboration on project data

As can be seen, the majority of respondents declare a high level of previous knowledge regarding both the importance of social networks for women victims (55 %) and the role of skills and competences (69 %). Minor percentages, respectively 17 % and 10 %, report a low level of previous knowledge on the topics. Consequently, the participants were asked to rate on a 1–10 scale **the increase in their knowledge** that the training generated. As described above, the answers were codified on a three-level rating according to the following labels: ‘Little increase in knowledge’ (1–4), ‘Sufficient increase in knowledge’ (5–6), ‘Significant increase in knowledge’ (7–10). Independently from the level of their previous knowledge, 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.**

An additional question aimed to explore the impact of the training activities on specific features of the topics covered. As shown in Figure 4 below, there is a significant concentration of the answers ‘more than enough’ and ‘a lot’. The major impact of training is reported to be the reflection on the importance of a broad social network and the support for women to explore and find out their skills and competences. This highlights how the training on theory and tools provided the operators with a significant increase of awareness about the needs and processes to support the economic empowerment of women. **The impact of the training regarding of the use of specific tools to**

enhance social networks and for the definition of women’s career plan is evaluated by 70.7 % of respondents with ‘more than enough’ and ‘a lot’.

Figure 4 – In more detail, do you think that this training session helped you to gain/increase your knowledge on/understanding of how to do the following.



Source: IRS elaboration on project data

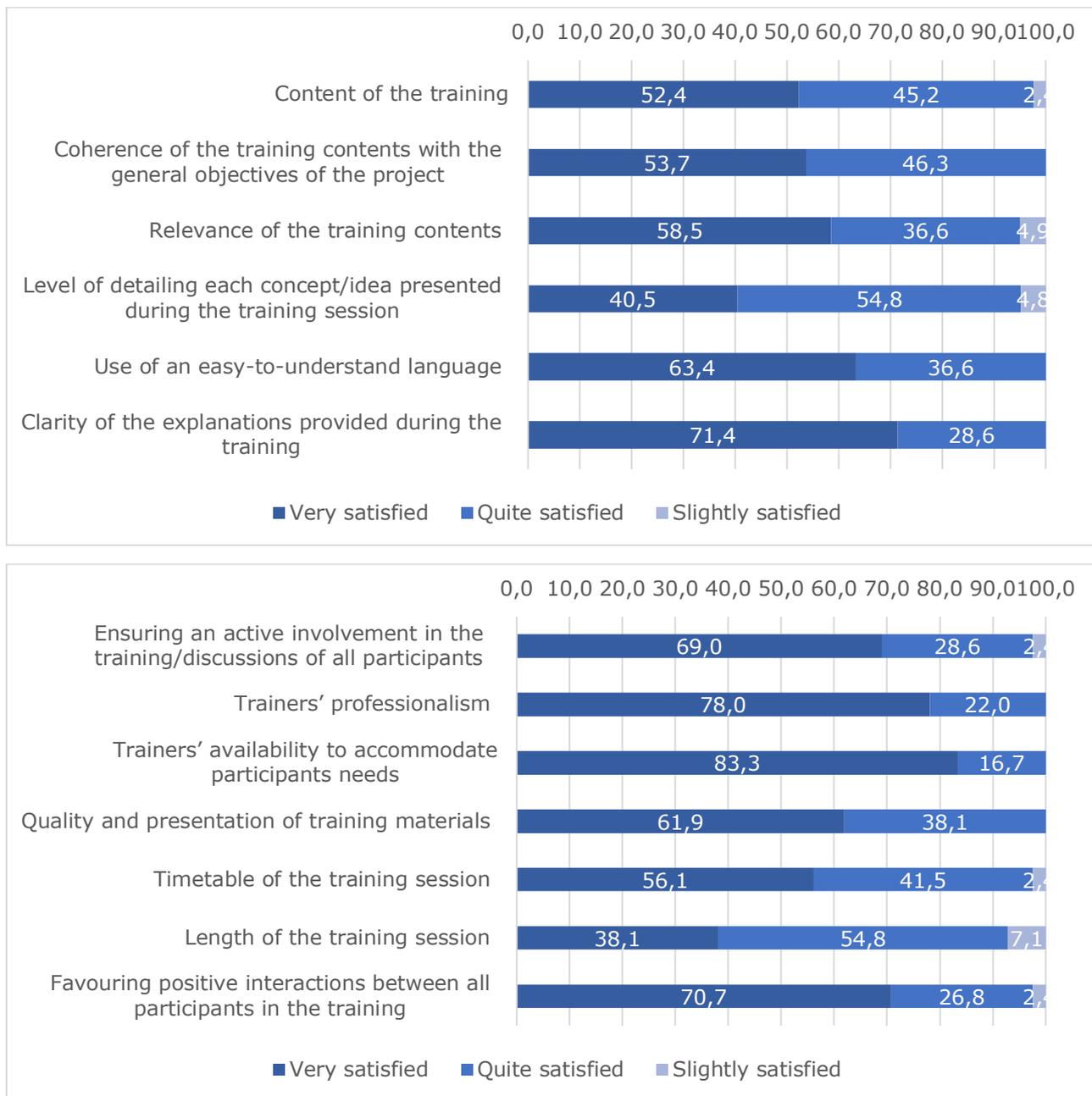
1.2.1.3 Consistency and usefulness of the training

A large majority of participants believes that **the training activities have been highly consistent with their work (83.3 %)**. A minor share of respondents (9.5 %) affirms that the information provided in the training is not at all consistent with their work. Comparing these results with the final evaluation on the use of the tools, analysed in Section 1.2.2, the prevalent feedback on the usefulness and consistency of the training is very positive.

1.2.1.4 Satisfaction of the participants

The participants reported to be ‘very satisfied’ (55.2 %) or ‘quite satisfied’ (44.7 %) with respect to the overall satisfaction about the training activities. Considering the specific issue of the organisation of training activities (as shown in Figure 5 below), the highest levels of satisfaction are associated with the trainers’ availability according to participants’ needs (83.3 %) and trainers’ professionalism (78 %). High shares of ‘very satisfied’ are also reported for ensuring an active involvement of participants (69 %) and favouring positive interactions between participants (70.7 %). The less satisfying items, according to participants’ opinions, have been the level of detail for concepts and ideas presented during the training (40.5 % of respondents are very satisfied) and the length of the training sessions (38.1 %). Analysing the answers, we could assume that the complexity of the issues addressed might have required additional sessions to cover the concepts in more detail.

Figure 5 – Levels of satisfaction by items



Source: IRS elaboration on project data

1.2.2 Final evaluation on the implementation of tools

As described above, the evaluation methodology consisted of a short final assessment filled in by the operators after using the tools with the women. The aim of the final assessment was to understand the relevance of the implementation of the tools in the process of empowering the victims, and to collect feedback from the professionals about specific features of the tools. This assessment consisted of two parts, one for each tool (Social Relationship Plan and Career Programme/Balance of Competences) which coincide with the two main fields in which the project aims to intervene for the economic empowerment of IPV survivors.

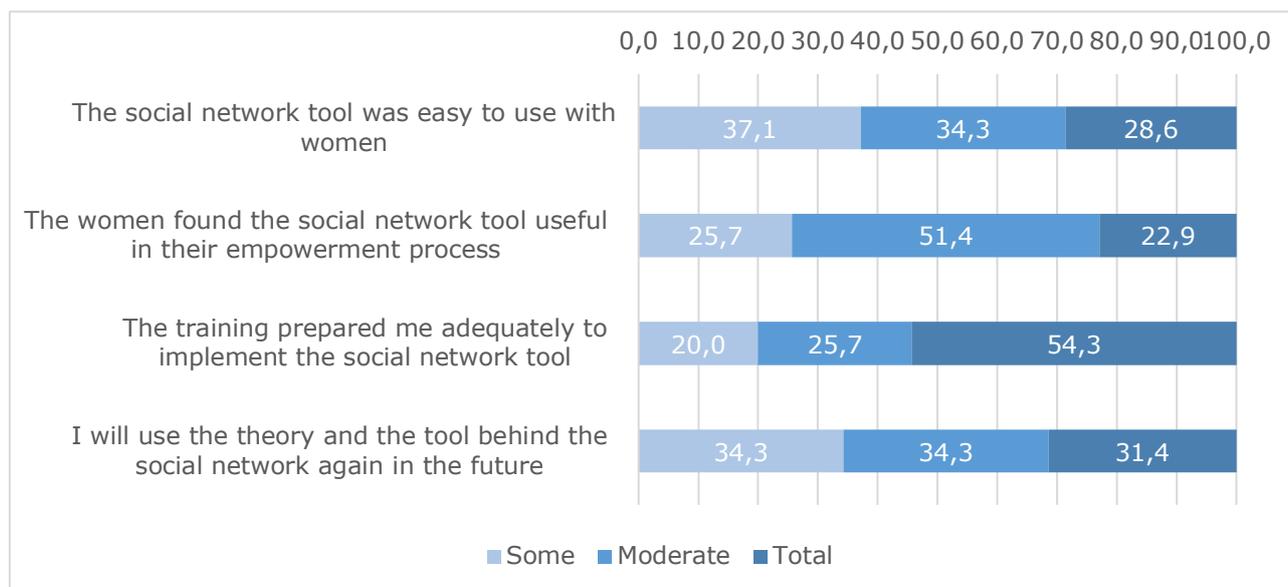
1.2.2.1 Personal information of participants

The final evaluation questionnaires involved 35 respondents among the operators; 94 % of them were women. According to the age distribution, 34.3 % were between 25 and 34 years old, 60 % were between 35 and 54 years old and 5.7% were over 55. The distribution of respondents among the countries involved remains quite balanced, as observed in the ex-post evaluation of the training.

