



EnEnWomen

“Let’s promote women active participation in pandemic times!”

Brochure of best practices

Project No. 101081080

Content:

- Aim of the project
- Romania – best practices
- France – best practices
- Italy – best practices
- Spain – best practices
- Conclusions

Women face many challenges that interfere with their ability to active participate in the democratic society and the pandemic period has a lot of outcomes related to an increasing number of vulnerable groups. ***EnEnWomen project comes along as a response to the human and social crisis related to the COVID-19***, as a protection to women's rights and to living and working conditions. It is important so that *EnEnWomen* to rise awareness on educating communities and on EU values related to the human rights. The main **focus** of the project is on the issues as: increased violence against women, passive participation in civic life, and the women's problems on education and employment. The project is created to offer the opportunity for the partners to share their expertise and experience between institutions and organizations and to increase awareness on the specific topics and emphasize the European values on women's rights.

The project wants to analyze the **impact of the pandemic crisis on vulnerable groups in society**. This initiative focuses on women with less opportunities as opposed to their peers, that experienced unemployment, lack of education and training and opportunities. These women get in contact with services offered by organizations due to the experience of domestic and any other type of violence. The project is created to offer the opportunity for the **partners to share their expertise** and experience between institutions and organizations and to increase awareness on the specific topics and emphasize the **European values on women's rights, education and training**.

Best practices – EnEnWomen Romania

National University of Physical Education and Sport

Name of the practice:

Center for domestic violence victims “Saint Mary” local

Objectives/goals:

- Offer protection for the domestic violence victims
- Accommodation for the acute or chronic situations
- Improving the autonomy of the victims with or without children
- Creating a long term stable social supportive network for the victims

Methodology:

- counseling for legal, social, psychological and educational issues
- individual or group activities as part of the social services offered to the domestic violence victims
- workshops

Detailed description of activities:

The social work with the domestic violence victims is done by professional social assistants and counselors regarding the accommodation for the victims of the domestic violence with the governmental support. For two years the victims can benefit from a paid accommodation by the government. This aspect is an important aspect of getting independent at a social level.

Families can benefit from a support for the children in joining a daycare, kindergarten or school. So that they can enjoy learning, developing their abilities alongside the professionals and spending time with their peers.

The counseling for the victims regarding entering the workforce can be a long process depending of their level of experience, level of education and health. The support services focus as well on helping the victims to get to a better level of wellbeing (physical or psychological).

Activities developed in the centers for victims of domestic violence are based on the personal individual decision-making, aiming for each woman to develop the capacity of taking decisions on her own for the benefit of her and her children. This key element of social analysis and decision making are important for reaching independence in the near future.

Enrolling the children at a daycare/kindergarten, will allow women to have a better management of their time in solving social problems, access other important resources of the social network and exert their profession.



Name of the practice:

Projects that foster females to reach leadership position within the field of sport

Objectives/goals:

- aim of the project is related to tackling the above-mentioned issues as well as providing concrete and efficient key solutions to prevent any form of discrimination against women in sport, support mothers work-life balance and prevent the abandonment of sport by women.
- identifying the educational needs of female sport amateur mothers in specific sectors connected with the sport field such as Social Media Management, Administrative Management, Sport Management, Accounting, Marketing, PR Management, Coaching and Training;
- mapping sectoral stakeholders such as educational providers, sport federations, sport managers, coaches and trainers and existent educational best practices regarding the above mentioned sectors.

Methodology:

Is composed as a flow of activities embedded in the activities designed for females' participants, which divide the project into self-contained chapters that ensure coherence both internally to each activity and externally for what pertains the feeding of the different project phases into each other.

Each of the activities and expected results to be achieved through transnational cooperation and local activities that are functional and connected with the general project aim of supporting the transition from the professional sport career to another career in sport sector of female amateur athletes, managers and coaches who became mothers aged 18-25.

