



**PROTECTING
FUNDAMENTAL FREEDOMS,
A VICTIM'S PERSPECTIVE**

Victim Support Europe Annual Conference 2023

7TH TO 9TH JUNE / BERLIN



Victim Support
Europe



With Financial support from
the Justice Programme
of the European Union

HOSTED BY:



Tackling Gender-Related Violence From An Intersectional Perspective, Resources on Fundamental Freedoms Developed In European Projects.

WORKSHOP B | ORGANISED ON DAY 2 (8 June 2023) | Berlin

The workshop will introduce practical resources developed in EU projects across different European countries and available for free in various languages. It will include information on:

- how to create a supportive work environment where victims feel safe to come forward (the importance of plans, protocols and awareness-raising campaigns),
- how to detect and support victims with appropriate referral (be supportive but know your limits and seek professional help, create local support networks)
- how to promote an inclusive society **from and at the workplace** (prevent stereotyping and further discrimination of victims).

Nice to meet you 😊

We are two colleagues based in Barcelona and London, who have become friends whilst working on EU projects together for 10 years. We are very happy to share some free resources with you!



Dr. Pam Alldred

Professor of Youth and Community Studies at Nottingham Trent University, UK.

Twitter @AllPam



Nottingham Trent University



gigi guizzo

Development Manager
Rinova,
Barcelona, Spain.

linkedIn gigi-guizzo

RINOVA
innovar, crear & regenerar

#CARVEproject - Companies Against Gender Based Violence **Resources available** (6 languages: FR, EN, SP, CA, BU, GR)

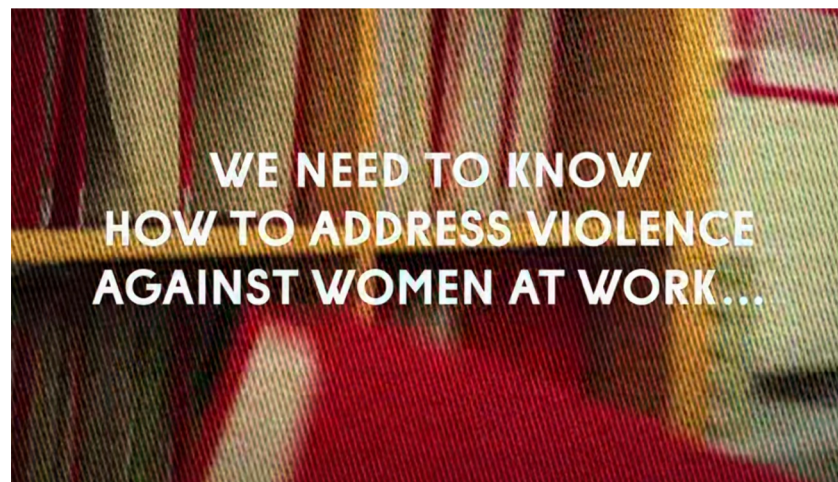
- Guide for companies
- Poster about impact of GBV/DV at work
- Awareness raising video

<https://youtu.be/hv8yjlqgp7E>

<http://carve-daphne.eu/>



Co-funded by
the Daphne III Programme
of the European Union



FIVE STAGE FRAMEWORK TO PREVENT AND RESPOND TO VIOLENCE AGAINST WOMEN

1



DEVELOP & IMPLEMENT A WORKPLACE POLICY

- Analyse & Plan
- Establish internal grievance mechanisms
- Involve all staff
- Ensure organizational commitment

IDENTIFY & RESPOND TO THE PROBLEM

- Train & inform the staff & managers
- Build trust
- Implement standardized procedures
- Refer victims to specialized structures for care & support

2



3



INTERACT WITH EMPLOYEE-VICTIMS

- Listen to the employees
- Explain & inform
- Assist victims to overcome isolation
- Allow for flexible work organization
- Envisage special arrangements & work reintegration
- Ensure safe work conditions, confidentiality & security at the workplace

RAISE AWARENESS IN THE WORKPLACE

- Involve the top management
- Support a clear message against violence
- Disseminate information

4



5



ENGAGE WITH STAKEHOLDERS

- Build bridges with specialized stakeholders
- Support coordination between institutions
- Involve trade unions
- Offer training sessions & awareness campaigns

