

WeGo3

From individual IPVs empowerment to community activation

REC-RDAP-GBV-AG-2020

Evaluation report

March 2023





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ARCO Action Research for CO-development

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EXECUTIVE SUMMARY

WeGo3 - FROM INDIVIDUAL IPV'S EMPOWERMENT TO COMMUNITY ACTIVATION

<p>FOCUS</p> <p>Gender-Based Violence (GBV) is widespread in Europe and the scaling up of intimate partner violence (IPV) is alarming. According to the European Agency for Fundamental Rights, almost one in four women (22%) experience physical and/or sexual violence in a relationship with a man. Its causes are often interrelated with poverty, economic dependency and gender discrimination.</p> <p>The lack of economic independence is one of the main challenges women face when they try to leave their abusive partner. Anti-violence centres across Europe recognize that women often remain in violent relationships because of their financial dependence on the violent partner. This issue is coupled with the fact that women are considerably under-represented in the labour market and in management roles, with the overall female employment rate still being lower than that of men. In this context, since 2016 ActionAid Italy together with several partners among NGOs, Research Institutes and Anti-violence Centers from across Europe, has been implementing a program (WeGo) aimed at understanding and overcoming the main obstacles to a life free from violence, focusing on supporting women in their path to self-determination.</p> <p>At its third edition, WeGo3 builds on the two previous project editions and aims to increase the local multi-agency networks' capacity to foster the intimate partner violence (IPV) survivors' socio-economic independence through the design and adoption of gender-responsive labour policies.</p>	<p>DURATION</p> <p>24 months</p>	
	<p>START DATE</p> <p>01.04.2021</p>	
	<p>END DATE</p> <p>31.03.2023</p>	
	<p>PROJECT REF:</p> <p>REC-RDAP-GBV-AG-2020 - 101005467</p>	
	<p>FUNDED BY</p> <p>Rights, Equality and Citizenship programme</p>	
	<p>COUNTRIES AND PARTNERS</p>	<ul style="list-style-type: none"> • Italy – ActionAid Italy, Rel.Azioni Positive and IRS Istituto per la Ricerca Sociale, • Bulgaria - CSCD Centre for Sustainable Development and Cooperation, • Greece - WCK Women Centre of Karditsa, • France - FACE - Fondation Agir Contre l'Exclusion.
<p>EVALUATION FRAMEWORK</p>	<p>ARCO EVALUATOR</p>	<p>ARCO Action Research for CO-Development di PIN S.c.r.l. Servizi Didattici e Scientifici per l'Università di Firenze</p>
<p>The main purpose of the evaluation is to assess how effectively the project has reached its targets and objectives, and the social impact generated.</p> <ul style="list-style-type: none"> • Assess of OECD DAC criteria (2019); • Literature review, secondary data analysis and desk analysis of data collected throughout the project, relevant documentation and reports, as well as of the monitoring reports and data; • Use of qualitative and participatory tools to include the key stakeholders and partners into the evaluation activities; • Application of the ActionAid's framework on women empowerment to design the data collection tools and guide the analysis; • Direct observation of activities (mainly the Policy Lab paths, the trial implementation and advocacy and outreach activities). <p>The evaluation was driven by:</p> <ul style="list-style-type: none"> ○ alignment with the international human rights standards, consistently with the "Human right-based approach", ○ Evaluating Human Development (EHD) theoretical framework; ○ application of an ethical approach to all research and data collection activities; ○ the application of a gender lens and intersectional lens to the evaluation design; ○ the prevention of secondary victimization of project beneficiaries. 	<p>EVALUATION TOOLS</p>	<ul style="list-style-type: none"> - Desk Analysis - n. 6 KII with project leader and partners - n. 4 KII with responsible of AVC - n. 4 KII with stakeholders from the world of work - n. 4 KII with policy-makers or institutional representatives - n.1 Policy lab observed in Italy - n.4 structured focus group discussions with actors participating in the trials - n.4 structured focus group discussions with operators and staff - n.1 Partners meeting attended (in Athens, July 2022)

EVALUATION FINDINGS:

RELEVANCE *Is the intervention doing the right things?*

OVERALL ASSESSMENT The design of WeGo3 builds on two previous projects, WeGo! and WeGo2, all of them focusing on tackling Gender-Based Violence by focusing on different, interrelated and continuous aspects, thus representing the follow-up of the previous project phase. The whole intervention tested a **multi-agency and multi-level methodology** of work that can be applied to a variety of topics, where each stage is built on the previous phase attainments and findings. At the same time, the methodology allowed for a certain amount of **flexibility** in the implementation of the actions at the country-level.

COUNTRY-SPECIFIC INSIGHTS ON PROJECT RELEVANCE The choice of countries and partners to include in this third phase of the project favoured the continuity with the previous phases. However, the French partner FACE faced the challenge to work at the macro and national level without the preparatory work at the micro and enterprises level that the other partners had the chance to realise in WeGo! and WeGo2. To overcome this limitation, FACE focused the Policy Lab and Trial on these topics. In all four countries the activities appeared to be **highly relevant** to respond to **Intimate Partner survivors'** needs, to **Anti-Violence Centres'** needs and to **local institutions** needs.

COHERENCE *How well does the intervention fit?*

EUROPEAN AND NATIONAL STRATEGIES AND PRIORITIES Violence Against Women (VAW) and women's socio-economic empowerment has begun to emerge as issues of interest in both national and international policies. At the European level, despite the increasing attention to support IPV survivors, **still concrete measures need to be undertaken**. In this framework, WeGo3 has the merit to have shed lights on the **socio-economic empowerment of women, both at European level** and at national level aiming to ask to integrate the socio-economic empowerment in the EU Directive on IPV survivors. Given the **different country starting points and existing measures**, each partner worked at different levels, thus having a power to influence the local, national and European level. The interviews to project partners and stakeholders showed that in general WeGo3 project succeeded in working vertically, from local to national and European.

In this situation, WeGo3 produced **country-reports, consolidation reports** to systematize the evidence emerged from the desk analysis and the primary and secondary data collection at country level, and **White papers** and **Policy brief** to systematise the findings co-designed in the Policy Labs.

EFFECTIVENESS *Is the intervention achieving its objectives?*

OVERALL PROJECT EFFECTIVENESS The analysis of the effectiveness of the intervention was guided by the assessment of the degree of achievement of specific objectives and expected results, measured through indicators and related targets. The monitoring system included **outputs and outcomes indicators** for each Work Packages, thus returning a comprehensive picture of the project achievements for each WP. These indicators were constantly monitored by the internal monitoring work carried out by the partners and led by ActionAid. The complete analysis of the target achievements can be accessed in the **Internal evaluation** carried out by ActionAid. In general, the trend in the achievement of indicators and related targets is positive: indeed, **all outcome indicators were fully achieved**, while only a few output indicators were not fully met (i.e., WP1 N° of AVCs which answered to the call for interest) due to the high target initially set.

COUNTRY-SPECIFIC INSIGHTS ON PROJECT EFFECTIVENESS In the four countries WeGo3 triggered diverse short-medium term attainments on the beneficiaries and main stakeholders. The most cited include: capacity building for staff and operators of AVC, multi-agency and multi-actors involved, increased awareness, network strengthening.

EFFICIENCY *How well are resources being used?*

PARTNERSHIP The choice of countries and partners favoured the **continuity** with the previous phases: in fact, with the exception of the Spanish partner, all the others remained unchanged. A new partner country (France, FACE) entered the partnership to bring its expertise on the world of work and the sensitization on GBV at national and European level (lobby and advocacy). However, during the project implementation, it clearly emerged that the newly entered partner FACE had a different "maturity with respect to the topic" compared to the others. Nevertheless, at its third edition, WeGo3 relies on a **solid partnership, with clear and complementary expertise**. ActionAid project coordinator has devoted time and efforts to the project management. In particular, the coordinator held monthly bilateral meetings with the project partners so to monitor the implementation of the activities, exchange practices, define the main challenges and identify solutions. In addition, the governance system included: Steering Committee, Transnational Partner Meetings.

HUMAN AND FINANCIAL RESOURCES In general, **human resources** appeared to be adequate to the realization of the project activities. At the same time, the financial resources were properly allocated, however a higher budget available on the trial (WP4) and more time to implement the activities would have allowed to realise a more structured pilots.

IMPACT *What difference does the intervention make?*

OVERALL PROJECT IMPACT WeGo3 applies a **feminist approach** in dealing with the IPV and socio-economic empowerment, thus challenging patriarchal structures and culture. For this very reason, WeGo3 bumped in structural features where it could contribute to the change but not be the sole factor realising this change. Nonetheless, it is possible to list **numerous long-term behavioural changes** the project contributed to trigger on the different actors and stakeholders involved in the activities. Overall, the project was found to be able to properly activate **positive changes** with reference to all its targeted dimensions and stakeholders: the main long-term impact measured by the qualitative assessment of the project indicators show a positive pattern in changing the behaviours of stakeholders involved in the activities. The greatest legacy of the project is that it allowed to **test in multiple countries a methodology** of work in multiple sequential projects to touch all levels, from micro to macro, thus testing a **multi-level and multi-agency, exosystemic and cross-country methodology**.

INSIGHTS ON COUNTRY-SPECIFIC BEHAVIOURAL CHANGES TRIGGERED The project appeared to trigger different **behavioural changes in the stakeholders** included, especially on AVC, businesses, trade unions, Job centres, Social services, Local, regional and national policy-makers.

SUSTAINABILITY *Will the benefits last?*

DURABILITY OF RESULTS Overall, WeGo3 generated **long-term and lasting results**, among the others, capacity-building and capacity-strengthening, consolidation reports and outputs, territorial networks, relationships and exchanges of practices among different actors and institutions, experimentation of methodologies (i.e., Policy Lab, Trials).

KEY DIMENSIONS OF SUSTAINABILITY WeGo3 was planned to take into account the sustainability of the actions, incorporating several measures to ensure its long-term viability. Numerous measures were undertaken to ensure the technical, institutional/political, social/cultural, and economic/financial sustainability.

1 INTRODUCTION

Gender-Based Violence (GBV) is widespread in Europe and the scaling up of intimate partner violence (IPV) is alarming. According to the European Agency for Fundamental Rights, almost one in four women (22%) experience physical and/or sexual violence in a relationship with a man. Its causes are often interrelated with poverty, economic dependency and gender discrimination.

The lack of economic independence is one of the main challenges women face when they try to leave their abusive partner. Anti-violence centres across Europe recognize that women often remain in violent relationships because of their financial dependence on the violent partner. This issue is coupled with the fact that women are considerably under-represented in the labour market and in management roles, with the overall female employment rate still being lower than that of men. In this context, since 2016 ActionAid Italy together with several partners among NGOs, Research Institutes and Anti-violence Centers from across Europe, has been implementing a program (**WeGo**) aimed at understanding and overcoming the main obstacles to a life free from violence, focusing on supporting women in their path to self-determination.

At its third edition, WeGo3 builds on the two previous project editions and aims to **increase the local multi-agency networks' capacity to foster the intimate partner violence (IPV) survivors' socio-economic independence through the design and adoption of gender-responsive labour policies.**

The project is funded by the Rights, Equality and Citizenship programme and is active between April 2021-March 2023 in 4 implementation countries: Bulgaria, France, Italy and Greece, involving 6 partners.

To prove the effectiveness of the project actions in reaching the foreseen goals, ActionAid appointed the research centre [ARCO of PIN S.c.r.l.](#) (from now on "ARCO") to realize a thorough project evaluation, by assessing the OECD-DAC criteria and determining the project's potential impact on the behavioural change of the involved stakeholders.

This document summarises the main evaluation findings and is structured as follows: Section 2 describes the project, Section 3 introduces the evaluation framework (scope and objectives, methodology, tools and limitations), Section 4 summarises the evaluation findings by OECD-DAC criteria, and by assessing the ActionAid framework on empowerment (ActionAid, 2020), finally, Section 5 details the best practices and lessons learned, while Section 6 reports the Strengths, Weaknesses, Opportunities and Threats (SWOT) analysis.

2 PROJECT DESCRIPTION

WeGo3 is a project funded by the Rights, Equality and Citizenship programme which runs from 01.04.2021 to 31.03.2023. The project is the third edition of a project started in 2016 (WeGo) and is implemented in 4 EU countries:

- **Italy** – ActionAid Italy, Rel.Azioni Positive and IRS Istituto per la Ricerca Sociale,
- **Bulgaria** - CSCD Centre for Sustainable Development and Cooperation,
- **Greece** - WCK Women Centre of Karditsa,
- **France** - FACE - Fondation Agir Contre l'Exclusion.