Detailed description of activities:

- female athlete amateur mothers with children (aged 0-5) who are unable to work in an office or – more specifically - outside the house due to their commitment as mothers. The project creates two curricula which match the target needs and are linked with roles internal to Sport bodies and organizations: Social Media Manager and Administrative Staff.
- female athlete mothers with children who are able to work outside the house as the children is already at school age. The project individuated 6 curricula connected with the Sport sector and providing technical competences in different profiles needed for the operation of modern Sport bodies and organizations: Sport Manager, Accounting Staff, Marketing Staff, PR staff, Coach and Trainer.
- create Training Formats based on the technical Curricula which are used through local programmes implemented by the organization in the field of sports
- develop a web-platform containing e-learning modules and video tutorials based on the curricula and a counselling targeted at female amateur athlete mothers who are dealing with the discrimination and inequity at sport club aimed at providing psychological support and mentoring for recent new mothers and female with children who became successful after leaving the professional Sport career.

Best practices – EnEnWomen France

Jean Monnet Association

Management of violence in France

Procedures and protection measures in France

The victim of domestic violence (married, cohabiting or civil partnership, even if the couple is divorced, separated or has broken their agreement) who reports the facts, as well as her children can benefit from several protective measures from public institutions and associations. The woman has the option of leaving the marital home with her children, but to prevent this departure she is not blamed, she can file a handrail at the police station or to the authorities. The report of the injuries must be made by a doctor (city doctor, duty doctor or the hospital). Doctors in private practice or in hospitals are subject to medical privacy.

For advice, in France, several organizations can be contacted:

- 3919, a service specializing in violence against women,
- listens to, informs and guides women victims of violence, as well as witnesses of violence made to women;
- victim support associations;
- the Information Center on the Rights of Women and Families (CIDFF);
- 08 Victims,
- listens to, informs and advises victims of offenses as well as their relatives.

The victim can lodge a complaint to the police station or to the authorities to secure the conviction of the perpetrator. The victim has a period of 6 years to file a complaint. The complaint is then transmitted to the public prosecutor and even if the complaint is withdrawn, the public prosecutor may continue the proceedings against the perpetrator. In the most serious cases of domestic violence, the victim may also be given a “Great Danger Telephone”. This is a specific phone allowing the victim of domestic violence to directly contact a specialized platform in case of danger. It is this platform which will alert the police or the authorities if necessary. The victim may be geolocated if desired. This telephone number is assigned by the prosecutor for a renewable period of 6 months, in the event of the violent spouse being removed. The victim will also be monitored by an association designated by the prosecutor.



Protective measures by the civil judge

If the victim of violence is put in danger, she can go to the family court judge. This judge can urgently issue a protection order (article 515-11 of the Civil Code), even if she has not yet filed a criminal complaint. The protection order is intended to prohibit the perpetrator from approaching the victim, and to carry a weapon. The judge also decides on the separate residence of the spouses and on the enjoyment of the accommodation by the victim. If the victim asks to stay in their accommodation, the violent perpetrator must then leave the marital home within the time limit set by the judge. The judge can also decide on the exercise of parental authority. The perpetrator of the domestic violence can thus be removed temporary parental authority and will no longer have the right to contact his children. The measures contained in the protection order are taken for a period of 6 months and can be extended. Failure to comply with the measures imposed by the protection order constitutes a misdemeanor punishable by 2 years' imprisonment and €15,000.

Protective measures by the criminal judge

The criminal judge can only pronounce protective measures and initiate legal proceedings against the perpetrator of the domestic violence if the victim has filed a complaint or if a report was done. This can be done with either the police or the constabulary, or the prosecutor of France, by the victim herself or by a witness or a person having acknowledge about the violence act.

To file a complaint, the victim needs a prior medical certificate of observation by a general practitioner which is not mandatory, although it is beneficial. This certificate is useful evidence of violence suffered in the context of legal proceedings, even if the victim files a complaint several months later. A medical examination needs to be ordered by the police or constabulary services as part of the investigation. This examination will be carried out by a doctor from a forensic medicine service/medico-judicial unit, duly required.

If the victim does not wish to file a complaint, she can report the facts to the police officer or the constabulary. The declaration will be recorded in a ledger or as part of a report of judicial intelligence. This declaration constitutes a written record which can be subsequently used in a future complaint or procedure before the family's court judge.

Henceforth, the victim may appeal to a ledger or judicial report. If she refuses to file a complaint, she is informed of the consequences of her refusal, of her rights, of the procedures of assessment and the help which she can benefit from. She may be put in touch with a professional support (social worker, psychologist, association office).