CONSEQUENCES OF GENDER-BASED VIOLENCE KEY FACTS AND FIGURES

AFTER-EFFECTS OF THE VIOLENCE



► **83% of abused female workers** experienced after-effects of the violence, which made it difficult for them to keep a job

Source: Danish National Council for Social Services, 2009, *Voldsbemidte kvinder Arbejdsliv*, pp. 20-22



WORK ACCIDENT



► **75% of offenders** had a hard time concentrating at work because of their abuse, which has caused (directly or indirectly) a work accident due to inattention in **19% of cases**

Source: Vermont Council on Domestic Violence, 2012, *Effects of Domestic Violence on the Workplace: A Vermont survey of male offenders enrolled in batterer intervention programs*, p. 5



DOMESTIC VIOLENCE COSTS IN EU25



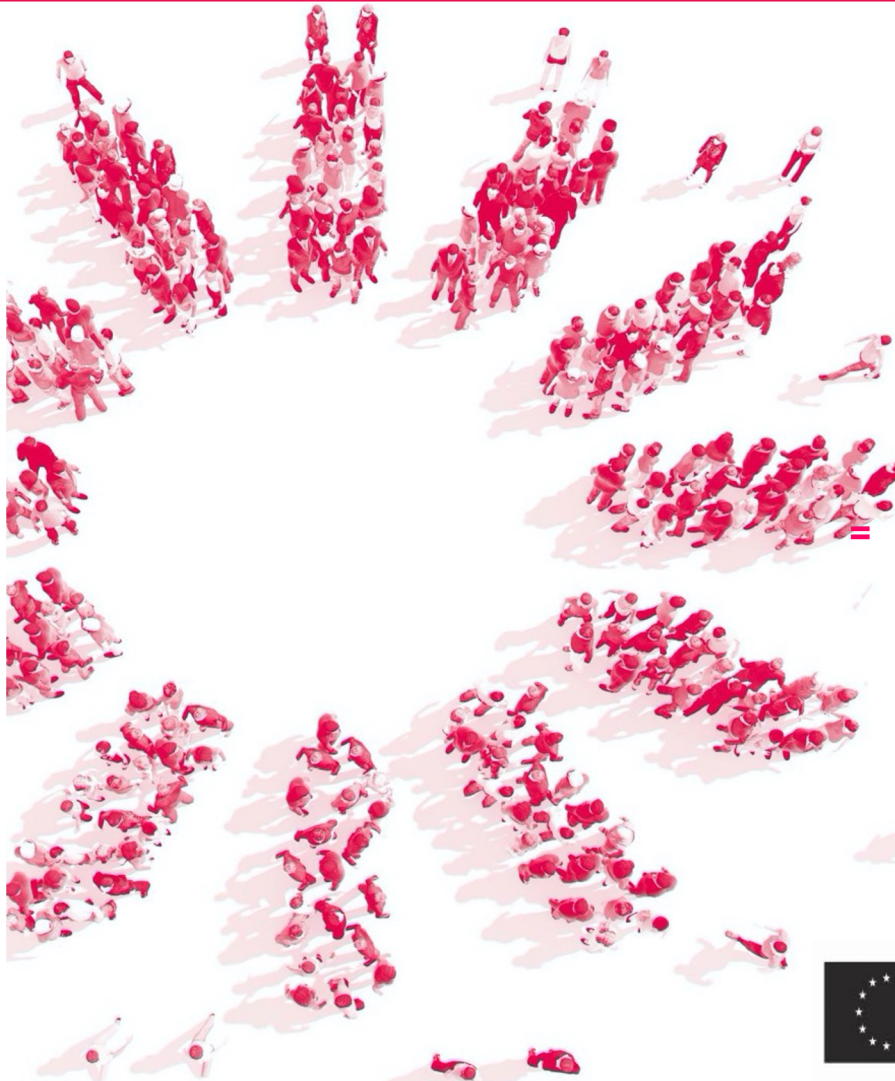
By increasing the budget of intimate partner prevention policies by **€1**:

- **€87 can be saved in total costs**
- out of which **€30 in direct costs**

Source: PSYTEL (2009), *Estimation du coût des violences conjugales en Europe*, Daphné, <http://www.psytel.eu/en/violences.php>

| 2011 |

Adoption by the Council of Europe of the Istanbul Convention on preventing and combating violence against women and domestic violence. It defines "violence against women" as a "violation of human rights and a form of discrimination against women and shall mean all acts of gender-based violence that result in, or are likely to result in, physical, sexual, psychological or economic harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life".