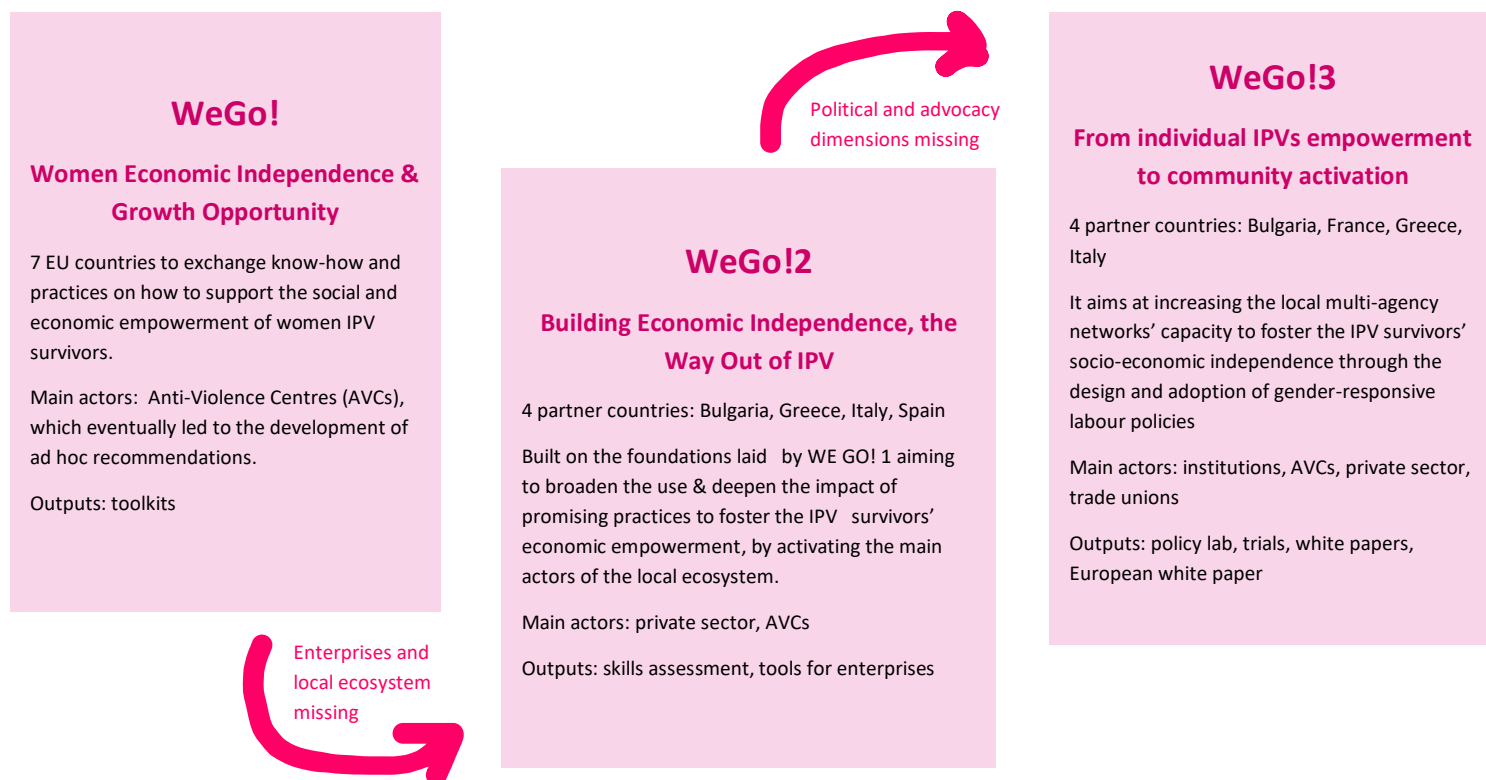
WeGo! programme is summarized in the Figure below and focuses on different streams all around the socio-economic empowerment of IPV survivors. In particular, *WeGo3 From individual IPV's empowerment to community activation* aims at increasing the **local multi-agency networks' capacity to foster the IPV survivors' socio-economic independence** through the co-design and adoption of **gender-responsive labour policies**, and has the following specific objectives:

- To strengthen AVCs and support services' capacity to influence institutional processes on socio-economic empowerment-related issues.
- To increase the active participation of companies and the world of work at large in a multi-stakeholder local ecosystem to promote the economic independence of IPV survivors, also through decent work opportunities and support. The consolidated networks of companies created in the previous projects will collaborate to extend the audience of organizations engaged in the IPV survivors' support.

- To improve the policies that support IPV survivors to overcome barriers to their economic empowerment.
- To advocate for the integration of policies addressing IPV survivors' support, socio-economic empowerment, and discrimination both at national and EU level.

AVCs, institutions, companies, trade unions, job placement agencies and training centres were involved to co-design and test supporting measures for IPV survivors in the field of work through participatory workshops and Policy Labs, in which main point for discussions included work-life balance measures to IPV survivors' specific needs, the extension of anti-discrimination policies to GBV cases, the introduction of support measures for IPV survivors searching for a job or employed in precarious jobs.

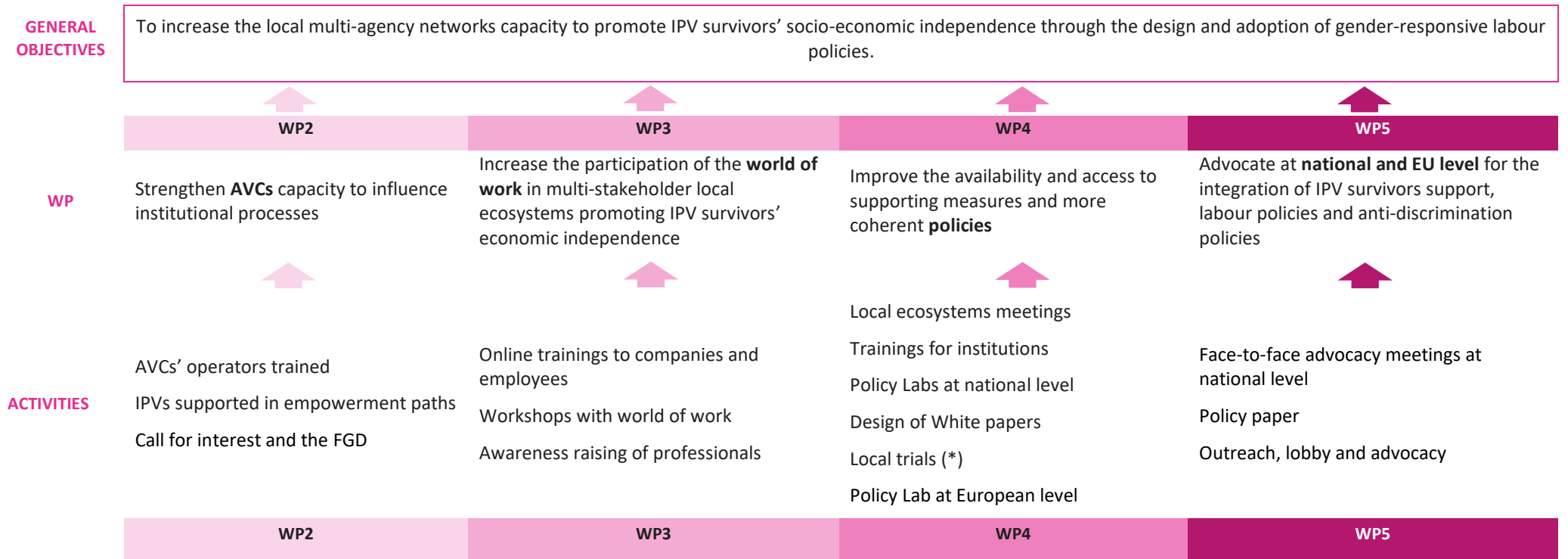
Figure 1: WeGo! programme level



2.1 RESULTS CHAIN

Trough desk analysis of the project documentation, the Evaluator has been able to reconstruct the WeGo3 results chain (see Figure below). This step has been fundamental to delve into project rationales, properly design the evaluation tools and finalize the evaluation strategy. The **results chain** is a tool which summarises activities, expected results, specific objectives and general objectives in a schematic way, in such a way to allow the identification of the activities which are expected to trigger positive changes. It describes what a given project does and how its intervention is supposed to **lead to the desired long-term changes**, by showcasing the single steps describing how each activity is expected to trigger short, medium and long-term changes.

Figure 2: Results chain



Source: Authors' elaboration on the basis of project documentation.

(*) For information on the content of the local trial, please, refer to Section 4.2.1 Trial contribution to women empowerment.

3 EVALUATION FRAMEWORK

3.1 PURPOSES AND SCOPE OF THE EVALUATION

The main purpose of the evaluation is to **assess how effectively the project has reached its targets and objectives, and the social impact** generated. In particular, the external evaluation will focus on:

- the **relevance, coherence, effectiveness, efficiency** and **sustainability** of the intervention (OECD-DAC criteria);
- the **impact** of the project on the main beneficiaries (IPV survivors, AVCs, local ecosystems, institutions);
- the **changes** in knowledge, awareness and behaviour triggered on the main beneficiaries and stakeholders;
- the assessment of the results achieved by the project and the trials implemented in each country against the ActionAid **framework to evaluate women empowerment**;
- the analysis of the project strengths, weaknesses, opportunities and threats (**SWOT**);
- the **lessons learned** during WeGo3 and the practices that proved to be particularly effective in reaching the objectives (**best practices**).

The evaluation covered all four countries of implementation: Italy, Bulgaria, Greece and France, with **all data collected remotely**, using web-based software for online survey administration and web-conferencing (between January and March 2023), the **direct observation** of project activities (between February-April 2022) and **in-person meeting** held in Athens during the partners Steering Committee Meeting in July 2022.

3.2 EVALUATION METHODOLOGY

The evaluation applied **qualitative and participatory methodologies** triangulated with the **desk analysis** of project data and documentation, so to assess the OECD-DAC evaluation criteria and to test the project Theory of Change, while defining the behavioural changes achieved.

The evaluation applied summative and formative approaches and combined different methodologies:

- **Literature review, secondary data analysis** and **desk analysis** of data collected throughout the project, relevant documentation and reports, as well as of the monitoring reports and data;
- Use of **qualitative and participatory tools** to include the key stakeholders and partners into the evaluation activities, through key informant individual and collective interviews (KII) and focus group discussions (FGD). Participatory tools allowed to gain a deep understanding of the processes behind the outcomes, as well as to investigate the outcomes and behavioural changes produced by the project on the beneficiaries and main stakeholders;
- Application of the ActionAid's framework on **women empowerment** to design the data collection tools and guide the analysis;
- **Direct observation** of activities (mainly the Policy Lab paths, the trial implementation and advocacy and outreach activities).

In addition, the evaluation was driven by:

- the alignment of all evaluation activities with the international human rights standards, consistently with the "**Human right-based approach**" universal values set out by the 2030 Agenda for Sustainable Development,
- the **Evaluating Human Development** (EHD) theoretical framework;
- the application of an **ethical approach** to all research and data collection activities, guaranteeing the respect of the dignity and privacy all involved people;
- the application of a **gender lens** and **intersectional lens** to the evaluation design;
- the prevention of secondary victimization of project beneficiaries.