Name of the practice:

Workshops on human rights topics via IT

Objectives/goals:

- help women in administrative, legal and civic procedures
- familiarize women with the IT domain by accompanying them so that they can be autonomous on the long term.

Methodology:

- free access to information
- round table to improve communication
- presentations done by IT and legal specialists
- practical exercises on the computer for information research and creation of files in order to facilitate daily life (CAF, social security, Town Hall, SNCF, etc.);

Detailed description of activities:

- To learn how to master new technologies (internet, word processing, spreadsheet, etc.). This workshop allows the setting up of the computer workshop intended for new coming learners, young people and women.
- Courses for beginners on basic computers (Word, Excel, Power Point, Internet...) are offered in order to be autonomous.
- This computer initiation workshop aims to put the public at ease with new information and communication technologies. Its vocation is to facilitate daily life (CAF, social security, Town Hall, SNCF, etc.) and to fight against the digital divide.

Name of the practice:

Cooperation between actors for the protection of women victims of violence - Support by health professionals

Objectives/goals:

- Improving prevention and management care of women victims of violence by health professionals

Methodology:

Essential cooperation between professionals (health, legal, social associations) is developed in the National Protocol for improving the prevention and change management of women victims of violence, published in 2014.

Detailed description of the activities:

In order to optimize this care coordination, it is necessary to identify the resources of the territory, at the local level, that the victim may be referred to, depending on the acute or chronic nature of the situation and depending on the type of violence. To be operational, this information must be precise (name, contact details, opening hours, etc.).

However, this coordination must be put in place with the aim of simplifying the procedures for women:

- favor the unity of place of care (some experiences organize the travel police resources in places of care);

- facilitate the findings that can be used as legal evidence (taking photos, generalization medical certificates, samples, etc.), as soon as the first-line professional intervenes online and even outside judicial requisition. These steps can facilitate the rest of the course among victims who do not wish to file a complaint at the time of the events;
- anticipate the follow-up of victims: no woman victim of violence should be taken into charge for violence without identifying for her the modalities of her follow-up. The attending physician, whether he was at the origin of the treatment or not, must be able to be informed and associated with the medical follow-up of his patient.

Thus, in order to improve the medico-legal pathway for victims of violence, the reception center specialized in assaults (CASA), equivalent to the medico-judicial units (UMJ), has been set up in 2007 by Dr. Proust, within the University Hospital of Rouen.

This unit was created to facilitate medico-legal care and the filing of complaints with the department of Justice. The objective was to work within a dedicated structure, in a single place, devoted support for victims of all types of violence and of all ages. Victims can meet health professionals, psychologists, social assistants, victim's support association.

In certain situations (medico-legal emergency, vulnerability, etc.), victims also have the possibility of being put in contact with a judicial police officer to register their complaint or protect them. If necessary, the victims benefit from a brief hospitalization in the Unit short-term hospitalization (UHCD) from the emergency department. For victims already hospitalized who cannot travel (intensive care, major surgery, etc.), CASA professionals return to their bedside (<https://www.chu-rouen.fr/service/centre-daccueil-specialise-aggressions/>).

Name of the practice:

Mechanisms put in place at the national level: The “3919: Violence against women info” & Website “stop violences-femmes.gouv.fr”

Objectives/goals:

To provide better information to women victims of their rights.

Methodology:

Created by the government.

**Victime ou témoin de
violences sexistes et sexuelles,
il existe un numéro
anonyme et gratuit.**

**ARRÊTONS
LES
VIOLENCES
3919**

Numéro national d'écoute et d'orientation
pour mettre fin au cycle des violences.

ArrêtonsLesViolences.gouv.fr



Detailed description of the activities:

Since January 1, 2014, the 3919 phone number was provided as a reference and guidance, created for women who are victims of violence, those around them and the professionals concerned.

Anonymously and free from a landline or mobile in mainland France, as in the departments overseas, this national number guarantees listening, information and, depending on the requests, an appropriate orientation towards the local support and management systems charge. It is open 7 days a week, Monday to Friday from 9 a.m. to 10 p.m., Saturdays, Sundays and public holidays from 9 a.m. to 6 p.m.

The operation of this number, managed by the Fédération Nationale Solidarité Femmes and supported by the Ministry for Women's Rights, relies on a partnership with the main national associations acting for gender equality, for the rights of women and fighting against sexist and sexual violence against them.