1.2.2.2 Social Relationship Plan

A large majority of participants believe that the Social Relationship Plan has been a very relevant tool for the process of empowerment of women (97.1 %). According to their opinion (as shown in Figure 6 below), the training adequately prepared the operators for the implementation of the social network tool (SNT) – (54.3 % agree ‘totally’ with the statement, while 25.7 % agree ‘a lot’). For the use of the social network tool with women, 28.6 % totally agree with the statement ‘The SNT was easy to use with women’ while 34.3 % agree a lot. The remaining 37.1 % quite agree with the statement, close to the 34.3 % that quite agree with the sentence ‘I will use the theory and tools behind the social network again in the future’. However, a large majority of respondents agree totally or a lot with this sentence (65.7 % in total). **About the 74 % of the respondents confirm that the women found the tools relevant in their process of empowerment. Overall, the feedback on the tool by the AVC operators are extremely positive.**

Figure 6 Satisfaction with the social network tool



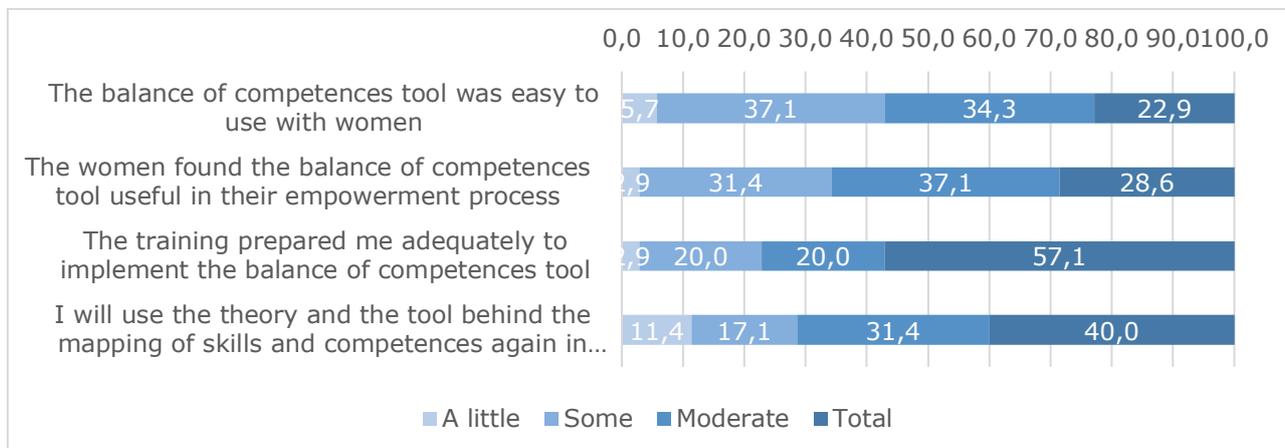
Source: IRS elaboration on project data

1.2.2.3 Balance of competences and career programme

Among the participants, 97.1 % considered the mapping of skills and competences tool very relevant for the empowerment process of women. Similarly, to what emerged on the evaluation of the Social Relationship Plan implementation, 57.1 % of operators believed that the training prepared them adequately for using the tool with women. With respect to the Social Relationship Plan, the balance of competences tool was considered less easy to use with women (22.9 % of respondents totally agree while 34.3 % agree a lot with the sentence), and 40 % of respondents totally agree with the use of the tool in the future, while 31.4 % agree a lot. According to the operators’ feedback, the women found the tool useful for their empowerment process (65.7 % agree totally or

a lot with the statement). Overall, the feedbacks on the tool implementation are positive, also in the case of the balance of competence and skills mapping tools.

Figure 7 – Satisfaction with the the balance of competence tools



Source: IRS elaboration on project data

2 Local network for women’s centre training: increase network capacity

The design of a *capacity building pillar* and *the network pillar* was requested to the partner to strengthen the specialised services that work with women to achieve the objective of supporting IPV survivors. In particular, the project considered it very important to implement **training activities specifically addressed to AVCs to provide operators and professionals with specific expertise necessary to strengthen their networking activity**, as already done with the project partners.

For this purpose, and after a needs assessment with some AVCs from four countries, a specific tool was created, and some training activities were carried out. This was to increase knowledge about the AVC’s local context and its importance, and how to maintain and make more effective their current relationships as well as the creation of a new, broader network. It involved relevant actors working in different fields, but with the final goal of facilitating common strategies for the achievement of their objectives and especially supporting empowerment for economic services for AVCs.

Building or widening their own network may for example help AVCs to find businesses/companies who might offer job opportunities and/or training opportunities, and to identify possible support for housing solutions beyond the emergence period, which could be covered by AVCs. Moreover, the network may help AVCs achieve support for advocacy/lobbying actions, communication and awareness actions. It might also help in identifying subjects to set formal territorial protocols to carry out common actions in a structural way. This activity is therefore strictly linked to the other actions implemented during the project to support the creation of partner networks (WP1.5 stakeholders’ mapping analysis for partners) and the creation of local protocols to support the economic empowerment of women (WP3.3 Definition of a model of territorial protocol).

The networking training overall involved eleven AVCs and two shelters in the four partner countries. Among these, eight AVCs also made the networking exercise:

- two for Bulgaria (Dinamika Centre – Ruse and Crisis Centre of the Pulse Foundation, Pernik);

- two for Greece (Women's Centre Karditsa [WCK] and the Trikala Counselling Centre, which did the networking exercise). Training overall involved staff from another three AVCs and two shelters, and all members of the national network of structures (AVCs and shelters) of the General Secretariat for Family Policy and Gender Equality);
- three for Italy (Circles of Water AVC, Aisha Project AVC, SVS DAD AVC);
- one for Spain (Sirga AVC).

The training on local networking was undertaken in 28 sessions during which all AVCs were trained on the use of the training tool for a total of 84.5 hours (3 hours on average per session). All meetings overall involved 262 participants.

The methodology for the evaluation of the objectives, outcomes and main results of these training sessions was the collection of short reports prepared by the WEGO2! Partners and the general analysis of the mapping exercises carried out by the AVC recipient of the training.

The table below synthesises the main information about network training activities carried out in each country.

Table 2 – Local network training for AVCs

Bulgaria	Dates	Total hours	Total participants
First training – Dinamika Centre (Ruse) – 3 meetings	15.2.2020	3 hours	5
	16.2.2020	3 hours	5
	17.2.2020	3 hours	5
Second training – Dinamika Centre (Ruse) – 3 meetings	29.12.2020	3 hours	16
	30.12.2020	3 hours	16
	31.12.2020	3 hours	16
First training – Pulse Foundation (Crisis Centre) Pernik – 1 meeting	19.5.2020	5 hours	4
Second training – Pulse Foundation (Crisis Centre) Pernik – 3 meetings	5.1.2021	3 hours	15
	6.1.2021	3 hours	15
	7.1.2021	3 hours	15
Greece	Dates	Total hours	Total participants
First training for 5 AVC staff including Women’s Centre Karditsa (WCK) and Trikala Counselling Centre staff, and 2 shelters – 3 meetings	16.6.2020	3 hours	16
	17.6.2020	3 hours	16
	18.6.2020	3 hours	16
Network exercise (WCK) – additional meeting	20.6.2020	--	4
Network exercise (Trikala Counselling Centre staff) – additional meeting	30.6.2020	--	2
Second training for 3 AVC staff including Women’s Centre Karditsa (WCK) and Trikala Counselling Centre staff and 1 shelter – 3 meetings	13.1.2021	3 hours	9
	14.1.2020	3 hours	9
	15.1.2015	3 hours	9
Italy	Dates	Total hours	Total participants
First training (Circles of Water AVC) – 1 meeting	18.2.2020	4 hours	14
First training (SVS DAD) – 1 meeting	19.2.2020	4 hours	3
First training (Aisha Project) – 1 meeting	22.7.2020	4 hours	3
Second training (Circles of Water AVC) – 1 meeting	26.1.2021	2 hours	17
Second training (Aisha Project) – 1 meeting	25.1.2021	2 hours	1
Second training (SVS DAD) – 1 meeting	27.1.2021	2 hours	3
Spain	Dates	Total hours	Total participants
First training – Sirga AVC – 3 meetings	16.7.2020	8.5 hours	13
	20.7.2020		
	23.7.2020		
Second training – Sirga AVC – 3 meetings	12.11.2020	6 hours	15
	27.11.2020		
	4.12.2020		

Source: Short reports by partners

Creating a multiagency network is usually a task different to the usual duties of AVC staff. From the training reports it emerges that **training participants recognised the need to create formal but also informal permanent networks between AVCs and other partners to broaden the positive effects of their actions.** The network exercise allowed a reflection on what economic empowerment of women survivors of IPV exactly means and why it is one of the main objectives of the network. This included strategies to start and/or expand the network including key actors that meet the needs of AVCs services in relation to the support for the social and economic empowerment of IPV survivors.