3.3 EVALUATION TOOLS

In line with the methodology, the evaluator developed a set of data collection tools necessary to evaluate the project outcomes. These tools are shown in the following table, while the **complete agenda of evaluation can be found in Annex 1.**

TOOLS		ACTIVITIES
Key Informant Interviews with relevant stakeholders	n. 6 KII with project leader and partners (1 KII per partner)	<ul style="list-style-type: none"> Italy: ActionAid, Rel.Azioni Positive and IRS Istituto per la Ricerca Sociale France: FACE Fondation Agir Contre l'Exclusion, Greece: WCK Women Centre of Karditsa Bulgaria: CSCD Centre for Sustainable Development and Cooperation
	n. 4 individual/collective KII with responsible of anti-violence centres included in the project activities (1 KII per country)	<ul style="list-style-type: none"> Italy: AVC Be Free France: WeGo3 Project AVC Greece: WCK Women Centre of Karditsa Bulgaria: NAYA Targoviste (Associate partner)
	n. 4 individual/collective KII with stakeholders from the world of work (i.e., companies, trade unions, job placement or training centres) (1 KII per country)	<ul style="list-style-type: none"> Italy: Gender Inclusion Expert, AFOL Metropolitana France: RECYCLEA Enterprise Greece: General Secretary of Trade Union of Karditsa Bulgaria: Kaufland
	n. 4 individual/collective KII with policy-makers or institutional representatives (1 KII per country)	<ul style="list-style-type: none"> Italy: ex Councillor of Padova Municipality Responsibilities: social, integration and social inclusion, participation, gender and equal opportunity policies, housing policies, housing France: Departmental Director of the Departmental Directorate of Employment, Labour, Solidarity and Population Protection Greece: Advisor to the Mayor of Karditsa Bulgaria: Regional Coordinator of trade union, CITUB
Direct Observation of Policy Lab	n.1 Policy lab observed in Italy through the participation of the evaluator to the sessions (in 1 country)	<ul style="list-style-type: none"> Italy: February and March 2022, December 2022.
Focus Group Discussion	n.4 structured focus group discussions with actors participating in the trials implemented in the 4 countries (1 KII per country)	<ul style="list-style-type: none"> Italy: 3 participants France: 4 participants Greece: 4 participants Bulgaria: 5 participants

TOOLS		ACTIVITIES
	n.4 structured focus group discussions with operators and staff included in the project activities (1 KII per country)	<ul style="list-style-type: none"> ○ Italy: 6 participants ○ France: 2 participants ○ Greece: 6 participants ○ Bulgaria: 3 participants
In-person meeting with the project partners	n.1 Partners meeting attended (in Athens, July 2022)	<ul style="list-style-type: none"> ○ Greece: July 2022

3.4 LIMITATIONS OF THE EVALUATION AND MITIGATION MEASURE

The first challenge encountered in the evaluation was due to the **limited involvement of the main beneficiaries and stakeholders** in the participatory evaluation activities. However, in order to ensure the representativeness of the sample, the evaluator applied a **purposive sampling technique**¹. In particular, this technique is aimed at involving in data collection activities individuals or groups of individuals who are well informed about the project and are endowed with all the most relevant characteristics which can ensure a satisfying level of representativeness with respect to the whole population. In addition, the **involvement of ARCO** in the previous project phase (WeGo2) and its active presence since the very beginning of the WeGo3 phase contributed to gain a more extensive knowledge of the project dynamics and processes. Furthermore, the information collected throughout the external evaluation were **triangulated** with the impact assessment carried out by the partner IRS.

The second challenge was represented by the **presence of project staff** during the interviews and focus group discussions with Greek, French and Bulgarian stakeholders **to support with the translation**. This might have pushed the stakeholders to deepen the sole positive sides of the project, leaving aside the drawbacks. However, the clear definition of rules and roles during the activities helped to mitigate this challenge, and the stakeholders felt free to share their opinions, as proven by the recommendations they shared.

¹ For a detailed description of the purposive sampling technique, see for example Campbell, S., Greenwood, M., Prior, S., Shearer, T., Walkem, K., Young, S., & Walker, K. (2020). Purposive sampling: complex or simple? Research case examples. *Journal of Research in Nursing*, 25(8), 652-661.

4 EVALUATION FINDINGS

The findings of the evaluation are reported, according to the OECD-DAC criteria of relevance, coherence, effectiveness, efficiency, impact and sustainability.

Furthermore, the evaluation provides an analysis of the project and trials attainments against the framework on women empowerment developed by ActionAid (ActionAid, 2020). Finally, the results of the Direct Observations activities are summarized in the last Section.

4.1 OECD – DAC CRITERIA ASSESSMENT

4.1.1 RELEVANCE

Is the intervention doing the right things? The extent to which the intervention objectives and design respond to beneficiaries', global, country, and partner/institution needs, policies, and priorities, and continue to do so if circumstances change.

EVALUATION QUESTIONS

- To what extent the project has been able to identify and tackle beneficiaries' actual needs?
- Is there any significant need which has not been properly tackled?
- How does the partnership ensure that the project **remains relevant over time**?
- Did beneficiaries' priorities and needs change over time?

OVERALL ASSESSMENT

The design of WeGo3 builds on two previous projects, WeGo! and WeGo2, all of them focusing on tackling Gender-Based Violence by focusing on different, interrelated and continuous aspects, thus representing the **follow-up** of the previous project phase. The first WeGo! project was launched in 2016: since then, each subsequent project has **incorporated the lessons learned** and **addressed the topics and needs emerged as relevant** in the previous phase. As a matter of facts, the decision to include a strong policy dimension in WeGo3 derived from observing the lack of such a dimension both at national and European level:

Figure 3: Extract of Project document (page 4)

Past projects promoted IPV survivors' empowerment through individual support paths but also shed light on the insufficient policy coherence and integration among survivors' support, empowerment, labour and anti-discrimination policies, which generate systemic issues hindering women achievement of socio-economic independence.

Source: Project document, page 4.

“ The interesting thing is that in the final learnings of the implementations the recommendations from the first projects were incorporated into the next project. At the end of the first WeGo we realized that the private enterprises were missing, so we included them in WeGo2. Then we realized that the policy and advocacy level were missing, so we added them in WeGo3.

Project Manager



Therefore, the whole intervention tested a **multi-agency and multi-level methodology** of work that can be applied to a variety of topics, where **each stage is built on the previous phase attainments and findings**. This happened both at the WeGo! programme level and at the WeGo3 project level, where each Work Package (WP) and subsequent piece of activities were defined only after the completion of the previous one. Therefore, building on the findings emerged from the FGD with women IPV survivors (WP2) and the FGD with world of work (WP3), the subsequent topics to discuss in the Policy Lab were identified. Similarly, based on the results of the Policy Lab the actions to test in the trial were defined (WP4). Finally, the results were gathered in a Policy Paper presented at the European level (WP5). The Policy Labs at the national level were all preceded by a preparatory work realised with the different actors separately, while at the European level this was not planned. Although the results were highly relevant also at the European level, increasing the preparatory work could have determined a higher impact of the lobby activities. However, this would have meant including a completely new stream of activities, which could become a separate intervention.

The following figure details the WeGo3 model of intervention.

Figure 4: WeGo3: model of intervention applied in all countries



Source: Authors' elaboration on the basis of project documentation.

At the same time, the methodology allowed for a certain amount of **flexibility** in the implementation of the actions at the country-level. In fact, the socio-economic-political context of each partner country is so different that it was fundamental to provide space for tailored-answers. As a result, the continuous needs assessment, the research implemented by the Italian partner IRS through the consolidation reports (on AVC, World of work, policy lab and trial), the described methodology and the showcased flexibility allowed to design **highly relevant** project activities to address the different context-based priorities and main beneficiaries' needs, as confirmed by all the partners, project staff and stakeholders interviewed during the evaluation activities.

The **choice of countries** and partners to include in this third phase of the project favoured the **continuity** with the previous phases (with the exception of the Spanish partner, all the others remained unchanged), while ensuring the coverage of all the expertise needed to realise the actions (see **Efficiency**). However, the French partner FACE faced the challenge to work at the macro and national level without the preparatory work at the micro and enterprises level that the other partners had the chance to realise in WeGo! and WeGo2. To overcome this limitation, FACE focused the Policy lab and Trial on these topics.

COUNTRY-SPECIFIC INSIGHTS ON PROJECT RELEVANCE

The following table summarises the main elements determining the relevance of the intervention in the four countries involved.

RELEVANCE	IPV SURVIVORS	AVC	LOCAL INSTITUTIONS
BULGARIA	HIGH The lack of specific job placement services for IPV survivors, together with the prevalence of informal employment determined the relevance of the solution found within the Policy Lab and Trial to actively include the women in the board of the newly created Social Enterprise.	HIGH AVC still lack resources to work much more on socio-economic empowerment. ACV operators need to be trained on job re-integration (i.e., capacity strengthening how to write a CV, balance of skills, active job search, links with employment centres and enterprises, etc.). CSCD wants also to include single mothers in the employment (and not only IPV survivors) because no projects focus on this category.	HIGH Numerous stakeholders representing different institutions were involved in the activities. Nevertheless, the impossibility to implement the activities in person (because of Covid-19 pandemic) has partially weakened their effects.
GREECE	HIGH IPV survivors who want to re-enter the job market and/or establish their own business cannot access specific measures. Thanks to WeGo3 and the territorial protocol, alliances with local banks and institutions were strengthened, and steps forward in job placement were undertaken.	HIGH ACV operators strengthened their capacity to discuss with local institutions to find together common solutions, by bridging the voices on IPV survivors (bottom-up approach).	HIGH WeGo allowed to reorganize the local ecosystem. So, the ecosystem supporting IPV survivors now involves: - Municipality - Development group - Cooperative bank of Karditsa - Energy group of Karditsa - Various cooperatives active in the area.
ITALY	HIGH IPV survivors were involved in the FGD activities with AVC: the findings were then brought in the discussion. Improving measures to support socio-economic reintegration of IPV survivors affects them.	HIGH There are regional differences in the knowledge and application of the measures to promote socio-economic reintegration of IPV survivors. WeGo3 favoured the exchange of practices among different territories and organizations.	HIGH WeGo3 met the stakeholders' needs and managed to systematize reasonings, to consolidate knowledge and to clarify the current situation (i.e., which are the existing measures to support IPV survivors, how to improve the existing measure, etc.). The presence of actors from different regions allowed to compare measures and implementation and also to develop national-level recommendations.
FRANCE	HIGH FACE worked in a rural area where the services available for IPV survivors are characterized by long distancing and fragmentation. Therefore, the activities realised within the trial potentiated the provision of anti-violence services through the territorial services.	HIGH Through AVC we got testimony of IPV survivors and feedback on the struggle of reintegration in the world of work. FACE managed to include training on anti-violence services for the operators of the employment centres: in the rural neighbourhoods where they operate, this is a crucial measure to support IPV survivors while contributing to the emersion of cases.	HIGH Involvement of stakeholders of the world of work and association at local – regional – national level. This allowed to create a network of local actors, institutions and enterprises that never collaborated before.

4.1.2 COHERENCE

How well does the intervention fit?

The compatibility of the intervention with other interventions in a country, sector or institution.

EVALUATION QUESTIONS

- Is project in line with **EU level** strategies and priorities?
- Is project in line with **national and local** strategies and priorities?

EUROPEAN AND NATIONAL STRATEGIES AND PRIORITIES

In recent years, Violence Against Women (VAW) and women's socio-economic empowerment has begun to emerge as issues of interest in both national and international policies. At the **European level**, despite the increasing attention to support IPV survivors, still concrete measures need to be undertaken. In this framework, WeGo3 has the merit to have shed lights on the **socio-economic empowerment** of women, both at European level and at national level.

At European level WeGo3 realized **lobby and advocacy** activities prepared in Autumn 2022 and implemented between January-March 2023 at the European Parliament premises, aiming to ask to integrate the **socio-economic empowerment in the EU Directive** on IPV survivors. As a matter of facts, albeit the women's participation in the labour market is stressed also in the last EIGE report² (2023), there is still a lack of connection between the economic empowerment of women and Intimate Partner Violence. Indeed, in the draft *Proposal for a European directive on combating violence against women and domestic violence* "may represent an opportunity to improve the socio-economic support provided by Member States to IPV survivors. It is then **urgent to introduce specific provisions in Chapter IV of the proposal to require Member States to ensure socio-economic empowerment measures to IPV survivors.**" (Final Conference Report 2023, Rossella Silvestre, ActionAid Italy).

As reported in the Project Document:

Figure 5: Elements of coherence at the European level in the project document

The main EU legislative acts do not include provisions to foster socio-economic independence of victims (e.g. paid leaves, anti-discriminatory policies, grants, incentive). the Directive 2012/29/UE establishing minimum standards on the rights, support and protection of victims of crime: ensure that victims of crime, including IPV, receive appropriate information, support, protection, and justice to facilitate their recovery. The Directive 2004/80/EC requires EU

Member States (MS) to adopt a compensation scheme for victims of violent intentional crime. Despite this, the intentions of the European legislator are clear: the EP adopted several resolutions to recommend MS to increase their support to women victims of violence and to end gender-based discrimination in the workplace. The EU has signed but not ratified the Council of Europe Istanbul Convention, yet. Its adoption would introduce the obligation for all EU MS to take the necessary legislative or other measures to ensure that victims have access to services facilitating their recovery from violence and consequently the obligation to adopt policies to support women to stay, enter, or re-enter the labour market. The new EU Gender Equality Strategy 2020-2025 points to this direction: if the EU's accession to the Istanbul Convention fails, the EC will propose in 2021 measures, within the limits of EU competence, to achieve the Convention objectives.

Source: Project document

At the national level, WeGo3 started with a thorough analysis of the **existing national policies**. The initial desk analysis showed the following gaps: scarce coherence and integration between labour and GBV policies, absence of long-term response and integrated actions, lack of policy measures addressing IPV survivors' specific needs in job market, absence of effective job placement measures, scarce knowledge and awareness about existing measures, no policies to avoid

² EIGE (2023), Gender Equality in the EU, Commission staff working document.