Website “stop-violences-femmes.gouv.fr”

Since November 2013, accessible to the general public and to professionals concerned by this issue, this site provides information on the different forms of violence committed against women, the steps to be taken and the methods of intervention by the professionals (identification, what the law says, advice, orientations, in a particular section on the national and local associations structures).

Awareness-raising and training tools for professionals are made available to interested parties.

Name of the practice:

Role of associations at the national level

Objectives/goals:

To offer women victims, mainly domestic violence, a comprehensive support towards overcoming violence and ensure accommodation places, including emergency safety.

Methodology:

Cooperation of the associations

Detailed description of the activities:

The associations of the FNSF (National Women's Solidarity Federation) are present in many departments, these associations offer women victims, mainly of domestic violence, comprehensive support towards overcoming violence and ensure accommodation places, including emergency safety.

Social workers, psychologists, educators, lawyers, social and family economy advisers, listening receptionists, etc., assess each situation, offer individual interviews, follow-up and group reception (among other things discussion groups, self-esteem workshops).

Their activities are carried out in conjunction with institutional partners (social services, child protection, health, police and justice) or associations. Professionals in the health and social sector, they are on duty in police stations, constabulary, hospitals, municipalities, points of access to law, etc., and lead training actions (initial and continuous), raising awareness among various professionals but also preventing violence against women.

Reception and accommodation centers are dedicated to women who are victims of violence with or without children and aim for women's access to rights, security and autonomy until rehousing.



The CNIDFF and the actions of the CIDFF

The CIDFF (Information Centers on the Rights of Women and Families) carry out a mission of general interest entrusted by the State, the objective of which is to promote the social, professional and personal autonomy of women and to promote equality between women and men.

The CIDFF inform, guide and support the public, in priority women, in the areas of access to the law; the fight against gender-based violence; parenting support employment, vocational training and business creation; of sexuality and health.

On a daily basis, within the framework of specialized services, the CIDFF provide comprehensive care for victims of gender-based violence, they inform them, whatever the nature of the violence (violence within the couple, rape and sexual assault, sexual harassment, mutilation, sexual relations, forced marriages, etc.) and accompany them in their police, judicial, medical, social and professional approach.

By intervening in schools, by organizing awareness days towards the general public and companies, the CIDFF actively participate in the prevention of violence against women. This daily action of the CIDFF is part of a partnership solid local, associative and institutional.

The France Victims network (formerly INAVEM)

France victims have developed a supportive network via phone, intended to listen and help all victims of criminal offences, their relatives but also professionals.

116006 (7 days a week, free call and services, or + 33 (0)1 80 52 33 76) from 9 a.m. to 9 p.m. a team of ten expert listeners who offer anonymous and confidential listening, initial information and relay in order to put the victims in touch with aid associations to victims and/or any partner service likely to respond. Interactive messaging is available to callers outside of working hours, opening hours or as soon as all the lines are busy, thus giving the possibility of leaving telephone number to be called back as soon as possible. Beyond this gateway function to victim support associations (AAV) and others partner structures or services, the mission of the France Victims network is to provide information on rights, in particular to explain the difference between the ledger registration and the complaint, to specify the procedures for filing a complaint, compensation for damages, etc., so that the victim can make an informed choice based on the offense suffered.

Best practices – EnEnWomen Italy

InCo Molfetta

All these practices have been established by the Pandora Anti-Violence Centre, InCo's main partner for this EnEnWomen project, which operates in the Molfetta-Apulian area with the main target group being populations in situations of fragility, especially women who have suffered or are related to gender-based violence in any way. The objective of these practices is twofold: to offer direct assistance to these women, during and after the intervention in case of difficulty, and to carry out prevention and awareness-raising actions in the territory, targeting different parts of society, from purely educational environments (schools) to the rest of the local population, young people and adults.