The first training cycle in each AVC addressed the explanation of the tool and the methodology. During this first training session the AVC participants also used the tool (only the Greek AVCs conducted the networking exercise in additional meetings). It proceeded with the identification of stakeholders, in line with the first part of the tool that requires the training recipients to draw and analyse their current network according to a set of specific categories (authorities/institutions, experts, business, social partners). This allows them to have a clear view of their own stakeholder networks and to identify weaknesses and strengths. Then, participants were required to draw their idea of a future network in comparison to the one previously drawn, identifying which new stakeholders to involve or which current stakeholders could improve their relationships (intensity and efficacy). An action plan was established to identify the possible steps to be implemented to reinforce the current network and to achieve the 'ideal' network.

With reference to this phase, from the observation of the training reports and the concrete network exercise, it emerges that all AVCs reflected upon their current stakeholders. If they cover all their needs, then what benefits they could expect from new stakeholders' engagement? The exercise was also useful to think about the main stakeholder wants and needs – if they are changed, along with their current priorities, there could be significant gaps between their wants, needs and priorities and the AVCs wants, needs and priorities. Practically, the exercise served to fill the significant knowledge gaps where they existed.

All the AVC staff also thought what the best methodology for engaging key stakeholders would be, how to maximise the chances of success and how to continuously improve this engagement from the stakeholders within the network.

Finally, during the second training session – in line with the second part of the tool that requires all training recipients to monitor and evaluate the action plan implementation and the achievement of the expected outputs and outcomes – all AVCs took stock of the activities carried out to enlarge and improve their networks. This last part of the exercise also focused on experiences from the implementation of the tool, weaknesses, strengths, possible improvements and new challenges. This included whether unexpected benefits had also been achieved, as well as an analyse of the Covid-19 impact on the achievement of the objectives. This exchange represented a way to better know their local context and the potential level of development of their networks.

Observing both the AVC reports with reference to all meetings (1st and 2nd cycles) and the practical network exercises, it emerges that **in each AVC the networking training has contributed to increasing the knowledge of the AVC staff on its needs in the economic empowerment field and on the critical aspects.** The action plans have been aimed appropriately to improve these critical aspects.

Table 3 below shows, for each country and AVC, the objectives and actions planned, their variety and consistency with the objectives, and the main results.

Table 3 – Local network training for AVC action plans

Action plan	Actors involved in the actions	Objectives	Type of actions	AVC knowledge, action variety and consistency, activation and results
Bulgaria (Dinamika Centre – Ruse and Crisis Centre of the Pulse Foundation, Pernik)	Institutions (action planned by Pulse Foundation Crisis Centre – Pernik) – OB. 1	OB. 1 To increase the contacts to other municipalities and to find areas for common activities	1.1 Description of possible areas and mapping of other municipalities in the region (housing, employment)	High level of knowledge of own needs and local context; good variety and consistency of the actions planned. High level of activation by the AVCs to improve the network and good results in the action plan implementation. In 2020: 12 training sessions to increase the sensitivity of potential stakeholders’ participants in local networks (companies and other organisations) about GBV and economic empowerment for IPV survivors were carried out. Invitations for local corporate training have been sent to local businesses by AVC Pulse-Pernik and a discussion with Raiffeisen bank is ongoing Three charters of engagement on exchange information about job positions have been signed with three businesses in Ruse (Kanev, Delta Textile) and at national level (Kaufland) An agreement signed with the University Multidisciplinary Hospital for Active Treatment KANEV (Umbal Kanev) as result of the training already done. It provides for the distribution of information material on the crisis centre services in the territory of the hospital. The pandemic limited the implementation of the action plan: face-to-face communication reduced as well as job placement.
	Institutions (action planned by Dinamika Counselling Centre – Ruse) – OB. 2	OB. 2 To complete or stipulate agreements with municipality (on social services and housing)	2.1 Complete an agreement with Ruse municipality that provides municipal housing 2.2 Priority placement in kindergarten/ school for children whose mother is a victim of IPV	
	Businesses (action planned by both AVCs)	OB. 3. To engage local and national businesses to support employability	3.1 Corporate training for increasing the sensitivity on GBV and IPV survivors’ economic empowerment; 3.2 Regular exchange of information about free job positions and people looking for a job 3.3 Dissemination and informative actions 3.4 Sign charters of commitment with local and national businesses	
Greece (Counselling Support Centres: WCK and Trikala)	<u>Institution (police)</u>	OB. 1: To provide a clear picture of the AVC services	1. Awareness-raising of police officers to GBV and cooperation to get women out of the cycle of GBV (through email and phone calls, sending of informative materials, face-to-face meetings, training)	High level of knowledge of local context and own needs as well as a good variety and consistency of the actions planned . High activation for network improving by the AVCs but medium level of action plan implementation (most of results have to be still to be achieved due to Covid-19) First training has been carried out with the group of police officers (online), The next training was planned for April (OB..1). Face-to-face meetings were carried out with the administration of the Association of Municipal
	<u>Institutions</u>	OB 2: To provide a clear picture of the AVC services, the community centre possibilities (Karditsa) and the social services (Trikala)	2. Updates on the AVCs actions to the general population of municipalities (through email and phone calls, sending of informative materials, face-to-face meetings)	

Action plan	Actors involved in the actions	Objectives	Type of actions	AVC knowledge, action variety and consistency, activation and results
	<p><u>NGOs and third-sector actors</u></p> <p><u>Businesses</u></p> <p><u>Social partners</u> (Association of Municipal Workers – Karditsa’s prefecture local government and Karditsa Chamber)</p> <p><u>Experts</u> (University of Thessaly)</p>	<p>OB 3: To provide a clear picture of the AVC services</p> <p>OB 4: To provide a clear picture of the AVC services</p> <p>OB. 5: To provide a clear picture of the AVC services and the network of structures</p> <p>OB. 6: To strengthen skills / abilities of women for their economic empowerment</p>	<p>3. Raising awareness (through email and phone calls, sending of informative materials, face-to-face meetings)</p> <p>4. Participation in awareness-raising actions (sponsorship) (activation through email and phone calls, sending of informative materials, face-to-face meetings, organisation of the actions)</p> <p>5. Awareness-raising of employees on GBV issues (through email and phone calls, sending of informative materials, face-to-face meetings and training)</p> <p>6. Providing training and participating in Erasmus projects and other programmes for IPV survivors and AVC professionals.</p>	<p>Workers (Karditsa’s prefecture local government) – (action 2) and with the Centre of International Studies of the University of Thessaly. With the University, the AVC has concluded contacts for the design of an Erasmus project (action 6);</p> <p>No contacts with businesses because of the Covid-19 impact (OB.4) and the actions with the Chamber of Karditsa to involve local businesses in informative and awareness-raising actions about GBV were postponed until spring (action 5).</p>
<p>Italy (3 AVCs: Circles of Water, Aisha Project, SVS-DAD)</p>	<p><u>Institutions</u> (social services) for Circles of Water and services for children 0-6 (for SVS-DAD), all services from Milan municipality for Aisha (OB.1);</p> <p><u>Third sector</u> (Foundation for Circles of Water OB. 2; Cooperative of B kind for SVSDAD – OB. 3; Training centres for Aisha Project – OB. 4);</p>	<p>OB. 1: Have a clear overview of the services offered for women and keep up to date with the services</p> <p>OB. 2 – AVC economic support</p> <p>OB. 3 – Support of women’s labour inclusion – matching supply and demand</p> <p>OB. 4 – Economic empowerment support for women by training for increasing skills/competences</p>	<p>1. Collection of information about services (desk research) and contact services, and establish a direct contact to refer the AVC needs (email, first meeting and periodic meetings)</p> <p>2.1 Desk research of calls for proposals and to establish a direct contact (phone call) to refer the AVC services for women’s economic empowerment</p> <p>3.1 – Increasing knowledge on cooperative functioning, mapping of cooperatives (desk research), selection and contact by email, phone calls and periodic update</p> <p>4.1 – Mapping of training services and activation of contacts to verify willingness to interviews for women</p>	<p>High level of knowledge of local context and own needs as well as good variety and consistency of the actions planned but law activation for network improving by the AVCs and law action plan implementation (all results have to be still achieved due to Covid-19)</p> <p>Generally, relationships started before 2020 have been consolidated while new ones have not been started (the shortage of volunteers also influenced this choice)</p> <p>AVCs focused more on hospitality and the relationship with institutions to allow women access to the services in an emergency</p> <p>Companies and training centres have not responded to AVCs, and the B-kind cooperative has been closed due to the pandemic.</p> <p>A database of companies (cleaning and catering sectors) was created by SVS DAD. Businesses were contacted via email and women’s labour</p>