IPVs discrimination in the workplace, lack of attention to IPV survivors' specific needs in work-life balance. Each country faces a different situation, as detailed in the table below.

COUNTRY	EXISTING MEASURES
BULGARIA	Absence of specific regulations to support IPV survivors in the job market.
GREECE	Absence of specific regulations to support IPV survivors in the job market.
ITALY	National Action Plan against GBV (2017-2020) envisages actions but does not include concrete measures. LD No.198/2006 introduces special work leaves, job relocation for employees in Public Administration and temporary relief measures for cooperatives hiring IPV survivors (→ introduced in 2017 but never renewed).
FRANCE	2010: economic support for women IPV survivors Law of Dec. 28, 2019: rehousing/relocation of victims through payment of rents by public authorities.

In this situation, WeGo3 produced **country-reports, consolidation reports** to systematize the evidence emerged from the desk analysis and the primary and secondary data collection at country level, and **White papers** and **Policy brief** to systematise the findings co-designed in the Policy Labs. In particular, the project allowed to deepen knowledge at the AVC level (**WP2**), the world of work and labour market level (**WP3**), favoured the exchange of opinions and practices among different stakeholders in the Policy Lab (**WP4**).

Given the different country starting points and existing measures, each partner worked at different levels, thus having a power to influence the local, national and European level. The interviews to project partners and stakeholders showed that in general WeGo3 project succeeded in working vertically, from local to national and European. However, these three levels were not explored in the same way in all partner-countries. In particular:

Table 1: WeGo3 coherence at Local, National and European level.

COUNTRY	LOCAL	NATIONAL	EUROPEAN
BULGARIA	Lots of efforts and achievements were put to change at the local level the IPV support	CSCD will share the White Paper to inform and influence the government strategy on IPV	CSCD has few contacts at EU level, therefore WeGo3 allowed to start working at a new level, not considered before.
GREECE	WCK has a well-developed and strong local network with numerous local institutions and organizations	WCK has few contacts at the national level	WCK has a strong network of actors and partners, however WeGo3 provided a concrete opportunity to work at EU level.
ITALY	IT worked in different regions at local level. Due to its widespread coverage, the intervention risked to be fragmented in the achievements. However, this allowed to have a nation-wide coverage, therefore actively including numerous organizations and institutions based in several regions, thus reaching a national coverage.	IT exhibited good contacts and capacity to involve institutions at the national level, thanks to the wide engagement of actors based in different regions at the national level.	IT has few contacts at EU level, therefore WeGo3 provided an opportunity to open up to a new level.
FRANCE	FACE has a well-developed local system and a high local rooting	The presence of other Clubs all around France provides a positive spill-over effect	FACE has limited contacts at the EU level. WeGo3 represented an opportunity to open up to this new level.

4.1.3 EFFECTIVENESS

Is the intervention achieving its objectives?

The extent to which the intervention achieved its objectives and its results, including any differential results across groups

EVALUATION QUESTIONS

- To what extent the project contributed to **General Objective**?
- To what extent the project contributed to the **WPs Specific Objectives and Expected Results**?
- Which have been the key drivers and constraints in the pursuance of project Objectives?
- To what extent are the results heterogenous across countries?

OVERALL PROJECT EFFECTIVENESS

The analysis of the effectiveness of the intervention was guided by the assessment of the degree of achievement of specific objectives and expected results, measured through indicators and related targets. The monitoring system included **outputs and outcomes indicators** for each Work Packages, thus returning a comprehensive picture of the project achievements for each WP. These indicators were constantly monitored by the internal monitoring work carried out by the partners and led by ActionAid.

The complete analysis of the target achievements can be accessed in the **Internal evaluation** carried out by ActionAid (see Annex). In general, as shown in the Internal evaluation report, the trend in the achievement of indicators and related targets is positive: indeed, all **outcome indicators were fully achieved**, while only a few output indicators were not fully met (i.e., WP1 N° of AVCs which answered to the call for interest) due to the high target initially set. In particular:

WP2: all outcomes' indicators were achieved, and it resulted that operators were informed and 100% of them increased their knowledge (as confirmed also during the qualitative data collection activities), more than 80% of women improved their knowledge on the existing services through the empowerment path, and more than 80% of women improved their awareness and attitude to claim their rights (see **Section 8 - Women empowerment project contribution**).

Task	Specific activity	Level of result	Indicator	Target	Achieved result
2.2	Call for interest	Output	N° of AVCs contacted	200	473
		Output	N° of Operators reached	400	573
		Outcome	N° of Operators informed	400	573
		Output	N° of AVCs which answered	120	80
		Output	N° of Operators who answered	120	80
		Output	N° of women supported by the AVCs which answered (opinion considered)	1800	10398
2.3	Training	Output	N° of AVC participating	12	11
		Output	N° of operators trained	60	60
		Outcome	% of operators who improve their knowledge and skills	90%	100%
2.4	Empowerment path	Output	N° of women participating to empowerment paths / focus groups	80	81
		Outcome	% of women who improve their knowledge	75%	>80%
		Outcome	% of women who improve their awareness and attitude to claim their rights	80%	>80%

WP3: employees trained confirmed to be more aware on GBV and more than 90% of professionals participating in the workshop confirmed to have increased their awareness, therefore outcome indicators were fully achieved. Instead, the number of companies participating in the labelling path was lower than expected and similarly the number of actors of the World of Work to engage in the workshop activities was lower than planned due to difficulties to engage these actors during the pandemic in the four implementing countries.

Task	Specific activity	Level of result	Indicator	Target	Achieved result
3.1	Training	Output	N° of companies participating to trainings and signing the Engagement Charter	15	25
		Output	N° of employees trained	NA	372
		Outcome	% of employees who are more aware	90%	GR 100%; IT > 90%; FR > 80%
	Label	Output	N° of companies participating to the labelling path	10	5
3.2	Workshop	Output	N° of stakeholder participating to the workshop	200	205
		Output	Type of stakeholder participating to the workshop	(180 WoW + 24 private sector)	74 private actors WoW, 62 public actors WoW, 37 private sector and others
		Outcome	% of professionals who increase their awareness	90%	> 90%
	Individual meetings	Output	N° of individual meetings	40	40
3.3	Awareness raising for professionals	Output	N° of professionals reached	2000	2260

WP4: output indicators on the ecosystem meeting and events (4.1) were fully reached. Similarly, the indicators of Policy Lab preparation (4.2), Policy Lab path (4.3), local trial (4.5) and EU Policy Lab (4.6). Slightly lower than expected appeared to be the involvement of the World of Work in the Policy Lab path and the number of institutional representatives engaged in the trainings (4.3). Nonetheless, the trend in the involvement is positive and the target were almost met.

Task	Specific activity	Level of result	Indicator	Target	Achieved result
4.1	Local ecosystems meetings	Output	N° of meetings	40	42
		Output	N° of stakeholders met	NA	100
		Output	Type of stakeholder met	NA	45% with institutional stakeholders; 29% with WoW; 26% with NGOs and others
	Events - Presentation of WeGo3	Output	N° of events	12	12
		Output	N° of participants	NA	425
4.2	Preparation for PL	Output	N° of consultations	20	20
4.3	Training for institutions	Output	N° of institutions	16	29
		Output	N° of institutional representatives trained	32	29
4.4	PL path - 3half days + 1 day at the end	Output	N° of total participants	200	187
		Output	N° of institutional representatives	32	57
		Output	N° of operators	60	55
		Output	N° of companies' representatives	24	20

		Output	N° of world of work representatives	60	44
		Output	N° of other participants	24	17
4.5	Local trial	Output	N° of trials	4	4
		Output	N° of companies/other stakeholders who participate to local trials	4	8 companies, 3 public services, 3 NGO, 2 training centres, 2 AVCs, 1 University
4.6	EU PL	Output	N° of informal meetings at the EU Level	5	9
		Output	N° of EU decisions makers who participate to EU PL	3	3 MEP + 2 EESC

WP5: all output indicators were met and exceeded. The results were highly positive, with events and materials produced considered to be very effective by the interviewees involved in the evaluation activities.

Task	Specific activity	Level of result	Indicator	Target	Achieved result
5.1	Policy paper	Output	N° of people reached	1.000	1.090
	Lobby and advocacy	Output	N° of meeting with decision makers	45	62
5.2	Outreach	Output	N° of people reached	15.000	22.000
5.3	International conference	Output	N° of participants	100	40 in presence, 100 online

“ In Bulgaria there is no violence according to many people. Domestic violence is a topic difficult to approach in Bulgaria: at national problem they do not consider it as a problem so they do not look for solutions.

CSCD partner ”

COUNTRY-SPECIFIC INSIGHTS ON PROJECT EFFECTIVENESS

The following paragraph summarises the short-medium term country specific attainments triggered by the participation in the project activities for the beneficiaries and main stakeholders in each country, as reported during the evaluation activities. Note that the results of Trial are discussed in a separate Section (see [Section 5.2 Trial: Contribution to women empowerment](#)), whereas the outcome of the advocacy at European level are discussed in the following paragraph.

COUNTRY SPECIFIC ATTAINMENTS	OUTCOMES TRIGGERED BY WeGo3
BULGARIA	<p><u>Preparatory activities:</u></p> <ul style="list-style-type: none"> - AVC operators' capacity strengthening: they learned new methodologies and tools (e.g., Policy Lab, FGD) that they can concretely use in their future activities. - AVC operators' capacity building on economic empowerment: this is a new aspect they have started working on, since it wasn't addressed before. - Involvement of social workers and not only of AVC management allowed to improve practices in dealing with IPV survivors. - IPV survivors' involvements in the FGD disclosed numerous and relevant information fundamental to properly plan the work and measures the AVC operators would have adopted with them: "open ears to what they say, what they need and what they would like to do. We did all activities after having their approval" (AVC operators). - World of work became more sensitized and aware of IPV survivors' needs and the importance of fostering economic empowerment. - Strengthened the local network with AVC. <p><u>Policy Lab:</u></p> <ul style="list-style-type: none"> - First time for different institutions and organizations' representatives to discuss the issue of economic empowerment and IPV survivors' needs. - Active involvement of trade unions. - Local and regional authorities involved in the Policy Lab gained knowledge on the importance of working on economic empowerment - Presence of men in the PL actively engaged in the discussion. <p><u>Advocacy at national level:</u></p> <ul style="list-style-type: none"> - The unstable political situation depowered the advocacy actions at national level. However, CSCD has numerous Outputs and tools designed throughout the project that can be used in future advocacy actions at national level (e.g., White paper, Policy brief, trial, consolidation reports etc.) - Involvement of numerous local and regional institutions in the PL.
GREECE	<p><u>Preparatory activities:</u></p> <ul style="list-style-type: none"> - Emergence of numerous information and aspects in the FGD with women IPV survivors that animated the discussions in the subsequent activities. - AVC operators' capacity strengthening on new participatory methodologies and tools (e.g., Policy lab, FGD). - Diversity of actors engaged to support better the IPV survivors. - World of work more aware of the economic empowerment. - Enlarged the network of organizations cooperating with WCK (e.g., Trade Union of Karditsa, Directorate of Secondary Education, etc.) <p><u>Policy Lab:</u></p>

COUNTRY SPECIFIC ATTAINMENTS	OUTCOMES TRIGGERED BY WeGo3
	<ul style="list-style-type: none"> - Engagement of diverse actors in the PL and opportunity for all of them to share and discuss problems and possible solutions in multi-actors' perspective: Anti-Violence Centres- members of the Greek National Network, Local and Regional Authorities, University of Thessaly, Trade Union of Karditsa, ANKA, Cooperative Bank of Karditsa, Committee for Gender Equality, Private sector enterprises, NGOs. - WCK capacity building on new participatory methodologies (i.e., Policy Lab) that can be used in the future. <p><u>Advocacy at national level:</u></p> <ul style="list-style-type: none"> - Strengthened the network between AVC and local stakeholders. - Increased commitment of regional and national institutions in supporting IPV survivors.
ITALY	<p><u>Preparatory activities:</u></p> <ul style="list-style-type: none"> - AVC operators' capacity strengthening and knowledge on measures and tools to support more effectively the socio-economic empowerment of women IPV survivors. - Consolidation of evidences through the project outputs (i.e., White paper, consolidation report, etc.). - Territorial protocol signed by numerous and diverse actors. - Enlarged territorial network of actors and AVC. - The preparatory activities carried out with the World of Work representatives allowed them to bring valuable contributions to the Policy Lab. <p><u>Policy Lab:</u></p> <ul style="list-style-type: none"> - Creation of a space for discussion and meeting among diverse organizations, trade unions, AVCs and institutions belonging to different regions in Italy, thus promoting the exchange of experiences and practices among territories → peer-to-peer exchanges. - The simultaneous presence of AVCs from different regions allowed them to report their common experiences, albeit on different territories, and underline the urgency to solve some issues constraining the economic empowerment of IPV survivors. <p><u>Advocacy at national level:</u></p> <ul style="list-style-type: none"> - The Multi-stakeholders and multi-level approach allowed to collect and systematized different experiences and to report them at the national level.
FRANCE	<p><u>Preparatory activities:</u></p> <ul style="list-style-type: none"> - The involvement of AVC in rural areas allowed to define the additional challenges they face. <p><u>Policy Lab:</u></p> <ul style="list-style-type: none"> - Participation of diverse actors and exchange of practices, expertise and experiences among companies, institutional figures, job centres, AVC, etc. - Active contribution of the different actors involved to the discussion and high level of interest in the topic. - Business companies are more aware of the IPV survivors' needs undertook to adopt internal policies more responsive to these specific needs.