USVreact

UNIVERSITIES SUPPORTING VICTIMS OF
SEXUAL VIOLENCE

<http://usvreact.eu> #USVreact

***Tackling Gender-related
Violence in Universities: the
USVreact Project and
GAPWORK PROJECT***



Co-funded by the Rights,
Equality and Citizenship
Programme of the European Union



Brunel
University
London

Reporting = Disclosure = Exposure



'[w]e expose ourselves when we disclose what has happened to us' (Phipps, 2016).

'[o]ne is dependent on [the] "outside" to lay claim to what is one's own' (Butler, 2004: 7).

Testifying to a traumatic experience is a traumatic experience (Ahmed, 2015)

POLITICS of disclosure
INSTITUTIONAL RESPONSE

Is sexual violence and sexual harassment (SVH) = Violence Against Women (VAWG)?

- One in two trans people experience sexual violence at some stage in their lives (ons.gov.uk, 2015)
- 46% of bisexual women report being raped at some stage in their lives (compared to 17% of heterosexual-identified women and 13% of lesbian-identified women) (NISVS, 2010)
- 72,000 men are victims of sexual violence in the UK each year (gov.uk, 2012)

APPROACH :

Inclusive

Intersectional





Brunel
University
London



BRUNEL UNIVERSITY
RESEARCH CENTRE

Centre for Youth Work Studies

GAP WORK

against gender-
related violence

Co-funded by
the European Union



About Young
People



Leading education
and social research
Institute of Education
University of London

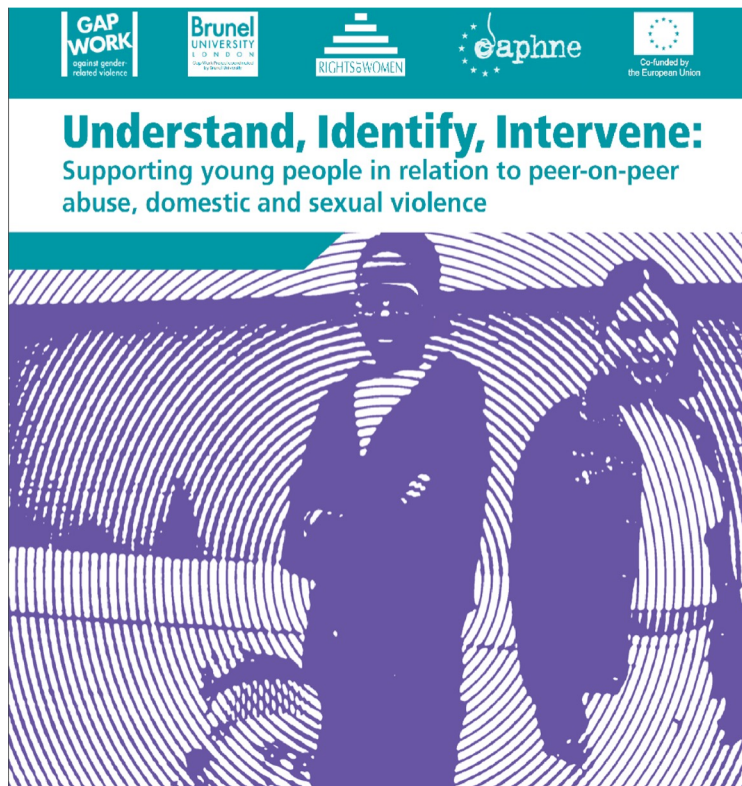
DEFINING 'Gender Related Violence' (GRV) as
'sexist, sexualizing or norm driven bullying, harassment or
***violence whoever is targeted'* (Aldred et al 2014)**
<https://usvreact.eu/gap-work-project/>

Wanted to expand from GBV to also problematise the Gender Order, and offer a more
political definition of violence than WHO (2002)'s *'intentional use of physical force'*