Action plan	Actors involved in the actions	Objectives	Type of actions	AVC knowledge, action variety and consistency, activation and results
	<p><u>Social partner</u> (Business associations for Circles of Water and SVS-DAD AVCs – OB. 5 and trade unions only for Circles of Water – OB. 6)</p> <p><u>Businesses</u> (pharmaceutical company only for Aisha project)</p> <p><u>Experts</u> (lawyer for SVS-DAD – OB. 8 and experts on fundraising for Aisha Project AVC OB. 9)</p>	<p>Ob. 5 – Support job placement</p> <p>Ob. 6 – Facilitate the application of law (measures addressed to IPV survivors such as job leave for violence)</p> <p>OB. 7 – Support of access to long-term care for IPV survivors</p> <p>OB. 8 – Keep up to date with immigration regulations</p> <p>OB. 9 – Economic support for AVCs</p>	<p>5.1 – Establish a direct periodic contact with associations. Description of AVC services, training and awareness-raising on economic empowerment and GBV; send current women’s job positions to facilitate supply and demand matching</p> <p>6.1 – Contact trade unions to explain the AVC work and services, and information / awareness-raising about the legal measures</p> <p>7.1 Description of women’s care needs and proposal of collaboration. Establish periodic contacts. Offering of training and awareness on the subject</p> <p>8.1 To establish periodic update meeting</p> <p>9.1 Activate a collaboration plan with experts on fundraising topics or provide training for AVC staff (sending email to contact them and to explain the AVC activities)</p>	<p>situation was reported but without getting any response.</p>
<p>Spain (with reference to 1 AVC)</p>	<p>Businesses</p> <p>Institutions</p> <p>Tertiary sector</p>	<p>OB 1. Increase the number of companies available for the job matching activity</p> <p>OB 2. Improve the support for women and increase the network with specialised institutional actors</p> <p>OB 3. Find new public/private donors to support Sirga’s projects and activities</p>	<p>1.1. Select new companies and present the project and the AVC (by email)</p> <p>1.2. Keep frequent contact with the companies that were already part of the Sirga network</p> <p>1.3. Offer training to the companies on awareness-raising about GBV;</p> <p>2.1. Identify new key institutional actors (by internet search) to present the WEGO project and the Sirga’s activities (by meetings and phone calls);</p> <p>2.2. Keep frequent contact with the institutional actors involved (via email or telephone)</p> <p>3.3 Identify new key institutional actors and NGOs (by internet search) and present the WEGO project and Sirga’s activities (by meetings and phone calls);</p>	<p>High level of knowledge of local context and needs. Medium level of variety and consistency of the actions planned. Low activation to improve the network and low action plan implementation (all results still have to be still achieved due to Covid-19 apart from the AVC)</p> <p>Action 1.1. partially implemented: six new companies have been identified but they have not been contacted</p> <p>Action 1.2 and 1.3: the relationships have not improved and many companies are unable/unwilling to participate in the training because of the Covid-19 impact</p> <p>Action 2.1 and 2.3: contacts are activated but meetings have been stopped and relationships have not improved because the actors focused their work on the management of the pandemic</p> <p>Action 2.3: no new formalised collaboration</p>

Observing the table, it emerges that all AVCs planned a lot of actions to achieve their objectives, demonstrating that they have reflected on their needs, on the shortcomings of their networks and on what their local context could offer them. What they could do to meet their needs also emerged in the field of economic empowerment. All AVCs showed a high level of knowledge of their own needs and local context and most had a good variety and consistency of the actions planned to meet their objectives.

The AVC's activation to improve their network as well as the implementation of an action plan depended a lot on the Covid-19 emergency situation that affected their countries. As the table above shows, in most cases objectives were not fully reached because of the pandemic, but all partners underlined that these objectives can be fully achieved in the near future now that they have been established. For that reason, all partners considered it necessary to continue working on it, having the action plan as a starting point.

In all AVCs, as already said above, the networking exercise contributed to increasing the knowledge of the AVC staff. Following are some short summaries for each country partner as examples.

In **Bulgaria**, no attention to the involvement of experts in the network was apparent, probably due to the support network being in most cases identified as a means of additional funding or a source of vital material resources; there are already well-institutionalised contacts with institutional partners such as municipalities. Observing the new idea of network, more experts were considered, and more attention was given to organisations providing municipal housing, temporary employment services, chain stores, financial institutions, and kindergartens and schools. These last-mentioned are particularly important structures to allow IPV survivors to work and achieve a real economic independence (all the training participants in fact agreed that economic empowerment also includes having safe housing, school/kindergarten for children and basic financial skills). The changes between the current and the future network demonstrate that the network exercise contributed to increasing the knowledge of the AVC's needs. Moreover, the relationships currently activated with local companies are mainly focused on the delivery of products for the support of the centres' activities (textbooks, medical supplies, furniture for shelters etc.), and not on the possibilities of training or work placement for IPV survivors supported by centres. At the same way, many potential stakeholders need to increase their sensitivity about IPV violence and their knowledge about IPV survivors' needs regarding economic empowerment. Also in these cases, the network exercise contributed to a greater knowledge on these critical issues and allowed the planning of specific actions to close the identified gaps.

In **Greece** the networking exercises demonstrated that AVC staff understood the importance of further improving the effectiveness of relationships, especially with some institutions (social services of municipalities, and counselling centres and shelters). This extended to businesses and intensifying contacts with NGOs/actors in the tertiary sector, and social partners.

Moreover, the training and the implementation of the tool also showed a possible additional purpose of the networking activity to strengthen the actions of the counselling support centres. The obstacles encountered in the implementation of the actions due to Covid-19 constituted a challenge, and a further point of reflection on how to adapt the activities for creating or strengthening a network in an emergency situation.

In **Italy** all three centres debated on their need to support or improve the IPV survivors' socio-economic empowerment. Many shared needs and goals emerged (especially information on existing social, health and care services, job matching and a more frequent relationship with the employment services); the situation in the AVC networks is similar. Only one centre (Aisha Project AVC) considered the specificities of the migrant women who are assisted by this centre and identified

further needs for legal assistance for a green card and training services to learn the Italian language, and the difficulty of access to medical care for migrant women.

In line with the needs that AVCs discussed for the kind of stakeholders who are already part of or are still to be involved in their respective networks, all centres chose to focus primarily on the labour/job matching area and welfare services linked, as they are more difficult to reach. The new idea of future networks includes a greater number of actors who are referable to the social partners, businesses, labour services and the third sector (especially enterprises, foundations and cooperatives for labour inclusion, useful for job placement but also social partners).

This first phase was useful for thinking how to involve enterprises, networks of enterprises and associations (the need for training and awareness-raising, and the particularities of networks), and on the characteristics of enterprises in connection with the specific needs of women. Moreover, through the Aisha Project AVC experience it was possible to range over topics related to cultural discrimination and to reflect on the need of twofold awareness-raising in companies from an intersectional perspective. Issues such as discrimination on an ethnic and religious basis are rarely in discussions within the AVCs, even though the percentage of migrant women is very high in every AVC.

As for networking activity results, in Italy, Covid-19 changed the priorities of women and consequently those of the centres. Furthermore, the emergency resulted in the intensification of some relationships with actors who provided emergency services for women (e.g. the municipality of Milan or some NGOs) while some relationships were 'frozen', for example with the companies too busy with the management of the emergency or in most cases closed, including labour and training services. All face-to-face meetings that would have been very important to establish new relationships with companies were postponed. One centre decided to focus on the small cooperatives and small cleaning businesses already known, and another on the activation of forms of subsidy provided by the state and by some NGOs, and on rent support projects for women. The lack of volunteers also influenced the choice not to activate new relationships but only to consolidate those already existing.