COUNTRY SPECIFIC ATTAINMENTS	OUTCOMES TRIGGERED BY WeGo3
	<ul style="list-style-type: none"> - Creation of a network of actors. <p><u>Advocacy at national level:</u></p> <ul style="list-style-type: none"> - Organization of meetings with French deputies to present the results of WeGo3. - Sharing and presenting the project recommendations to the institutional level.

POLICY LAB METHODOLOGY: AN EMPOWERING TOOL

Policy Lab was tested in WeGo3 as place (physical or online) to co-design policies and practices. “The methodology is deeply rooted in feminist values and adopts an intersectional approach.” ([Policy Lab video, 2023](#)). Being a participatory methodology, actors with different background and representing a diversity of organizations and institutions are invited to join and contribute to the discussion.

In WeGo3, Policy Lab proved to be an effective methodology in:

- allowing actors involved to discuss and share opinions and views,
- showing power dynamics influencing behaviours,
- increasing the knowledge of participants,
- creating awareness of participants in the discussion,
- favouring the exchanges of practices among peers,
- favouring the cross-fertilization across organizations/institutions based in different territories,
- allowing AVCs to present challenges faced and to advocate for collective solutions,
- empowering participants.

Finally, all WeGo3 partners had the chance to pilot and apply a methodology that they can use in the future to realise discussions on other relevant topics.

ADVOCACY AT EUROPEAN LEVEL

The advocacy actions realized at EU level were only a residual and small part of the WeGo3 project. These actions were the final point of a comprehensive preparation carried out at country level, however at European level. The actions implemented in WeGo3 represented a very final step of deep national processes, but with no preparatory activities at the European level. The partner countries confirmed that to increase the effectiveness of the lobby and advocacy towards EU institutions, it would have been necessary to replicate the whole process accomplished at the national level also at the European level. This involves directing project actions towards the European level exclusively, which may require implementing a project dedicated solely to this purpose.

In addition, as per project planning, these activities were carried out during the last project month. Although it is not possible to determine the magnitude of changes in the long term, the advocacy at EU level produced some preliminary achievements. As a matter of facts, project partners reported the advocacy at EU level to be successful in:

- Making the actors involved aware of the lack of the economic empowerment in the political agenda and in the Directive.
- Producing Policy papers and other outputs to create awareness on IPV survivors' needs and share political recommendations with EU Parliament members.
- Creating of relationships with some members of EU Parliament.

“ This means that regulations, directives, and financial programmes aimed at for instance increasing women's participation in the workforce or at strengthening the public care systems should also take into account the specific needs of IPV survivors. And I'm referring, just to name but a few, to the European Care Strategy, the Proposal on the Revision of the Barcelona Targets on Early Childhood Education and Care, the regulations on the European Regional Development Fund and on the Cohesion Fund, the work-life balance directive.

Rossella Silvestre, ActionAid (Report Conference, 2023)

”

4.1.4 EFFICIENCY

How well are resources being used?

The extent to which the intervention delivers, or is likely to deliver, results in an economic and timely way.

EVALUATION QUESTIONS

- Was **Partners' expertise** conformed to project needs and objectives?
- How was the **communication and cooperation** within the Partnership?
- Was the **management and governance structure** of the project fully functional to reach the project's objectives? Did internal governance guarantee inclusiveness of decision-making processes?
- Have **human and financial resources** been properly used to maximize outputs?

PARTNERSHIP

COMPOSITION AND EXPERTISE

The **choice of countries** and partners to include in this third phase of the project favoured the **continuity** with the previous phases: in fact, with the exception of the Spanish partner, all the others remained unchanged. A new partner country (France, FACE) entered the partnership to bring its expertise on the world of work and the sensitization on GBV at national and European level (lobby and advocacy). However, during the project implementation, it clearly emerged that the newly entered partner FACE had a different "maturity with respect to the topic" compared to the others, that all were well-consolidated thanks to the previous two project phases. In addition, criticalities internal to FACE organization and personnel turn-over depowered the contribution it could have given to the Consortium, and required an intense follow-up. On the other hand, FACE representatives confirmed that participating in a similar project allowed the personal and professional growth of the people employed in the project itself, but also of the whole organization that had the chance to learn from the other partners.

“ We arrived at the third edition, and it was for me inspiring to see what a project can do and mean.

FACE representative **”**

Nevertheless, at its third edition, WeGo3 relies on a **solid partnership, with clear and complementary expertise**. In addition, the partnership counts on an extended network of actors at institutional level, AVCs and CSOs level, Trade Union and Training and Job placement

<p>ActionAid</p> <p>ITALY - COORDINATOR, WP1-WP4 lead</p> <p>Experience in EU project and in supporting IPV survivors' women</p> <p>→ transfers to partners Policy Labs methodology</p>	<p>Rel.Azioni Positive</p> <p>ITALY - PARTNER, WP2 lead</p> <p>Cooperative spin-off of the local AVC</p> <p>→ ensures that an AVC approach in the project implementation</p>	<p>IRS</p> <p>ITALY - PARTNER, WP3 lead</p> <p>Social research active on GBV</p> <p>→ social impact analysis of the WeGo3 intervention</p>
<p>CSCD</p> <p>BULGARIA - PARTNER</p> <p>Advocacy group working on GBV</p> <p>→ design of gender responsive public service, host the First partner meeting</p>	<p>WCK</p> <p>GREECE - PARTNER</p> <p>Non-profit organization working on GBV</p> <p>→ ensure AVC perspective in the project implementation, host the Second partner meeting</p>	<p>FACE</p> <p>FRANCE – PARTNER, WP5 lead</p> <p>Work with the enterprises to sensitise and create awareness on GBV</p> <p>→ lead EU advocacy plan, international conference</p>

MANAGEMENT AND GOVERNANCE STRUCTURE

ActionAid project coordinator has devoted time and efforts to the project management. In particular, the coordinator held **monthly bilateral meetings** with the project partners so to monitor the implementation of the activities, exchange practices, define the main challenges and identify solutions. In addition, the governance system included:

- **Steering Committee**, composed by the project coordinator and the WP leader, aiming at supporting and cross-fertilization, project cohesion.
- **Transnational partner meetings**, both in person (Sofia and Athens) and online during the Covid-19 pandemic, aiming at determining the project progresses and achievements, identify best practices, exchanging practices, identify solutions, planning next steps.

The project partners declared to be highly satisfied with the general project coordination and management, and recognized the importance to hold regular bilateral meetings with the project coordinator. They suggest that this setting allowed them to be always updated and aware of the next steps. Moreover, this allowed to immediately identify solutions to challenges.



FINANCIAL AND HUMAN RESOURCES

In general, **human resources** appeared to be adequate to the realization of the project activities: the **low staff turnover** (only the French partner changed the project human resources), and the **continuity** in the participation to the project activities determined a high engagement and understanding of the project itself, thus maximising the efficiency and the effectiveness.

At the same time, the **financial resources** were properly allocated, however a higher budget available on the trial (**WP4**) and more time to implement the activities would have allowed to realise a more structured pilots.

4.1.5 IMPACT

What difference does the intervention make?

The extent to which the intervention has generated or is expected to generate significant positive or negative, intended or unintended, higher-level effects.

EVALUATION QUESTIONS

- What kind of intended changes has the project been able to trigger with respect to its target beneficiaries (women IPV survivors, AVCs and operators, world of work, institutions)?
- Are there any unintended positive or negative changes triggered by the project?
- What is the project contribution to the changes in behaviors and practices of the main stakeholders?

NOTE: The term “impact” refers to the **long-term and potentially transformative effects of the intervention**. We thus aim at investigating the broader and secondary consequences on the project in a timeframe that is longer than one considered while dealing with the OECD-DAC criteria of **Effectiveness**. However, it should be noticed that **two years represent a too short period to properly detect the actual presence of long-term secondary effects**. For this reason, this paragraph summarises the main potential changes triggered that may generate effects in the long run. The same lens should be applied while interpreting the findings detected in the **internal evaluation activities carried out by IRS**. Even if these results cannot be strictly interpreted as impacts in the counterfactual sense of the term and also due to the limited timeframe³, they provide useful insights to shed light on the positive changes activated with reference to all WeGo3 targeted objectives.

OVERALL PROJECT IMPACT

“ We feel good in this context and partnership because we built this path over time and the whole WeGo took into consideration things that are fundamental for AVCs: **putting women at the centre**, questioning patriarchy. This is a Feminist Project.

Project partner



WeGo3 applies a **feminist approach** in dealing with the IPV and socio-economic empowerment, thus **challenging patriarchal structures and culture**. For this very reason,



Project partner



WeGo3 bumped in structural features where it could contribute to the change but not be the sole factor realising this change. Nonetheless, it is possible to list numerous long-term behavioural changes the project contributed to trigger on the different actors and stakeholders involved the activities.

Overall, the project was found to be **able to properly activate positive changes with reference to all its targeted dimensions and stakeholders**: the main long-term impact measured by the qualitative assessment of the project indicators show a **positive pattern in changing the behaviours of stakeholders involved in the activities**. However, the greatest legacy of the project is that it allowed to test in multiple countries a methodology of work in multiple sequential projects to touch all levels, from micro to macro, thus testing a **multi-level and multi-agency, exosystemic and cross-country methodology**.

³ All the analyses carried out by IRS in the framework of WeGo3 project have in fact been carried mainly by applying a before-and-after/pre-post design approach aimed at detecting the changes in the same target groups across time.

The following table summarises the objectives, indicators and targets identified during the project planning, and report the qualitative assessment of the level of achievement of such indicators, by triangulating the data collected throughout the evaluation process.

OBJECTIVE	INDICATOR	TARGET	ACHIEVEMENT
Local support systems become more active, and acquire tools to guide themselves the solutions co-development	N° of actors participating in such activities	200+	<p>FULLY ACHIEVED</p> <p>In the Policy Lab paths participated around 200 actors comprising AVCs, companies, trade unions, local and regional institutions, etc, but the number of stakeholders involved in project activities outnumbered this target They got the chance to increase their knowledge on the economic empowerment and measures for IPV survivors, to exchange practices and experiences, to acquire tools to support more effectively women in their exit path from violence.</p>
Local support systems become more active, and acquire tools to guide themselves the solutions co-development	N° of actors willing to establish such paths	50% of involved ones	<p>FULLY ACHIEVED</p> <p>All actors involved in the evaluation activities stated to have acquired tools to better support IPV survivors, and confirmed their availability to keep working on this topic. AVC confirmed to have improved their skills in realising needs assessment and to have learned new methodologies and tools to report the women's need to the institutions.</p>
Improved policies, sensitive to IPV survivors' needs in the influencing domains	N° of identified solutions considered feasible and effective (trials and scenarios)	4+	<p>ACHIEVED</p> <p>The identification of solutions considered feasible and effective in tackling the needs of IPV survivors was largely debated during the Policy Lab among the different actors involved, and tested in the four countries in the trials. An additional measure was analysed at the Italian level (Reddito di Libertà, Freedom income). However, the short duration of the trial and the small timeframe do not allow to determine the level of achievement of this indicator.</p>
Improved policies, sensitive to IPV survivors' needs in the influencing domains	N° of political actors engaged in bringing those solutions into laws	50% of involved ones	<p>ACHIEVED but not measurable</p> <p>Institutional actors included in the Policy Lab increased their awareness and knowledge on the IPV survivors' needs, as confirmed by institutional representatives involved in the evaluation activities. However, their capacity to improve the existing policies cannot be measured within the project timeframe.</p>
Labour market and societal improvement in sensitiveness to IPV survivors' specific needs	Frequency of relations between different actors (e.g., AVC, labour unions, employment centres, institutions)	Increase	<p>FULLY ACHIEVED</p> <p>All partners confirmed that the Territorial Protocol, together with the Policy Lab and the effort put in the previous WeGo edition on the local ecosystem contributed to create a network of actors more aware of the IPV survivors' needs and more willing to undertake the necessary measures to meet their needs.</p>

INSIGHTS ON COUNTRY-SPECIFIC BEHAVIOURAL CHANGES TRIGGERED

Coming to the four implementation **countries**, the project appeared to trigger different **behavioural changes in the stakeholders included**. Hereafter we present the main changes reported by the stakeholders involved in the evaluation activities.