Name of the practice:

Counseling aimed at labour insertion and/or reintegration

Objectives/goals:

- to reintegrate women victims of gender-based violence into the labour market and vocational training
- to boost their empowerment by helping them regain control over their lives and build self-esteem, encouraging them to recognize their strengths and competences
- to and help them explore their interests and existing skills, assessing educational needs, and providing professional guidance

Methodology:

Individual counseling sessions facilitated by a qualified counselor (6-hours total path each run by a psychologist specifically trained in human resources management and career guidance)

Detailed description of the activities:

Job placement has been recognized as a turning point, a central junction in all individual projects of exit from violence; it is the moment when the recipients - selected according to criteria established by the competent Social Services and/or Centre of origin - really begin to realize the hypothesis of a way out, to acquire the awareness of a different future. This is the importance of the counselling process offered by the Centre. Sessions are conducted according to a psycho-educational approach. This can be traced back to the fact that a woman who has suffered years of violence finds it difficult to recognize personal and social skills and abilities.

Indeed, these individual tutoring services are not only a tool to access resources and basic rights to fully participate in social life, but also a way to regain self-esteem and individual empowerment. Counselling aimed at labour insertion and/or reintegration is an individual moment with a strong orientation value, and is realised through specific tools.

Women who have benefited from this pathway are able to subsequently join a 'work grants' project in the future. It provides for the activation of a social and labour inclusion pathway, in companies or associations, with an economic reimbursement linked to work attendance. It is a usable and very valid tool to reintegrate the person into the working world and to open up employment and social reintegration possibilities.

Indeed, over the years, a strong connection has been developed with the world of work and training, including through the signing of a memorandum of understanding with the training organization accredited by the Region of Apulia, the Metropolis Consortium.

Name of the practice:

Establishment of a trauma reprocessing desk

Objectives/goals:

- to facilitate the healing and recovery of women who have experienced gender violence
- to create a safe and supportive environment that encourages women to freely express their emotions, share their experiences, and receive validation and empathy
- to build a self-empowered community that would foster their sense of belonging and feeling of support and relieve while processing and recovering from traumatic experiences

Detailed description of the activities:

Experience has shown that the violence suffered can leave post-traumatic consequences and make full recovery of autonomy difficult. The Anti-violence Centre establishes a pathway in continuity with the completed process of recovery from gender-based violence and in synergy with the assessments of the multidisciplinary team (initial support interventions are carried out by a team of professionals, including psychologists, counselors...), aimed at women over 18 who finish the programme and need a further pathway aimed at processing the traumatic experience.

Activities related to these two goals:

Methodology:

Counseling and community activities (artistic, handicrafts and others), which allow for the processing of feelings and the recognition of self



Name of the practice:

Education & training in schools and other local initiatives

Objectives/goals:

- to increase awareness and understanding of gender violence and its impact on women, by providing accurate information about the dynamics of violence, its various forms and the specific challenges faced by these vulnerable populations
- to prevent gender violence by promoting early identification and intervention
- to foster gender equality and fair treatment of women, fundamentally in the couple and interpersonal relations, but also at the workplace and in wider society
- to promote societal change in order to create safe and sensible communities that support the well-being and safety of women victims

Detailed description of the activities:

In pursuit of the more general objective of catalyzing cultural change, it is considered of primary importance to dedicate activities to training young people and teachers, focusing on the potential of the new generations. To this end, reflection and training activities are planned in secondary and high schools using state-of-the-art methodologies, such as peer education, which has the advantage of involving a large number of subjects, and experiential workshops, organized as 10 hours of training with 15 teachers from lower and upper secondary schools. Their aim is to support them in educating children to value diversity and to recognize and deal with cases of violence. The training activities in schools involve all upper and lower secondary schools in the municipalities of Molfetta and Giovinazzo. In the second case, specific protocols of training on the issue of homophobic bullying.

Methodology:

Workshops esp. in schools, conferences and local events aimed at bringing together women victims of violence, their support structures and the local population.



Other local initiatives included:

- the 'A braid against violence' initiative, which aimed to raise awareness against violence against women, but also against trafficking in women, by promoting the intertwining of the experiences of foreign women from the international reception system with those of the municipal anti-violence centre workers; open to all who want to get involved and, free of charge, can receive a braid in their hair as a gift.

- and the travelling exhibition 'How you were dressed', which tells stories of sexual abuse told in association with the clothes on display, which are intended to faithfully represent the clothing that the victim was wearing at the time of the violence suffered. The idea behind the work is to raise awareness of violence against women and to dismantle the prejudice that the victim could have avoided rape if only she had worn less provocative clothes.