Finally, in **Spain** the networking training has been useful for Sirga's professionals to understand the needs and resources that are now available for women survivors of IPV. Some of the needs expressed (focusing on the social sphere) were the lack of access to local services because of the lack of information for women and the lack of training and awareness of some professionals working in general services. What also emerged was the lack of resources that guarantee the access of women to a safe house and the high prices in the housing market, which make the empowerment and autonomy of women difficult. The networking training also represented the opportunity to talk about the weaknesses/needs of job matching (keeping contact with companies and understanding their demands and needs, engaging companies to adopt gender policies with a gender perspective, looking for new companies that offer more job vacancies, in sectors with better job conditions). Also, financial support – bureaucratic barriers make it difficult to access economic resources and public economic benefits, or promoting free public childcare services. Moreover, the networking training makes it easier to understand the similarities and common needs it has with other stakeholders, and to highlight the importance of promoting better coordination among key actors. Although the Spanish AVC (Sirga), has not activated any new contacts, the trainees felt that they improved the intensity, the positive perception and the effectiveness of the relationships they had with some stakeholders.

2.1 Utility of the tool to increase the knowledge of AVCs on their needs and the local context

Overall, the feedback from AVCs on the content and the methodology of the training was positive despite some room for improvement having been underlined. In particular, the Spanish AVC considered the articulation of the tool in sessions as very useful. The tool gives a visual and clear image of the current network of an AVC and it facilitates the identification of new stakeholders that

could be engaged. It also makes it easy to identify those stakeholders with whom an AVC can improve its relationships and the frequency of contacts. Nevertheless, the identification of stakeholders among general categories (institutions, companies, third sector, etc.), as well the periodic monitoring of the action plan could still be improved to better capture AVC-specific needs and local context, and increase the periodic action plan follow-up.

Also for Italian AVCs, the tool was very useful to visualise the relationships, to clarify the AVC objectives and to plan the actions step by step but it is also a little basic and greater attention should be given to periodic monitoring.

Furthermore, the Covid-19 emergency resulted in the centres shifting their priorities to the women’s emergency needs and reducing the time to devote to this activity, preventing the AVCs from using the tool with a strategic and long-term view. However, this possibility offered by the tool was recognised by all centres.

According to Greek participants the training tool is interesting and can be complementary to those already in use within their national network for actions and collaborations. All the AVCs that are part of the national network use a common platform designed to register contacts and their frequency. Most AVCs at the same time also use a personal network recording system, mainly by type, e.g media, education, NGOs, institutions, etc. However, for the Greek AVCs the tool can help plan specific actions and select the stakeholders who are a better fit with the specific action as well as define a better approach to adopt. The use of the tool was considered to be particularly useful for qualitative and quantitative evaluation of AVCs’ existing networks and the practical networking exercise – especially the planning of actions – helped AVC staff to clarify their objectives and to review approaches and practices usually adopted.

3 Peer exchanges

Within the WEGO!2 project, two peer-to peer exchanges were organised, one in Padua (IT) in September 2019 and the other one in Karditsa (GR) in February 2020.

	Dates	Total participants
Padua	25, 26, 27 September 2019	32
Karditsa	10, 11, 12 February 2020	31

The general aims of peer exchanges were to socialise with the knowledge produced in WE GO1 with meeting intra-partnership and with associated partners and stakeholders, promoting mutual learning and peer learning, but also fostering the effective practices exchange that already happened in the first edition of the project with new knowledge and practices.

Specific deliverables have been produced describing the sessions and outputs of the exchange meetings, including a first assessment based on the satisfaction questionnaires filled in by participants after the exchange visit. The following paragraphs will integrate such analyses with the assessment collected during the last steering committee meeting and in relation to the internal project evaluation.

The main extra feedback on the exchanges was that they were most useful for the development and learning of specific methodologies, together with some sessions of the initial steering committee meetings.

3.1 Evaluation and recommendations from the Padua peer exchange

An evaluation questionnaire was distributed at the end of the peer-to-peer event to collect expectations and assessments of the event.

Participants mainly declared the following expectations for the meeting:

- share good practices;
- learn new content and tools;
- create a common language;
- understand the practices of other AVCs.

3.1.1 Rating of the peer-to-peer according to:

- Interest in the content: 16.7 % considered the content excellent, 76.7 % considered it good, 6.7 % average, while nobody considered it unsatisfactory.
- Usefulness of concepts and tools for your work: 10 % considered the exchange excellent, 73.3 % considered it good and 16.7 % average, while nobody considered it unsatisfactory.
- The general organisation: 36.7 % considered the organisation excellent, while 63.3 % considered it good.
- The balance of time dedicated to presentations and workgroups: 13.8 % considered it excellent, 62.1 % considered it good, 20.7 % average and 3.4% unsatisfactory. This is in line with the general feedback of what was most appreciated in peer exchanges, which were indeed working sessions.



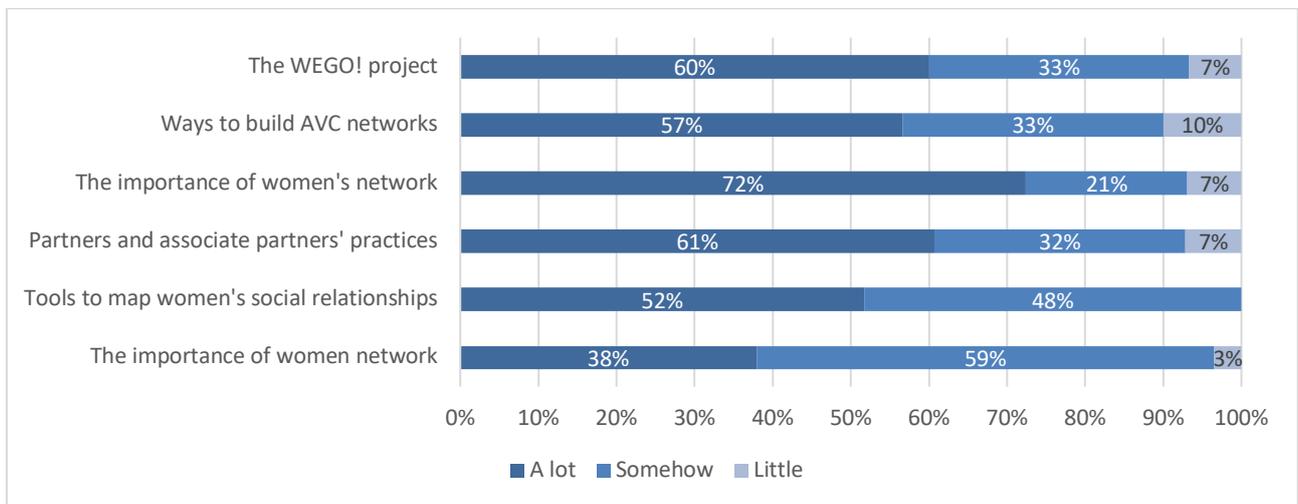
Source: AA IT elaboration on project data

3.1.2 Peer-to-peer event: responders' increase in knowledge

Responders declared that the peer-to-peer event increased their knowledge on:

- The importance of a women's network: For 37.9 % of participants it increased a lot, for 58.6 % increased somewhat, for 3.4% little.
- Tools to map women's social relationships: For almost half of participants it increased a lot, for the other half somewhat.
- Partners and associate partners' practices: For 60.7 % it increased a lot, for 32.1 % somewhat, for 7.1% little.
- The importance of AVC networks: For the 72.4 % it increased a lot, while for the 20.7 % it increased somewhat and for the 6.9% it increases a little.