COUNTRY	MAIN BEHAVIOURAL CHANGES TRIGGERED BY WeGo3
BULGARIA	<ul style="list-style-type: none"> - The AVC involved in the preparatory activities and in the Policy Lab got the chance to meet and work directly with business companies: this meeting opened up new possibilities of cooperation between these two subject that never cooperated before. - The Women IPV survivors' beneficiaries were trained on parenting skills → they confirmed to have changed Spractices and behaviours at home with their children. - The involved Businesses understood that domestic violence is not only a private issue but also a business issue, and they commit to adopt internal actions and policies. - The Social services committed to bring to the municipal political agenda the urgency to discuss the criteria for assignation of public housing to IPV survivors. - The University of Ruse recognized the values of the work realized by CSCD and committed to support actions to prevent and contrast Gender-Based Violence. They also adopted a Gender Equality Plan thanks to the sensitisation brought by WeGo3.
GREECE	<ul style="list-style-type: none"> - The AVC operators adopted the tools and methodologies experimented within WeGo3. - The Business involved in the Policy Lab committed to take into account the consequences of GBV in the workplace. - The Regional policy-makers signed an agreement on IPV survivors' salary, and started to organize awareness raising events. - The Regional policy-makers recognized the urgency and committed to create a system of Shelters to host women suffering domestic violence. As of now, the safe spaces for women are represented by hotels and other places that voluntarily offer to women a place where they can stay for a period of time. - The Directorate of Secondary Education committed to realize actions to prevent GBV and capacity building in schools.
ITALY	<ul style="list-style-type: none"> - The AVC operators are aware of measures they can use to support IPV survivors' economic empowerment and they are part of a peer network able to advocate towards institutions - The Job centre (AFOL) part of the Territorial Protocol introduced the trained figure of "antenna" to support economic empowerment and job placement of IPV survivors and to deal with AVC in cases of women suffering GBV (see paragraph: Unintended results). - The Local policy-makers from Padova participating in the Policy Lab contacted the AVC to reinforce the cooperation and to collaborate in replicating in Padova practices reported by other regional institutions in the Policy Lab. Moreover, the local partner is working on the implementation framework of the local protocol. - The Milan territorial protocol developed in WEGO2 and signed in WEGO3 continues to evolve by developing implementation framework and SOPs. - The National institutions received the policy recommendations (White Paper on Freedom income plus project recommendations) produced throughout the project implementation. The extent to which they will then implements such recommendations is still uncertain.
FRANCE	<ul style="list-style-type: none"> - The AVC confirmed to have exchanged practices with other actors involved in the Policy Lab. - The Business companies understood the importance to closely work with AVCs, to improve synergies between actors are more aware of measures they can use to support IPV survivors' economic empowerment.

- The **Business companies** started to organise awareness raising sessions on regular basis and committed to sign a partnership agreement with other actors involved in the IPV topic to act together.
- The **Business companies** adopted small actions that might create more awareness on GBV, e.g., adding the AVC phone numbers in the women toilet, spread the violence-meter (an easy tool to self-detect violence).
- **Maison France Service** committed to replicate the trainings and capacity-buildings realised in the trial in other centres around France.
- The **Policy-makers** showed their willingness to replicate awareness raising sessions at national level.

UNINTENDED PROJECT IMPACT: THE CASE OF AFOL METROPOLITANA (ITALY)

AFOL is a public society that guarantees to citizens and businesses in Milan area to guarantee job matching and provide necessary trainings. It offers a range of tailored services in vocational trainings, guidance and employment.

AFOL participated in the **territorial protocol** of WeGo3 and allowed them to reinforce the connections with local AVC part of the protocol and pushed them to apply internal practices more in line with IPV survivors' needs.

In particular, after a consultation with the local AVC/local AVCs, AFOL introduced the figure of the "**antenna**" in the Job centres: it is a figure deputed to closely collaborate with the AVC in cases of women suffering Gender-Based Violence.

Antennas are trained on gender stereotypes and can promote job placements based on women's needs and interests. In addition, antennas are trained on GBV: in case they suspect a woman is victim of IPV, the antenna can promote a referral mechanism to the AVC; on the other side, the AVC have a dedicated and trained person they can refer to in cases they need to refer IPV survivors to the Job centre.

This experimentation started in December 2022 and was activated in 5 cases: feedbacks were really positive for all the stakeholders:

- **AVC** have dedicated and stable figures they can refer to in cases of referrals to the employment services, thus increasing the effectiveness of referrals,
- **women IPV** feel more comfortable in dealing with the Job centre,
- **Job centre** delivers a tailored support and realizes more effective job placements.

Furthermore, after this experimentation AFOL is introducing services and actions to prevent and fight all forms of discriminations women might face in the labour market.

In addition, this experimentation strengthened the "**path women**", services and actions specifically designed for women (e.g., conciliation work-life, caring, etc.).

Finally, AFOL wants to replicate the Territorial Protocol in the metropolitan area of Milan so to extend the actions beyond the city.

4.1.6 SUSTAINABILITY

Will the benefits last?

The extent to which the net benefits of the intervention continue or are likely to continue.

EVALUATION QUESTIONS

- To what extent benefits of the initiative may continue after it ceased?
- To what extent technical, institutional, economic, social and cultural sustainability is ensured?
- Are all **key actors** who could foster project sustainability engaged and committed?
- Which **kind of measures** have been already put in place to ensure future sustainability of the project? Which ones still need to be further strengthened?

DURABILITY OF RESULTS

Overall, WeGo3 generated **long-term and lasting results**, among the others, capacity-building and capacity-strengthening, consolidation reports and outputs, territorial networks, relationships and exchanges of practices among different actors and institutions, experimentation of methodologies (i.e., Policy Lab, Trials).

“ Whether the project will go on or no, we are going to keep contact with anti-violence centre and Bulgarian partner.

Bulgarian stakeholder ”

Analysis of the qualitative data collected through the evaluation activities allowed to delve into the durability of results by country. Main findings are reported below:

COUNTRY	COUNTRY ASSESSMENT - DURABILITY OF RESULTS
BULGARIA	<ul style="list-style-type: none"> - Capacity strengthening of AVC operators on socio-economic measures to support IPV survivors. CSCD is planning to explore new alliances with the Bulgarian Fund for Women to deliver additional trainings on job market orientation, how to write a CV, balance of skills, business plan development, etc. - Territorial protocol building on the ecosystem created in WeGo2, this project edition allowed to reinforce some alliances and relations, to enhance the network so to let the network work by itself without any external support. - Possibility to replicate and scale-up the territorial protocol and other actions undertaken within the project framework in other regions, thanks to the involvement of AVCs located in other areas of the country. - Willingness of the enterprises involved to maintain the anti-violence policies and actions introduced by the project. Companies involved in the evaluation confirmed they will keep contacts with the AVC and CSCD to realize common. <p>TRIAL</p> <ul style="list-style-type: none"> - In the short run CSCD will look for additional fundings to support the cooperative, whereas in the long-run the agency created is expected to be financially sustainable, according to the business plan. - Capacity building of the women IPV survivors who became members of the cooperative created.

COUNTRY	COUNTRY ASSESSMENT - DURABILITY OF RESULTS
GREECE	<ul style="list-style-type: none"> - Active involvement of local institutions and participation of various actors: labour department, trade unions, AVCs, etc., all working on GBV and IPV survivors' inclusion in the labour market. - Territorial protocol ensuring a multi-stakeholders involvement in the GBV prevention and contrast. - AVC operators' capacity strengthening, new methodologies of work, more structured work, application of a Theory of Change approach to the actions. <p>TRIAL</p> <ul style="list-style-type: none"> - Capacity building and competences strengthening of IPV survivors and their active involvement in the cooperative settled down. - The economic viability of the cooperative is ensured by the commitment of the Region: it will support the involved actors who can apply to regional funds. <p>In addition, in other regions there is the political willingness to finance other Social Enterprises.</p>
ITALY	<ul style="list-style-type: none"> - Capacity- strengthening of AVC, application of a more structured methodology of work, attention to lobby and advocacy. - Capacity strengthening of AVC operators: project activities allowed AVC operators to learn, meet other AVCs and exchange practices and opinions on socio-economic empowerment. - Territorial protocol and network with institutions and enterprises (however, the networks need to be animated to maintain it active). - Possibility to exchange practices among different actors with different points of view and representing different Italian regions (i.e., AVCs, trade unions, institutions) involved in the Policy Lab. <p>TRIAL</p> <ul style="list-style-type: none"> - The cooperative Be Free that implemented the trial confirmed that it was a good starting point. However, in the long run they would like to re-design it together with the local Social Services and Employment Centre so to increase its effectiveness. - At the moment, the operators have not decided yet whether they will continue to use the tools created within the trial as they are or not.
FRANCE	<ul style="list-style-type: none"> - Identification of new partners active in preventing and contrasting GBV: WeGo3 gave the opportunity to collaborate with them in a structured way, thus posing the basis for future collaborations. - Capacity strengthening of AVC operators and Employment centres operators especially in rural area: this provided an operational response to GVB in area where accessing anti-violence services is quite difficult for reasons including physical distances, infrastructural challenges, social concerns, etc. - Tools and methodologies tested and capitalized that can be replicated with other institutions: i.e., awareness raising training sessions can be replicated in other territorial Clubs. <p>TRIAL</p> <ul style="list-style-type: none"> - CLUBs involved in the trial had the chance to reach some local actors, institutions and enterprises they never worked with, so they created contacts likely to last. - Actions undertaken in the local trial and the impact will be summarized in a document that will be shared with other CLUBs around France, so they can replicate the actions: FACE plans to extend the local experimentation on the 42 club of FACE all around France

KEY DIMENSIONS OF SUSTAINABILITY

In general, WeGo3 was planned to take into account the **sustainability of the actions**, incorporating several measures to ensure its long-term viability. The table below summarises some of the main technical, institutional/political, social/cultural, and economic/financial measures undertaken during the project implementation.

MEASURES	ASSESSMENT OF SUSTAINABILITY
TECHNICAL	<ul style="list-style-type: none"> - Capacity-strengthening and development of operators and actors working with IPV survivors. - Strengthening of network of actors around IPV survivors with the involvement of a wide range of stakeholders. - Outputs, deliverables, toolkits and project learnings at partners' disposal for actions and advocacy. - Formalization of practices and learnings that were before informal. - Possibility for AVC to exchange practices at national and international level. - Possibility to test a model of intervention to approach complex issues.
INSTITUTIONAL POLITICAL	<ul style="list-style-type: none"> - Consolidation of existing partnerships with local, regional and national institutions. - Signature of the Territorial Protocol. - Design and dissemination of a White paper and a Policy Brief to influence and inform the government strategy on IPV. - Identification and commitment of new institutions interested in collaborating in preventing and contrasting GBV. - Promotion of policy recommendations at national and EU level. - Promotion of institutional ownership of the participatory paths to assess the needs and identify the solutions.
SOCIAL CULTURAL	<ul style="list-style-type: none"> - Awareness and sensitization activities realised with the World of Work. - Involvement of different actors (organizations, institutions, trade unions, enterprises, banks, etc.) in the Policy Lab to discuss IPV needs and support measures, thus creating more awareness.
ECONOMIC FINANCIAL	<ul style="list-style-type: none"> - Partners well rooted in their countries that will continue working on the economic empowerment beyond the project timeframe. - Capacity of partners to attract funds - Possibility to attract funds from the private sector.