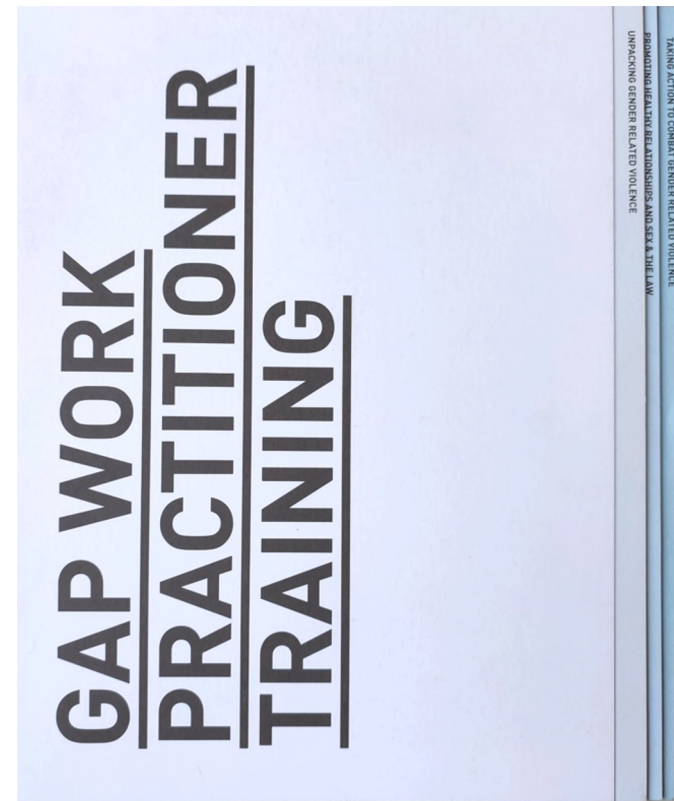
RESOURCES to share learning

<https://usvreact.eu/gap-work-project/>

A) Legal info leaflet



B) Training activities resources



**GAP
WORK**

against gender
and violence

GapWork

Europe

This project aims to challenge gender-related violence against (and by) children and young people...[Read more](#)

[Project Website](#)

[Twitter](#)

[Facebook page](#)

[+ Follow](#)

[Message](#)

Activity

Showcases 3

Followers 0

Following 0

Collections 4

Member since Oct 2014

20 videos



Propostes de l'alumnat del Gap Work Catalunya - 10 - Bullying per ...

justificar-los amb aquest argument (exemple: que una nena es masturbés seria més permès que en el cas d'un nen).

- coartar el lliure desenvolupament d'un participant perquè no s'adiu i l'estereotip de gènere (ex: dir-li a en Joan que jugui el dia de la festa final posant la música però que la coreografia la faran les nenes, per exemple). En aquest sentit, si aquestes pràctiques no es donen, és possible establir espais de col·laboració i respecte amb relacions equilibrades, solidàries i constructives amb independència del seu sexe i de tot el pes social.

criteris		
absent	inicial	establert
Durant el transcurs de l'activitat, intervingent davant els conflictes que sorgeixen sense reflexionar sobre els meus estereotips de gènere	Durant el transcurs de l'activitat, intervingent davant els conflictes descobrint els meus estereotips de gènere i reflexionant-hi a posteriori.	Durant el transcurs de l'activitat, intervingent davant els conflictes que sorgeixen coneixent els meus propis estereotips de gènere i limitant-ne el seu impacte

Propostes de l'alumnat del Gap Work Catalunya - 09 - Coeducació. ...



Propostes de l'alumnat del Gap Work Catalunya - 08 - El cyberbullyi...

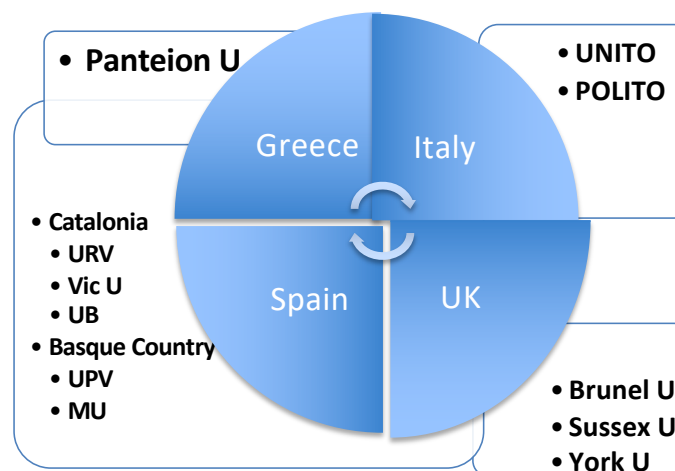


Propostes de l'alumnat del Gap Work Catalunya - 06 - Fes un click ...