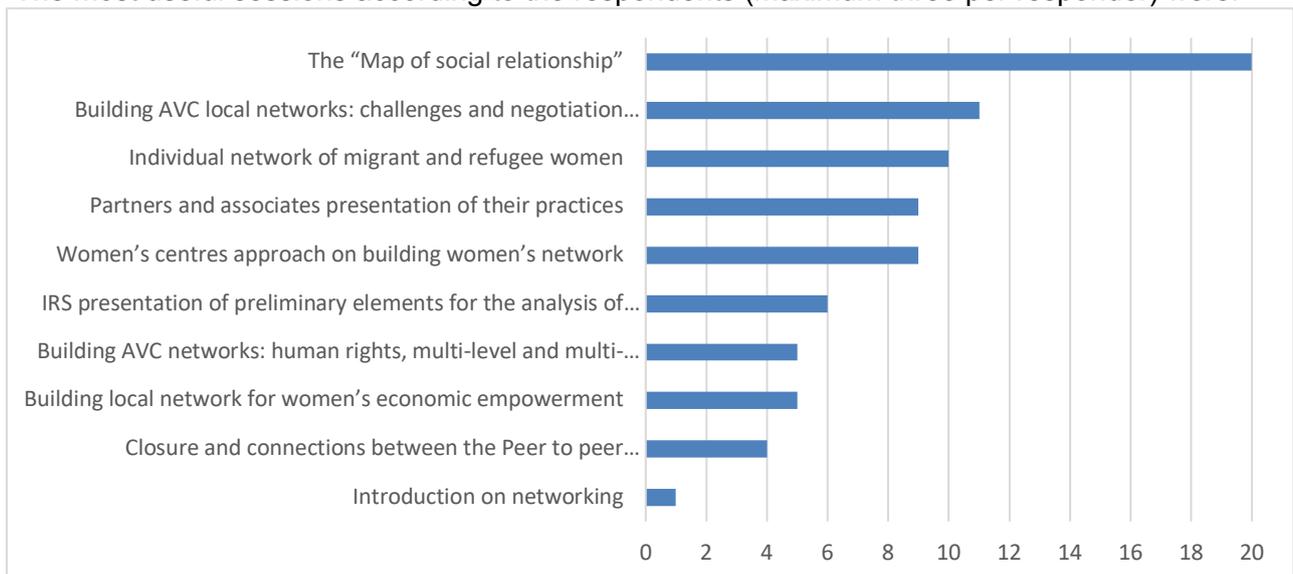
- Ways to build AVC networks: For 56.7 % of participants it increased a lot, for 33.3 % somewhat and for 10 % little.
- The project WeGo: For 60 % of participants it increased a lot, for 33.3 % somewhat and for 6.7%, little.



Source: AA IT elaboration on project data

3.1.3 The most useful sessions signalled

The most useful sessions according to the respondents (maximum three per responder) were:



Source: AA IT elaboration on project data

3.1.4 Conclusions

The feedback on organisation was good overall, as the interest in the content and its usefulness; a point was made about increasing the time dedicated to the most practical working sessions.

The areas where participants declared the most important knowledge increase were the ones related to the importance of AVC networks, the partners' practices, the ways to build AVC networks and the WEGO project. While keeping on promoting WEGO! results ensure their sustainability, it is important

to underline how the practices exchange is always considered an important source of knowledge, and how the AVC network which is one of the main focuses of the present project was an area where knowledge needed to be developed and shared.

The most appreciated sessions were related to the WEGO tools, and the AVC network-building.

3.2 Evaluation and recommendations from Karditsa peer exchange

An evaluation questionnaire was distributed at the end of the peer-to-peer event to collect expectations and assessment of the event.

Eighteen people filled in the questionnaire. They mainly declared the following expectations for the meeting:

- Exchange experiences and learn practices related to **local networks** structuring and maintenance, with a special focus on how this has been done in **Karditsa**;
- Learn more about **territorial protocols** and the way they are established by other partners;
- Enlarge on the subject of **companies'** involvement in the networks, **training** for companies and models of **job matching**;
- Exchange **project implementation** ideas, data, coordination and planning for next phases with the other organisations.

3.2.1 Rating of the peer-to-peer event

This was assessed according to:

- Balance of time dedicated to presentations and workgroups: In this case the feedback was slightly less positive with 28 % of participants saying it was excellent, 33 % good, 33 % average and 6% unsatisfactory.
- General organisation: More than half of participants considered it excellent, 22 % considered it good, 17 % average and 5% unsatisfactory.
- Usefulness of concepts and tools for your work: One-third of participants considered the exchange excellent, one-third good and one-third average.
- Interest in the content: For 39 % of participants it was excellent, for 56 % it was good and for 5% it was average. Nobody considered it unsatisfactory.

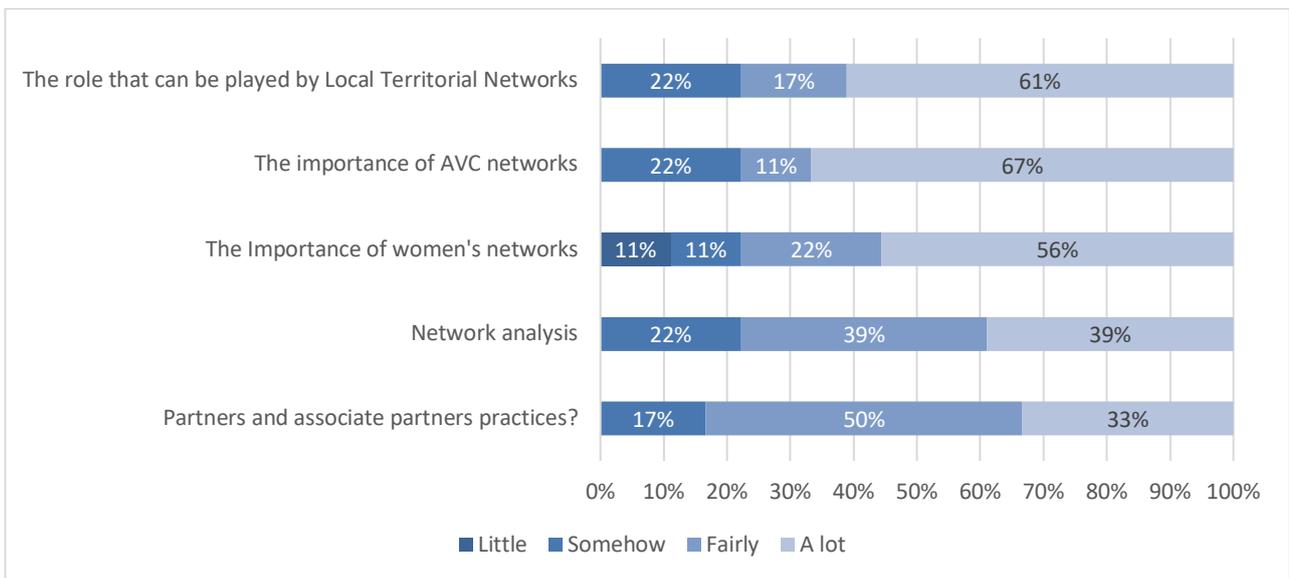


Source: AA IT elaboration on project data

3.2.2 Rating for perceived increase in knowledge

Responders declared that the peer-to-peer event increased their knowledge on:

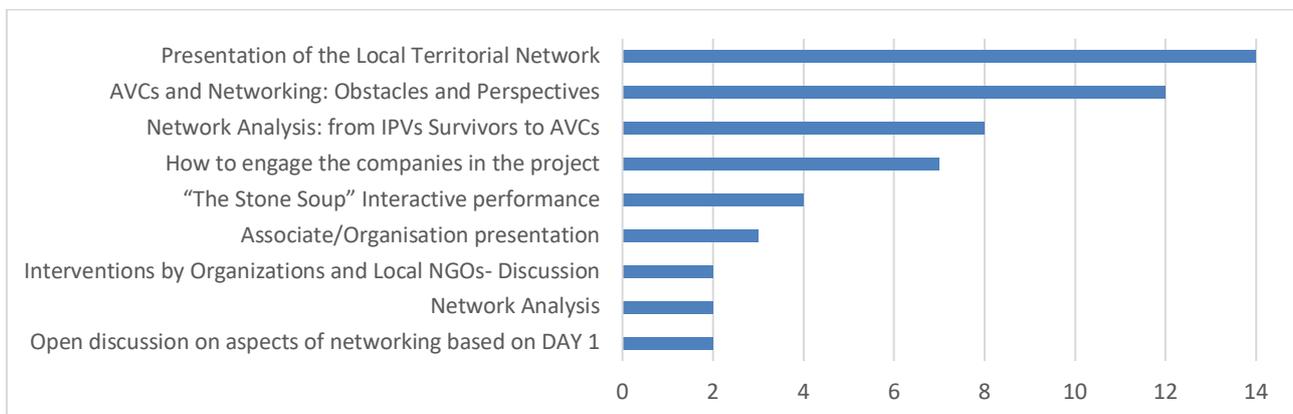
- Network analysis: 78 % of participants declared that their knowledge increased a lot or moderately, while 22 % said it increased somewhat.
- The importance of women’s networks: here, more than half the participants declared their knowledge increased a lot, 22 % moderately, 11 % somewhat and 11 % a little.
- Partners and associate partners’ practices: For 33 % of participants it increased a lot, for half of them moderately, and for 17 %, somewhat.
- The importance of AVC networks: For 67 % of participants it increased a lot, for 11 % moderately and for 22 % somewhat.
- The role that can be played by local territorial networks: For 61 % of participants it increased a lot, for 17 % moderately and for 22% somewhat.