4.2 WOMEN EMPOWERMENT: PROJECT CONTRIBUTION

AA IT has developed a theoretical framework to measure women empowerment. This framework was internally designed by AAIT in 2020 with the aim of **tackling the challenge related to ability of measuring, in a more objective and systematic way, women's achievements in term of social and economic empowerment as well as project contribution to this process**. For this reason, different dimensions, phases and indicators aimed at providing conceptual tools to delve into this multifaceted topic have been identified by AA IT. According to this framework, empowerment is conceived as a progressive multidimensional enabling process involving both individual and collective dimensions as well as embracing different aspects of life (namely the personal, social, economic, political). Thus, this process can be divided into consequential phases, namely:

- ❖ **Potential Empowerment**, which is the initial phase of the process and corresponds to the enhancement of those preconditions that are necessary for action, i.e., the resources women have access to, the capacities they have and their sense of agency, encompassing, among the others, self-consciousness and self-esteem dimensions.
- ❖ **Primary Empowerment**, which is the phase of the process that takes place when the woman (or the group of women) significant choices and intentionally acts but within the existing power structures and relationships. This dimensions thus driven by the agency.
- ❖ **Micro-transformative empowerment**, which the phase taking place when the woman (or the group of women) makes significant choice and acts, questioning the existing power relations in the micro-level social structures (for instance, among peers, in the family, at the workplace, etc.);
- ❖ **Macro-transformative empowerment**, which is that phase which occurs when the women use their power to achieve a collective change, questioning the redistribution of power in the macro-level structures (for instance economic and political institutions).

While the potential, primary and micro-transformative phases mainly refer to the individual dimension of empowerment, the macro-transformative phase directly targets the collective dimension.

WeGo3 project and the trial specific activity (WP4) have been analysed by applying this **ex-post lens** to the project achievements: in particular, during the evaluation activities some time has been devoted to assess the qualitative and quantitative results achieved in each empowerment dimension. Staff and operators involved in the FGD to evaluate the whole project and the trial, were asked to share elements and ideas for discussions, and then to provide a score, in a scale from 1 (minimal) to 5 (crucial), to evaluate the **magnitude of WeGo3 and Trial contribution in fostering all the different empowerment dimensions**. Indeed, it was reasonable to assume that not all the empowerment dimensions had been tackled to the same degree. The country results are reported in separate paragraphs, while last paragraph provide a synthesis of them.

4.2.1 TRIAL CONTRIBUTION TO WOMEN EMPOWERMENT

The external evaluation intended to apply the framework on empowerment (ActionAid, 2020) to the trial implemented in each country. For each partner country the analysis presents:

1. Participants involved in the evaluation activities,
2. Description of the trial by reporting the key elements shared in the FGD,
3. Assessment of empowerment dimensions according to the ActionAid framework on empowerment,
4. Strengths and weaknesses, lessons learned and challenges faced,
5. Hints on the sustainability of the action.

For a thorough assessment of the trials description and evaluation, refer to the Report [Case studies on trials and scenarios of policy adoption](#) (IRS, 2023). To allow the reader to understand the objectives of the trials, we report the general description of the trials from IRS report.

Figure 6: Background needs and local trial proposals

Main evidence that emerged from WP2, WP3 and the Policy Labs

Local trial proposal and main details

<p>BULGARIA</p>	<p>The existing policies and measures are lacking entrepreneurship support and job opportunities for vulnerable categories and women IPV survivors.</p> <p>The AVCs involved in the Calls for Interest (Act 2.2) and the women taking part in the focus groups (Act 2.4) highlighted the negative impact on women's empowerment of the absence of adequate care services that support them in the conciliation between private life and work duties.</p> <p>The Policy Lab discussion converged on the importance of skills acquisition for women IPV survivors for their reintegration into the labour market.</p>	<p>The Bulgarian local trial proposal was oriented at training women from different backgrounds (including IPV survivors) in the fields of care provisions, first emergency aid and necessary skills for the creation of a social enterprise. The created enterprise would then fill the existing gap in the territorial childcare services and support, impacting both the involved women and the local context.</p>
<p>FRANCE</p>	<p>One of the main issues emerging from WP2 was the administrative difficulties encountered by women in need. In detail, the main limits to the effectiveness of the existing measures are the lack of information, the administrative and bureaucratic barriers. There is also an excessive standardisation of the services offered in relation to the needs of specific groups of women.</p> <p>The participants in the Policy Lab agreed on the need for a more structured and harmonised process for access to the services, with specific attention to the needs of IPV survivors.</p>	<p>The French local trial proposal aimed at impacting the social services provision for women IPV survivors, through specific training targeting the structures responsible for the service offer. This would allow the women to easily access the necessary information, which would increase the rapidity and the effectiveness of the support. A complementary action of awareness-raising and dissemination of good practices targeting private companies would improve the positive consequences on the territory involved in the trial.</p>
<p>GREECE</p>	<p>Despite the existing measures and practice, women IPV survivors still face critical issues in their labour market integration, especially due to their lack of skills and competences. There is an important need for targeted training and education programmes.</p> <p>The lack of care services and provision represents another significant obstacle, especially in the absence of a personal network.</p> <p>During the Policy Lab, the potential relevance of a programme for vocational training that also takes into account the childcare needs of women was discussed.</p>	<p>The proposal for the Greek local trial was specific training targeting women IPV survivors in the field of care provision and the definition of a business project, with the objective of creating a social cooperative enterprise. This will provide care services for supporting households with care needs.</p>
<p>ITALY</p>	<p>As emerged from the project activities, in the Italian context a more gender-sensitive approach from the service providers is needed. The professionals working in the provision of services should be properly trained to offer guidance and help, with respect to the circumstances of each woman's path;</p> <p>The Policy Lab highlighted the issue of the fragmentation of social services and the bureaucratic obstacles to the adequacy of the services provision. In addition, the access to the services is harder due to the absence of a formal, shared procedure between AVCs and public actors/service providers.</p>	<p>The proposal for the Italian trial was to improve the provision of services for IPV survivors, defining a shared and formal procedure that links AVCs and public administration. Despite many actors already sharing informal practices, often a lack of dialogue and contact between AVCs and service providers is observed. This negatively affects the outcome of the women's relationship with the services. The objective of the Italian local trial was to intervene within this context, to improve the quality of the service from the point of view of the women IPV survivors.</p>

Source: IRS Report [Case studies on trials and scenarios of policy adoption](#) (IRS, 2023)

BULGARIA

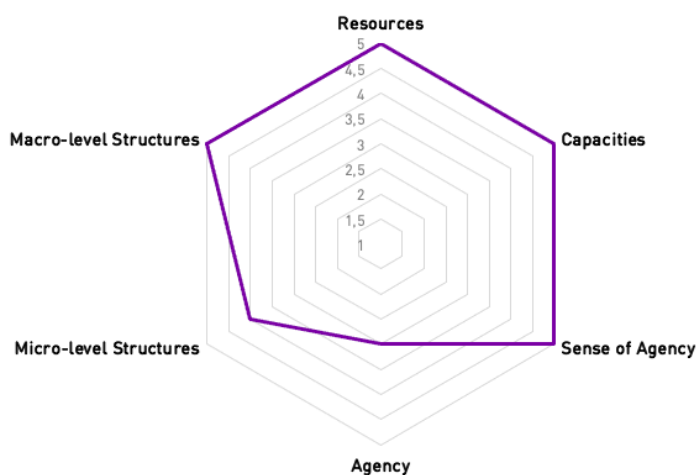
1. Participants in the FGD evaluation activities

NAME	GENDER	DESCRIPTION AND ROLE IN THE TRIAL
F.A.	F	Member of the agency, IPV survivor, mother of 2 children
S.G.	F	Member of the agency, IPV survivor, mother of 1 child
I.E.	F	Member of the agency, student at Ruse University, Social Activities Department
I.A.	F	Member of the agency, part of the management team (Communication Coordinator), student at Ruse University, Social Activities Department
D.G.	F	Trainer at Social Entrepreneurship and CEO of "Veselushko22"

2. Key elements of the trial

- Trial led by the Bulgarian partner CSCD.
- Centrality of capacity-buildings and trainings for the women in the board of the agency (Social enterprises and managing business / medical care in emergency / babysitting),
- Having in the agency board women who are mothers and can bring in their own parenting competences,
- Having women IPV survivors in the board of the agency,
- Strong relationships and networks among women participating in the trial,
- Expertise of external people who will join the board of the agency,
- Real support of local AVC Dinamika in the trial,
- Support of local accounting officers and lawyers

3. Assessment of the empowerment dimensions



— BULGARIA

The creation of a Social Enterprise offering baby-sitting services with women IPV survivors in the agency board, allowed the CSCD team to simultaneously work on potential empowerment of women, by directly and actively involving them in the business set-up and management. At the same time, it contributed to the micro-transformative empowerment by creating a work environment respectful of the needs of IPV survivors, and posing the basis for power renegotiation within the households. Moreover, it contributed to the macro-transformative empowerment by contributing to developing services that lighten the care responsibilities for women (especially useful for IPV survivors), that are lacking in the local context, while offering good working conditions with legal contracts, equitable wage and respectful of workers' rights. Finally, the trial contributed to a less extent to the primary empowerment, as this dimension was a collateral objective of the intervention.

4. Strengths and weaknesses, lessons learned and challenges faced

STRENGTHS	WEAKNESSES
<ul style="list-style-type: none"> - Trial strengthened the personal and professional capacities of women in the board. The trainings resulted also in increased parenting capacities for women participating. - Trial made available services that were lacking on the market (e.g., babysitting): in Ruse region there are no other qualified agencies offering this service. - Trial allows to offer to women working conditions with legal contracts, equitable wage and respectful of workers' rights. - All decisions related to the trials design were horizontally discussed and approved before being adopted, favouring women's active participation. 	<ul style="list-style-type: none"> - Need to build the agency reputation: in order to have clients, it is necessary to build trust and reputation. - Need to find economic resources to sustain the agency in its first period of activities (when the incomes are lower than the costs).
CHALLENGES FACED	LESSONS LEARNED
<ul style="list-style-type: none"> - Setting up the agency required women's high commitments for several weekends, thus posing logistical personal challenges. - Local contexts prejudices on women IPV survivors (i.e., they are emotionally unstable and thus cannot work. This in turn represents an opportunity to affect the micro and macro-transformative structures). 	<ul style="list-style-type: none"> - Need to perform need assessments and market analysis before setting up business. - Importance of the team-work to realize actions that alone seem impossible. - Need to increase the trainings on specific methodologies to use with children (e.g., emotional intelligence, visual storytelling, etc.).

5. Hints on the sustainability of the action

MEASURES ALREADY PRESENT	MEASURES TO BE FURTHER DEVELOPED
<ul style="list-style-type: none"> - Strong commitment and willingness to continue the activities set up in the trial. Having realizes a business plan. - Being part of a program to accelerate business (allowing to look for investors and to search for other funding opportunities). - Having territorial protocol and contacts with different stakeholders, a developed local network supporting in finding clients for the agency, providing spaces and rooms for the agency). The network includes AVC, institutions, schools, etc. - Preparing projects to submit for national funds and European funds. 	<ul style="list-style-type: none"> - Improve the communication strategies. - Finding a physical place for the agency. - Roundtable with the Ruse University to deepen the socio-economic empowerment of IPV survivors. - Diversification of projects and activities.

SPECIFIC EVALUATION OF TRIAL, IRS 2023

“All the trained women reported a significant increase in their knowledge about childcare and emergency care aid, and about the functioning of social cooperatives. For this last dimensions, the most acquired knowledges concerns the definition of a business plan and the sustainability of a social cooperative.”

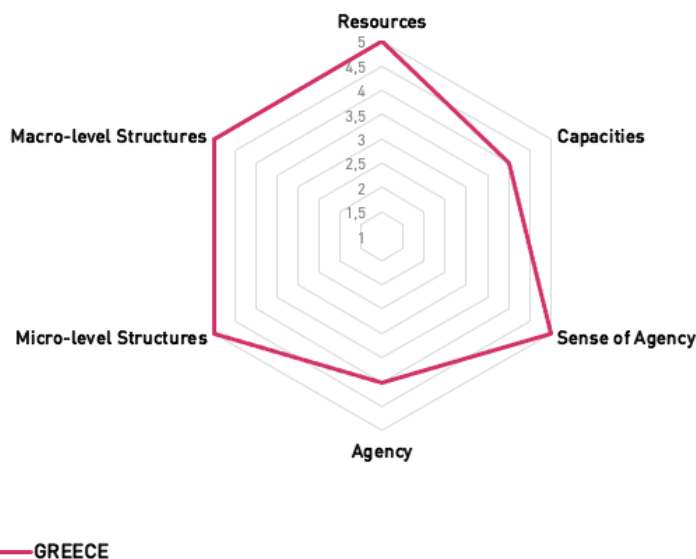
1. Participants in the FGD evaluation activities

NAME	GENDER	DESCRIPTION AND ROLE IN THE TRIAL
K.V.	F	WeGo3 Project Coordinator in Greece
N.K.	F	Coordination of WP4
V.B.	M	Development Agency of Karditsa
M.K.	F	Participant in training for COINSEP- creation of business

2. Key elements of the trial

- Trial led by the partner WCK
- Trial finds a solution to a social problem: women IPV survivors usually cannot work outside their families because they are in charge of caregiving activities for children, elderly relatives. Therefore, the creation of a Social enterprise offering care activities with children and elderly reduces the burden for women.
- Thus, trial works on women IPV survivors’ socio-economic empowerment by freeing them time that they can devote to job. Moreover, services will be free of charge for women IPV survivors with low income.
- Offering real work inclusion opportunities to women IPV survivors in addition to pscycological and social counselling: women IPV survivors can indeed be employed.
- capacity building to women IPV survivors on: creation of Social enterprise, caring for children, caring for elderly.