Best practices – EnEnWomen Spain

Name of the practice:

Migrant women empowerment program

Objectives/goals:

- Promote equal social participation
- Social networking
- Empowerment of women so they could find a work to help them to develop a life project free of gender violence (economic violence, sexual violence, psychological violence)

Methodology:

Training and empowerment program for equality and social participation of migrant women in the municipality, as they are one of the most vulnerable groups, together with women with disabilities, to participate in the activities that are carried out and therefore with higher difficulties to improve their living conditions.

Detailed description of the activities:

The program for the equality and the empowerment of migrant women consists in 8 workshops of two hours of duration each. The workshops are given by an Equality promoter who, through game dynamics, music and videos will seek for these women to go beyond the knowledge they acquired in the training, creating their own material that will be use, once the training is finished, to publicize the opinions and points of view of the participating women. Putting into practice the knowledge acquired, the learning process goes further .

The sessions are scheduled every forth evening of the week, so that women can have easy access to training. The sessions will take place at the Social Center.

After training, the women have established a network that has brought them out of isolation, improving their social participation, getting the feeling of belonging to a group of equals. In the same time the knowledge related to the equality that they've got has made visible changes to these women. Some situations that they have endured as a normal part of life have been reassessed and now, they are aware of the consequences and the inequality between both sexes that remains in our society.

link, pictures: Igualtat lliura els diplomes del projecte Som i Teixim dirigit a millorar la participació social de les dones migrants - Altea Digital

Name of the practice:

Violet points to prevent sexual aggression
in the local festivities

Objectives/goals:

- Involve the whole society in the fight against gender violence
- Create a safe space for women in nightlife celebrations
- Provide information on how to act in case of suffering a gender violence act or witnessing it.
- To bring comprehensive services closer to victims, to help them immediately with access to the best resources, avoiding their revictimization.

Methodology:

The Equality Unit depending on the department of Welfare Services of the Municipality of Altea is in charge of designing, together with local NGO, Red Cross, local Police, Civil Guard, Association of Women Victims of Gender Violence; “Mujeres con Voz” and local Health Services a protocol of installation of Violet Point and the design of actions to prevent sexual assaults during the main municipal festivities.

The violet point area, promoted by the Concejalía de Igualdad, has as a goal to involve the whole society in the fight against gender violence. It is intended to massively spread the necessary information to know how to act in case of gender violence against women. Local Institutions are committed to fight for the eradication of gender violence, which considered a structural problem that requires the involvement of the whole society to put an end to it.

Detailed description of the activities:

1. A week before the festivities start, posters are installed in different places of the municipality reporting the Violet Points, their location, as well as the message that the municipality rejects the gender violence and the sexist attacks.
2. In addition, a campaign is carried out in the public and local social media to explain the citizens what a violet point is, the services provided and its location in the festival area.
3. The violet point is installed in the area where the night festivity is held and it is visible because it is a tent in violet color.
4. The Equality Unit is part of the violet point, as well as volunteers from the association of local women “Mujeres con Voz” and the NGO, Red Cross.
5. From 12.00 at night and until 4:00am in the morning, services are provided to everybody who comes to the point.
6. In case of a sexual assault, the victim is friendly and respectfully cared for, and referred to professional services that she requested (pólice, health center, etc).



This **brochure** includes **best practices** run by the Partner organizations from the project EnEnWomen as well as from other institutions of the European countries that are involved in programmes the support domestic violence victims or the gender equality topics.

So, as a part of the outcomes of the **Study Visit** and the first face to face meeting/in situ of the partners of the project *InCo Molfetta & Pandora Anti-Violence Center (Italy)*, *UNEFS (Romania)*, *Municipality of Altea (Spain)* and *Association Jean Monnet (France)*. Participants have the opportunity to be acquainted with few of the local Romanian social services, centers and projects meant to empower women as part of a vulnerable group.

In the same time, the participants found out about the **projects developed in each partner country**:

1. Topics/information/knowledge:

- Human rights
- Gender role
- Decision-making
- Proactive legal measures
- Digital competences
- Violence
- Abuse
- Gender equality

2. Activities:

- Workshops
- Trainings
- Social network development
- Community activities
- Peer education
- Travelling exhibition

3. Services:

- Legal, social, psychological, educational and career counseling
- Formal & non-formal education
- Centers specialized in assaults
- Emergency phone-lines and geolocation