Source: AA IT elaboration on project data

3.2.3 The most useful sessions signalled

These were (maximum three per responder):



Source: AA IT elaboration on project data

3.2.4 Conclusions

Similarly to what happened for the first exchange, participants appreciated the content and its usefulness for their work. The feedback on organisation was slightly less positive, and the desire to increase the time dedicated to the most practical working sessions was confirmed.

Concerning knowledge increase, the topics on which participants declared a more important knowledge increase were the importance of AVC networks, the role that can be played by local territorial networks in supporting women's socio-economic empowerment and the importance of women's networks. In line with this, the most useful sessions were Presentation of the Local Territorial Network; AVCs and Networking – Obstacles and Perspectives; Network Analysis from IPV Survivors to AVCs.

SECTION 2: TRAINING FOR COMPANIES

In addition to the training of AVC professionals, a set of training sessions for companies was implemented to both HR/management and employees as detailed below. The training activities reached out to a significant number of companies and employees, although only some of them contributed by answering and collecting ex post training questionnaires. The results presented below refer to the questionnaires collected within the respondent companies.

The training focused on intimate partner violence (IPV) in all its diverse forms, with a specific focus on the socio-economic empowerment of IPV survivors.

4 Training for company HR/management

After the training, a questionnaire was administered to participants to collect HR/management feedback on its usefulness and effectiveness. The valid questionnaires, to be analysed totalled 36, involving 25 women and 11 men. In most cases they were the company owner and/or CEO, or the HR director/manager.

The first question was related to the extent training participants believed the information provided to them would be consistent with their work.

To what extent do you think the information provided to you by the training will be consistent with your work?

	VA	%
Sufficiently consistent (5–6)	5	13.9
Significantly consistent (7–8)	9	25.0
Highly consistent (9–10)	22	61.1
Total	36	100.0

As the above table shows, the feedback was quite positive. In particular, nearly 30 % of participants considered that all the training elements were consistent with their work. The remaining parts stressed specific issues such as aspects related to the social construction of gender, the sexual division of labour, data on gender inequalities in the workplace and how to offer safe spaces free of stereotypes. Also, data about services that support IPV survivors and information about intersectionality as a perspective to work with people from different backgrounds were considered particularly interesting. At the same time, information provided on GBV legislation, terminology, and legal and institutional definitions were considered quite important to better grasp the possibilities in

place for IPV survivors' social and economic empowerment, and the services offered by national and local institutions. Indeed, the information received from the training was of relevance as it expands knowledge of what companies can put into practice and helps to identify what can and must be improved. Raising awareness on gender-based violence in companies was deemed an essential topic to promote labour insertion of IPV survivors and, more generally, to improve gender equality at the workplace.

In line with this assumption, for more than 65 % of participants, among the whole WEGO2 project stream of activities, awareness-raising sessions and training in companies were a priority. This was followed by the implementation of actions to directly support gender equality and IPV survivors within the company, and networking actions through which specific actions and measures can be designed and implemented.

Overall, the training sessions were clear and well organised, and the trainers were considered to have a very high level of knowledge.

5 Training for company employees

Similarly, to what was undertaken with HR and management, a not compulsory questionnaire was administered to participants.

In total, at the end of February 2021, 246 questionnaires were filled in by 183 women and 63 men. The majority of them (65 %) were in the age range of 35–54 years.

The first question asked if the participant, before the training, was aware of the phenomenon of GBV and its consequences for women, children, families, society and the economy.

As the table below shows, while around 30 % were significantly or highly aware of these 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.

	VA		%	
	Male	Female	Male	Female
Not at all	2	2	3.2	1.1
Very little	10	15	15.9	8.2
Partially aware	32	111	50.8	60.7
Significantly aware	11	19	17.5	10.4
Well aware	8	36	12.7	19.7
Total	63	183	100	100

In a similar way, while 36 % of participants declared that their knowledge before the training about the importance of the role of companies in supporting GBV survivors was significant or very high, 28.6 % still considered it partial and a more significant 32 % considered it low.

	VA		%	
	Male	Female	Male	Female
Absent	7	12	11.1	6.6
Very little	11	51	17.5	27.9
Partial	21	51	33.3	27.9
Significant	16	43	25.4	23.5
Very high	8	26	12.7	14.2
Total	63	183	100.0	100.0

Considering these baselines, the importance of the training, as showed in the table below, is paramount. Indeed, 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 a lot or more than a lot.

	VA		%	
	Male	Female	Male	Female
Not at all	1	1	2.6	0.9
A little	1	4	2.6	3.4
Partially	5	9	13.2	7.7
A lot	10	45	26.3	38.5
More than a lot	21	58	55.3	49.6
Total	38	117	100.0	100.0

Participants were particularly satisfied using an easy-to-understand language and by the clarity of the explanations provided during the training.

	Not at all satisfied	Little satisfied	Neither satisfied or unsatisfied	Quite satisfied	Very satisfied
Content of the training	0.6	2.9	4.1	38.0	54.4
Relevance of the training content	0.4	1.2	3.6	34.7	60.2
Use of an easy to understand language	0.0	0.0	1.2	21.4	77.4
Clarity of the explanations provided during the training	0.4	0.0	1.2	24.4	74.0
Ensuring an active involvement in the training/discussions of all participants	0.0	2.0	6.5	33.6	57.9
Timetable of the training session	0.0	4.4	7.3	39.5	48.8
Favouring positive interactions between all participants in the training	0.8	2.9	5.4	32.5	58.3

Conclusions

This report presents the generated impact in terms of knowledge increase assessed within the WEGO2! Project activities. The targets of the actions, as described in the project, were three: the **operators of the AVCs**, directly in touch with the IPV women survivors, **the AVCs** as part of a potential network for the support and empowerment and **the companies' employees**, especially those working in strategic areas as HR department. Project activities' objectives were to raise awareness on economic empowerment related topics, as well as to provide participants with tools and strategies to include what learned in their day-to-day activities.

The first section of the report describes the knowledge impact generated through training activities designed for AVCs operators and professionals. The training activities were aimed at promoting (i) the reflection on the **issue of economic empowerment** as a way out IPV; (ii) the importance of **implementing specific tools** for women's empowerment; and (iii) the role of **networking actions** among actors. Initially, the project's partners organised pilot training activities to introduce the topics and the project's objectives within the AVCs operators. After this initial phase, a specific training was provided on theory and tools for supporting women in their process of empowerment. The main focus of this training was preparing the operators to implement the **Social Relationship Tool** and the **Career Program and Balance of Competences Tools** with women. Independently from the level of their previous knowledge, 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. Moreover, the impact of the training regarding of the use of specific tools to enhance social networks and for the definition of women's career plan is positive evaluated by a 70.7 %. Finally, a large majority of participants believes that the training activities have been **highly consistent** with their work (83.3 %). After the implementation phase, the final evaluation aimed to explore the opinions of participants on the practical use of the tools with women. The feedbacks on the tools' implementation were quite positive: for what concerns the SRP, the 65.7% of operators affirmed that they would use the tool in future and the 74 % of them reported that the women themselves found the tools relevant in their process of empowerment. With specific regard to the CP and the BoC Tools, the 97.1 % considered them very relevant for the empowerment process of women.

The second section of the report analysed the outcomes of the training provided to the AVCs to highlights the importance of the relationships with other stakeholders and to explore their networks. This activity was aimed at introducing the importance of establishing connections with other actors (experts, social partners, institutional actors), in order to create a solid network to be engaged in the process of empowerment of women. From the training reports, it emerges that **training participants recognised the need to create permanent networks between AVCs and other partners to broaden the positive effects of their actions**. In the involved AVCs, the networking training contributed to **increase the awareness of the AVC staff on its needs in terms** of allied actors and potential stakeholders. The results of the training on networking were evaluated according to three dimensions: AVC knowledge of its **needs** in terms of relationships, **action variety and consistency** to address those needs, **activation strategy and results** of the process. The analysis of the results of the evaluation shows that, overall, the AVCs reached a **high level of knowledge** of their own needs, as well as a good variety and consistency of the actions planned. The level of activation and the achieved results goes from good to low, also due to the impact of the pandemic outbreak. In the framework of networking actions, two peer exchanges (in Italy and in Greece) were organised. The general aims of the peer exchanges were to socialise with the knowledge produced in WE GO1 with meeting intra-partnership and with associated partners and stakeholders, promoting mutual learning and peer learning, but also fostering the effective practices exchange that already happened in the first edition of the project with new knowledge and practices. The feedback on peer exchanges overall was positive, as the interest in the content and its usefulness. The areas where participants

declared the most important knowledge increase were the ones related to the **importance of AVC networks, the partners' practices, the ways to build AVC networks** and the WEGO project.