<https://vimeo.com/gapwork>

Universities Supporting Victims of Sexual Violence: Towards Sustainable Services

- **Aim:** To develop innovative training for university staff who may respond to disclosures of sexual violence and to embed this within institutions.
- **EU's Rights, Equality & Citizenship Programme 2014 ACTION GRANT Euro 1,134,854.63**
- Alldred and Phipps (2016-2018)
- **14 Partners in:**
 - Greece
 - Italy
 - Spain
 - UK
 - Latvia, Serbia



USVreact



Co-funded by the Rights,
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Programme of the European Union

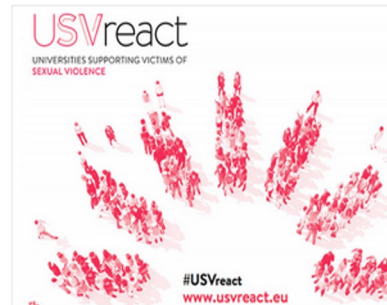


Universities Supporting Victims of Sexual Violence: Towards Sustainable Services (2016-2018)

REPORTS

- 6 educational programmes for university staff
- 6 reports – sharing each training & its evaluation
- International Best Practice Review (HEI sector)
- International Policy Audit
- Recommendations – from whole project (21 universities, 13+ case studies)
- REACH: trained 1000 university staff, read about by 15 million??

Sussex University training, which has also been piloted by our Associate Partner [...]



International Best Practice Review



International Policy Audit

The purpose of this audit is to outline existing policy (September 2016) on sexual violence at universities in

Training

- Our models should be adapted and rolled out at all universities. If staff in front-line roles initially, a version should later be for all staff to create a culture more conducive to disclosure and more empathic and open generally. This type of culture change will help make universities safer.
- **Mandatory or not – a contextual dilemma**
- Should emphasize range of forms of SHV (inc staff-student) and link to education on intersecting discriminations, bullying & harassment and institutional values.

Institutional Reforms

- Sexual Assault Advisor or other named individual (found helpful in some UK universities)
- Increasing resource to meet existing and likely increasing need (with increasing awareness) to meet national and institutional commitments
- Egalitarian cultures and discrimination free zones to meet Duty of Care or general civic values
- Stronger links with DVA and SH services who might work internally too.

Statutory Guidance

- Most partners felt it would be helpful, along with training for agencies dealing with student complaints

Campaigns and Awareness Raising

- National & institutional campaigns to reduce SVH, increase reporting and improve recognition

Further Research

- SHV and its impact on LGBT+, especially bisexual women and trans and NB people etc.

-  English
-  Español
-  Català
-  Ελληνικά
-  Italiano
-  Euskara

Changing the Culture Indeed: Universities as...

- Actively striving for equality in policy, practice and culture.
- Respecting all, supportive of all.
- Applying understandings of Intersectionality.
- Critical of power dynamics and status hierarchies typically found in universities.

Resources for thinking through intersectionality:

- Developing an Intersectional Approach to Training on Sexual Harassment, Violence and Hate Crimes (Esp Eng Cat)
<http://usvreact.eu/new-training-guide/>
- Resources in Esp, Eng, Cat, Itl, Hun, Srb
- GAP WORK: Improving gender-related violence intervention and referral through youth practitioner training | Brunel University London



#ACTIVproject summary



Promote collaboration between the different actors involved in the socio-professional (re)integration of women confronted with gender based violence, such as support and orientation organizations as well as companies.

Implemented from November 2020 to December 2022

6 Partners from 4 EU countries: BE, FR, RO, SP.

Co-funded by the Erasmus+ Programme of the European Union



Co-funded by the
Erasmus+ Programme
of the European Union



#ACTIVproject resources

The #ACTIVproject helps improve the socio-professional (re)integration of women confronted with gender based violence and it raises awareness on this issue with these resources in five languages (FR, EN, RO, SP) :



A **guidebook**, with essential definitions and highlighting the main steps of a successful return to work.



A **learning toolbox**, for the structures involved in the return-to-work process for women who are confronted with gender based violence.



A **white paper**, aimed at policy makers, corporate actors and all organisations working on the subject with concrete recommendations to improve support for women in their return-to-work journey.

#ACTIVproject - <https://activproject.eu/>

BASE



Migrant and refugee child-friendly support
services in cases of sexual and GBV

BASE addresses the need to counteract GBV against refugee/migrant girls through the development and sustainability of strategies to nurture inclusive communication and a culture of trust between support service professionals, victims, families and communities, thus preventing victim re-traumatisation and encouraging reporting of GBV.



Co-funded by the Rights,
Equality and Citizenship
Programme of the European Union



<http://mdl.frederick.ac.cy/BaseProject/>



#HITproject - Hate Interruptor Teams: Young people combat hate speech and behaviour against migrants (one slide)



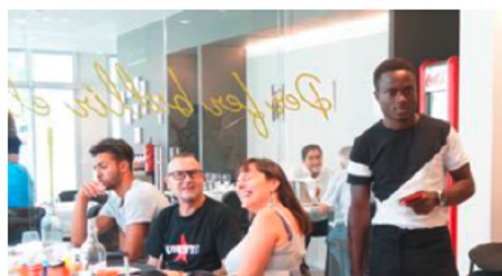
Equipo HIT Centre Cruïlla, Barcelona



Co-funded by the Rights, Equality and Citizenship Programme of the European Union



El racismo no está en la carta



The HIT project provides young people with knowledge and tools to address hate speech and behaviour towards migrants and minorities. With these tools, they can identify, and act against hate. The project offers a new model of empowerment of young people through the creation of "Hate interruptor Teams" (HITs), supported by young mentors.

<http://hitproject.eu/>



Fatima2 - Preventing Honour Related Violence against Women through Social Impact Projects and Peer Learning led by Young Men (Feb23- Jan25)



Co-funded by the Rights,
Equality and Citizenship
Programme of the European Union

Objective: to contribute to ending HRV against women by promoting competences towards attitude and behavioural change among men in social and cultural contexts where women are most at risk, particularly in segregated migrant communities.

- a) **Capacity building of community practitioners** to engage YM as human rights ambassadors.
- b) Train **YM to act as peer leaders** to stop HRV against women and girls in their communities.
- c) Empower YM to **develop social impact projects** aimed at raising awareness on HRV.
- d) **Change behaviour towards HRV** through intergenerational dialogue actions.
- e) Develop **a transnational network of FATIMA communities of practice** with young peer leaders, local NGOs, local authorities, public services, and corporate partners.
- f) **Improve reporting** of HRV through information on support services and reporting mechanisms

FATIMA2 is a collaborative effort by 9 partners from eight EU countries: Folk Universitetet (SE), HABITEMUS (SE), Rinova (ES), DAF_Новини (BG), FISPE (FR), Refugee Team (NL), ZRS Koper – Znanstveno-raziskovalno središče Koper (zrs-kp.si) (SI), ARCI (IT), DIMITRA (EL),

Find updates here: <https://www.rinova.es/en/news/>

Closing questions about organizational support or development needed.

1. Has your organisation considered its employees as survivors?
2. What support and supervision of staff wellbeing is there at your workplace?

humanitarian workers

law enforcement
&
Border
guards

TRAFFICKING
→ GBV dimensions

Counsellors
&
Psychologists
Crisis / emergency

Anti-trafficking
policy initiatives
(GBV + CSOs)

Training of young
people (e.g. pupils)
to understand gender
stereotypes

In my main job I work
with all sorts of
sorts of employees
and managers that
survived all kinds of
traumatic situations

In my main job I work
with all sorts of
survivors and struggle
due to having difficulties
at their job to learn
about the CARVE
project. I would really
like to go to the
workshop to get
some advice to
improve myself and the
help on the help
survivors

Women + men
have experienced
Sexual / Domestic violence

Dependent victims (CSOs)
of DV victims:
- working with new
disasters of P. services
or better

Training men to
understand gender roles
and the perception of
(hetero masculinity)

I work with
survivors of all
kind of crimes
as a volunteer