The final section of the report describes the impact on knowledge for companies achieved through training activities carried out with companies' staff and strategic employees. According to the participants' opinions, among the whole WEGO2 project stream of activities, **awareness-raising sessions and training in companies were considered to be a priority**. This was followed by the implementation of actions to directly support gender equality and IPV survivors within the company, and networking actions through which specific actions and measures can be designed and implemented.

6 ANNEX - TOOLS

WE GO II

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

POST QUESTIONNAIRES ON KNOWLEDGE EXCHANGE

WP 3.1 – Social Relationship for GBV victims – 1. Training

Draft by IRS- Istituto per la Ricerca Sociale

January 2020

POST-QUESTIONNAIRE ON KNOWLEDGE EXCHANGE

TITLE AND DATE OF THE TRAINING SESSION

(to be added before printing the questionnaire)

1. PERSONAL DATA

- 1.1 Sex Male
 Female

1.2 Age _____

1.3 Country _____

1.4 Job _____

1.5 Organisation _____

2. THE TRAINING: PERSONAL KNOWLEDGE AND COMPETENCES

2.1 How do you assess your knowledge before the training about the importance of social network to empower women survivors of violence?

Little	1	2	3	4	5	6	7	8	9	10	Much
--------	---	---	---	---	---	---	---	---	---	----	------

2.2 How do you assess your knowledge before the training about the role of skills and competences to empower women survivors of violence?

Little	1	2	3	4	5	6	7	8	9	10	Much
--------	---	---	---	---	---	---	---	---	---	----	------

2.3 Do you think that the training you participated in increased your knowledge on the importance of social network to empower women survivors of violence?

Little	1	2	3	4	5	6	7	8	9	10	Much
--------	---	---	---	---	---	---	---	---	---	----	------

2.4 Do you think that the training you participated increased your knowledge on the role of skills and competences to empower women survivors of violence?

Little	1	2	3	4	5	6	7	8	9	10	Much
--------	---	---	---	---	---	---	---	---	---	----	------

2.5 In more detail, do you think that this training session helped you to gain/increase your knowledge on/understanding of how to:

	Issue not covered by the training	1 (little)	2	3	4	5 (a lot)
reflect on the importance of a broad social network						
facilitate strategies to start and / or expand social network						
use specific tools to enhance social network						
support women to explore and find out their skills and competences and start thinking about CV preparation and job search						
Use specific tools for the definition of women's' career plans						
Other (to be specified)						

3. THE TRAINING: CONSISTENCY AND USEFULNESS

3.1 To what extent do you think the information provided to you by the training will be consistent with your work?

Little	1	2	3	4	5	6	7	8	9	10	Much
--------	---	---	---	---	---	---	---	---	---	----	------

3.2 Which parts of the training do you think are the most consistent with your work?

3.3 Which parts of the training do you feel will be most useful back at work?

4. THE TRAINING: SATISFACTION

4.1 Overall how satisfied are you with the training session:

- Very satisfied
- Quite satisfied
- Little satisfied
- Not at all satisfied
- I do not know

4.2 How satisfied are you with the training session received with regards to the following issues?

	Very satisfied	Quite satisfied	Little satisfied	Not at all satisfied	I do not know
Contents of the training					
Coherence of the training contents with the general objectives of the Project					
Relevance of the training contents					
Level of detailing each concept/notion presented during the training session					
Use of an easy to understand language					
Clarity of the explanations provided during the training					
Ensuring an active involvement in the training/discussions of all participants					
Trainers' professionalism					
Trainers' availability to accommodate participants needs					
Quality and presentation of training materials					
Timetable of the training session					
Length of the training session					
Favouring positive interactions between all participants in the training					

FURTHER REMARKS

Please write down any further comments about what you liked best or least about the session, any improvements we might make, or anything else you should like to tell us

WE GO II

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

6.1 FINAL EVALUATION ON KNOWLEDGE EXCHANGE

WP 3.1 – Social Relationship for GBV victims

Draft by IRS- Istituto per la Ricerca Sociale

November 2020

FINAL EVALUATION ON KNOWLEDGE EXCHANGE

1. PERSONAL DATA

1.6 Sex Male
 Female

1.7 Age _____

1.8 Country _____

1.9 Job _____

1.10 Organisation _____

2. SOCIAL NETWORK FOR SURVIVORS: FINAL EVALUATION

2.1 How relevant do you consider the use of social network tool for the process of empowerment of women survivors of GBV violence?

Not at all relevant	1	2	3	4	5	6	7	8	9	10	Very relevant
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2.2 Please rate your agreement with the following sentences:

	1 (very low)	2	3	4	5 (very high)
The social network tool was easy to use with women					
The women found the social network tool useful in their empowerment process					
The training prepared me adequately to implement the social network tool					
I will use the theory and the tool behind the social network again in the future					

2.3 Could you please list three points of strength and three critical issues of the implementation of the social network tool with women?

	Points of strength	Critical issues
1.		
2.		
3.		

3. SKILLS AND COMPETENCES: FINAL EVALUATION

3.1 How relevant do you consider the mapping of skills and competences of the women for the process of economic empowerment of women survivors of GBV violence?

Not at all relevant	1	2	3	4	5	6	7	8	9	10	Very relevant
---------------------	---	---	---	---	---	---	---	---	---	----	---------------

2.2 Please rate your agreement with the following sentences:

	1 (very low)	2	3	4	5 (very high)
The balance of competences tool was easy to use with women					
The women found the balance of competences tool useful in their empowerment process					
The training prepared me adequately to implement the balance of competences tool					
I will use the theory and the tool behind the mapping of skills and competences again in the future					

2.3 Could you please list three points of strength and three critical issues of the implementation of the mapping of skills and competences with the women?

	Points of strength	Critical issues
1.		
2.		
3.		

WE GO II

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

6.2 FEEDBACK FROM COMPANIES' HR/MANAGERS

WP 4.1 – Awareness Raising with enterprises on VAW

Draft by IRS- Istituto per la Ricerca Sociale

February 2020

FEEDBACK ON TRAINING/INITIATIVES/ACTIONS

DATE OF THE SESSION (to be added before printing the questionnaire)

1. PERSONAL DATA

1.11 Sex Male
 Female

1.12 Age _____

1.13 Country _____

1.14 Position _____

1.15 Company _____

2. FEEDBACK

2.1 To what extent do you think the information provided to you by the training will be consistent with your work?

A little	1	2	3	4	5	6	7	8	9	10	A Lot
----------	---	---	---	---	---	---	---	---	---	----	-------

2.2 Which parts of the training do you think are the most consistent with your work?

2.3 Do you believe that the information received are relevant for your company? Why?

2.4 The WEGO2! PROJECT has been presented to you in terms of its main values and objectives. Within this context, which activities you believe would be more crucial/important to be implemented in your own company? Please rank in term of priority.

1	
2	
3	

WE GO II

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

6.3 QUESTIONNAIRES ON TRAINING

WP 4.1 – Awareness Raising with enterprises on VAW

Draft by IRS- Istituto per la Ricerca Sociale

February 2020

QUESTIONNAIRE ON TRAINING

TITLE AND DATE OF THE TRAINING SESSION

(to be added before printing the questionnaire)

1. PERSONAL DATA

- 1.16 Sex Male
 Female

1.17 Age _____

1.18 Country _____

1.19 Position _____

1.20 Organisation _____

2. THE TRAINING: AWARENESS AND PERSONAL KNOWLEDGE

2.1 Before the training, were you aware of the phenomenon of the GBV and its consequences for women, children, families, the society, the economy?

Little	1	2	3	4	5	6	7	8	9	10	Much
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2.2 How do you assess your knowledge before the training about the importance of the role of companies in supporting GBV survivors?

Little	1	2	3	4	5	6	7	8	9	10	Much
--------	---	---	---	---	---	---	---	---	---	----	------

2.3 Do you think that the training you participated in increased your knowledge on the initiatives that might be implemented to address GBV and/or sexual harassment at workplace?

Little	1	2	3	4	5	6	7	8	9	10	Much
--------	---	---	---	---	---	---	---	---	---	----	------

4. THE TRAINING: SATISFACTION

4.1 Overall how satisfied are you with the training session:

- Very satisfied
- Quite satisfied
- Little satisfied
- Not at all satisfied
- I do not know

4.2 How satisfied are you with the training session received with regards to the following issues?

	Not at all satisfied	Little satisfied	Neither satisfied or unsatisfied	Quite satisfied	Very satisfied
Contents of the training					
Relevance of the training contents					
Use of an easy to understand language					
Clarity of the explanations provided during the training					
Ensuring an active involvement in the training/discussions of all participants					
Timetable of the training session					
Favouring positive interactions between all participants in the training					

FURTHER REMARKS

Please write down any further comments about what you liked best or least about the session, any improvements we might make, or anything else you should like to tell us

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Women's Center Of Karditsa (WCK), Greece

WEGO!



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