3. Assessment of the empowerment dimensions



The creation of a Social Enterprise offering care activities with children and elderly allowed the WCK team to simultaneously work on potential empowerment of women, by allowing them to build self-esteem and self-effectiveness: women IPV survivors participating in the trainings felt that it is possible for them to think about being entrepreneurs, they saw other possibilities and perspectives and they had a more optimistic view of their future.

At the same time, it contributed to the micro-transformative empowerment by freeing time for IPV survivors. Moreover, it contributed to the macro-transformative empowerment by contributing to developing services that lighten the care responsibilities for women

(especially useful for IPV survivors), that are lacking in the local context. Finally, the trial contributed to a less extent to the primary empowerment.

4. Strengths and weaknesses, lessons learned and challenges faced

STRENGTHS	WEAKNESSES
<ul style="list-style-type: none"> - Social Enterprise creates services that were lacking and were actually required by the households, thus meeting the market needs. - The enterprise is financially sustainable because it will be supported by the Development Agency at its beginning, then the sustainability is ensured by the prices paid by customers. - It contributes to the socio-economic empowerment of IPV survivors. - The Social enterprise counts on the cooperation and synergies of the local ecosystem created in the previous WeGO! and WeGo2. 	<ul style="list-style-type: none"> - Difficulty to find funds in short-term - The creation of the agency required an intense effort from women IPV survivors who have already challenging lives. However, they managed to participate in the training activities and kept receiving qualified support.
CHALLENGES FACED	LESSONS LEARNED
<ul style="list-style-type: none"> - Initial difficulties to involve women in Social enterprises: they did not know what it was and showed an initial distrust. <p>To bring together and synthesize different opinions and point of view, and then to realize the idea and make it working.</p> <ul style="list-style-type: none"> - Include other women from the general public in the Social enterprise so to not to stigmatize the IPV survivors - Ensure continuous technical support and trainings to women. - Finding donors to cover the business costs before the enterprise generates incomes. 	<ul style="list-style-type: none"> - Collaboration allows to achieve more effective results: "alone I go fast, together we go far" (Project coordinator). - Importance of a supportive local ecosystem and engaged institutional actors. - Necessity of a facilitator to facilitate the dialogue and to put together different participants' opinions and point of views. - Importance to realise appropriate actions to attract young women from the general public in participating in the Social Enterprise (e.g., hackathon).

5. Hints on the sustainability of the action

MEASURES ALREADY PRESENT	MEASURES TO BE FURTHER DEVELOPED
<ul style="list-style-type: none"> - Strong commitment and willingness to continue the activities set up in the trial. - Connections with potential donors funding the Social Enterprise, ensuring permanent support during the start-up phase: <ul style="list-style-type: none"> > possibility to receive support from the Development Agency through a project to support entrepreneurship until the end of 2023. > Cooperative Bank of Karditsa and other organizations will support the very first step > Regional authority will announce a call for Social Enterprises and tenders - Connections with local ecosystem and Territorial protocol (i.e., municipalities, Development Agency, Cooperative Bank, etc.) 	<ul style="list-style-type: none"> - Develop technical and social sustainability of the intervention: by expanding the initiative to other women and by keeping developing soft skills of women in the Social enterprise board.

“All the trained women reported a significant increase in their knowledge in the field of care provision and about the functioning of a social enterprises. The experience of going together through this type of training made the women value the importance of the collective process to gain expertise and set future goals and objectives.”

ITALY

1. Participants in the FGD evaluation activities

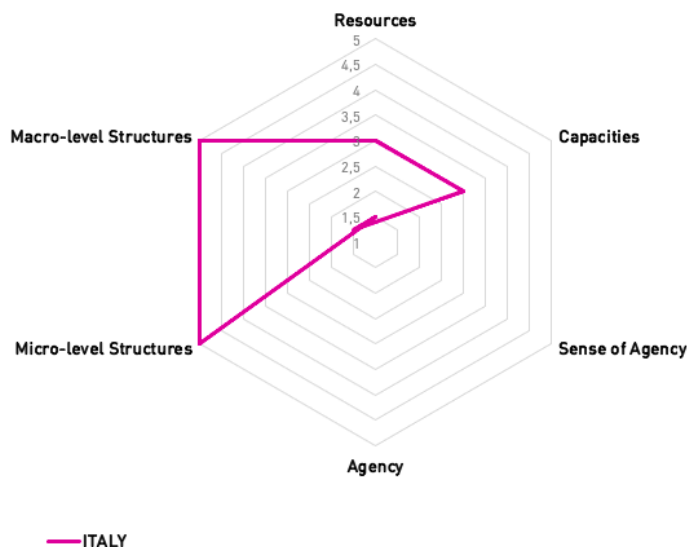
NAME	GENDER	DESCRIPTION AND ROLE IN THE TRIAL
D.R.	F	Psychologist of AVC, in charge of contacts with the Job centre
C.V.	F	Psychologist of AVC, job orientation, in charge of contacts with the Job centre
M.M.	F	AVC staff, in charge of contacts with the Social Services

2. Key elements of the trial

- Trial was led by an AVC in Rome, outside the WeGo3 partnership and consisted in developing a Beneficiary Form to be filled for referrals to Social Services and Job Centre to describe the situation of the IPV survivor women as well as to formalize the referral.
- Trial addresses the main issue emerged as relevant in the Policy Lab: how to improve the public services offered to women IPV survivors by providing integrated and tailored responses? Trial aimed to strengthen the network with services in the area (e.g., Job Center and Social Services), formalize the referrals and to ensure more effective and tailored responses for women IPV survivors.
- The Beneficiary Form was tested in referral to Job Centre however without originating differentiated path for the beneficiaries. In the limited duration of trial, the ACV did not have the chance to test the Beneficiary Form in referral to Social Services.

3. Assessment of the empowerment dimensions

The trial focused primarily on the micro and macro-structures empowerment by contributing to set up more efficient services for women IPV survivors, affecting behaviours of the institutions involved.



Although resources, capacities, sense of agency and agency were not objective of the trial, to some extent it indirectly contributed to these other dimensions of empowerment.

In particular, while the trial focused only on some dimensions, the work realised by the AVC hits all the empowerment dimensions.

As an example: while trial did not have agency as objective, the AVC deeply work with women on their rights and protagonism, and before of every referral there is an intense work of awareness with the woman

4. Strengths and weaknesses, lessons learned and challenges faced

STRENGTHS	WEAKNESSES
<ul style="list-style-type: none"> - Previous contacts and connections between the AVC and the Social Services and Job Centre. - Strong territorial presence of AVC. - Possibility to new tools to overcome structural problems of the public service system. - Innovativeness of the actions tested. - Possibility to scale-up the intervention. 	<ul style="list-style-type: none"> - The Form was developed by realizing some meetings with the services, however, they did not participate in the definition of the tool to use. - Social Services and Job Centre did not fill any Form in referring the women to the AVC (maybe for the limited duration of the trial). - The services availability in using the Beneficiary Form depends on the sensitivity of the operators, because there are no compulsory measures. - Lack of feedback from the services.
CHALLENGES FACED	LESSONS LEARNED
<ul style="list-style-type: none"> - Lack of feedback from Job centre and Social Services. - The use of the Beneficiary Form did not guarantee a differentiated path at the Job centre for women IPV survivors, thus depowering the intervention. - Institutional services are not used to “reciprocity” with the private social and CSOs: indeed, they offshore to the CSOs the support activities they are not able to offer for time constraints or lack of competences. Therefore, using a Beneficiary Form might be perceived by the operators of Job centre and Social services as burden rather than as a tool that increase the effectiveness of the service provided to women IPV survivors. - There are still prejudices on women IPV survivors in the institutional services. 	<ul style="list-style-type: none"> - Importance of stressing the co-definition and co-construction → need to involve more intensively the operators of Job centre and Social Services in all phases of the trial co-design: from the identification of the problems, scratch of trial, to the definition of the measures to implement. This would increase the operators’ ownership on the intervention and guarantee the adoption of measures perceived as useful. - The Beneficiary Form aimed at formalizing the referrals and to standardize the responses of the services to women IPV survivors. However, to hit this objective, additional actions might be necessary (e.g., defining a protocol of intervention with women IPV survivors in the Job Centre). With the sole Beneficiary Form in place, its use and effectiveness still depend on the awareness and sensitivity of the operators of the services. As an example, we report the story of a woman IPV survivor who approached an Orienteering Service instead of the Job centre: in this case, when reading the Beneficiary Form, the operator (even without having participated in the Form co-definition) contacted the Women Space to define support actions together. - Need to increase the awareness activities on GBV and IPV with personnel of institutional services.

5. Hints on the sustainability of the action

MEASURES ALREADY PRESENT	MEASURES TO BE FURTHER DEVELOPED
<ul style="list-style-type: none"> - Strong presence of the AVC in the territory. - Connections with Employment Centre and Social Services. 	<ul style="list-style-type: none"> - The AVC evaluates the opportunity to re-design the Beneficiary Form by co-designing it from scratch with the local services.

SPECIFIC EVALUATION OF TRIAL, IRS 2023

“The involved professionals from services showed a positive and proactive attitude for the building of the formal procedure among the actors. This remarked the importance of the relationships among stakeholders in order to support the process of empowerment of women IPV survivors. However, it also highlighted the trade-off between efficiency and care”

FRANCE

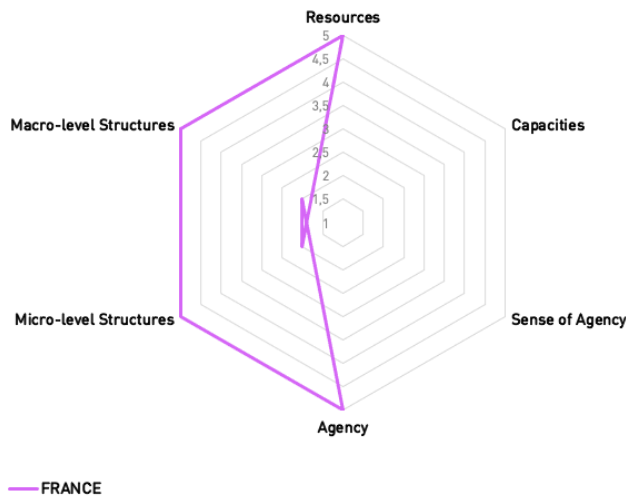
1. Participants in the FGD evaluation activities

NAME	GENDER	DESCRIPTION AND ROLE IN THE TRIAL
M.L.C.	F	Digital consultant
I.G.	F	Responsible at France Services Marcillat en Combraille
C.C.	F	Chargée de mission, FACE Territoire Bourbonnais
C.B.	F	Director of FACE Territoire Bourbonnais
I.	F	Director of Maison France
A.G.	F	Project assistant of WeGo3
J.	F	Project Manager WeGo3

2. Key elements of the trial

- Sensibilization and awareness-raising sessions of personnel of Maison France and other companies: on domestic violence.
- Coverage of departments on national territories thanks to the capillary presence of Maison France, therefore high scalability potential.
- Presence in rural areas: usually there is less information and less services in rural areas. Therefore, having trained personnel on domestic violence in Maison France can help to identify violence situations and refer women to AVC, while ensuring the provision of competent support to women IPV survivors.
- Decision to train personnel of Maison France first, and then to train personnel of private companies too.

3. Assessment of the empowerment dimensions



The trial focused primarily on increasing the resources available to women IPV survivors in all areas, especially in rural settings.

The intervention strengthened the existing services thus guaranteeing to women IPV survivors a more competent support and a higher use of and access to services (agency).

The awareness-raising sessions with private companies and the distribution of materials, flyers, stickers and posters on GBV hit the micro-transformative empowerment dimension, thus contributing to the creation of a work environment more aware on the women IPV survivors needs.

Finally, the trial has the potential to affect the community and the policies (macro-transformative) thanks to its high scalability potential: it can be replicated in all Maison France on the national territory, thus determining local “domino effect” in the spread of information.

4. Strengths and weaknesses, lessons learned and challenges faced

STRENGTHS	WEAKNESSES
<ul style="list-style-type: none"> - Realizing the trial in rural areas, where usually the resource injection is lower than in urban areas, the topic of GBV was not previously addressed, and where the AVC services are less spread and available. - Providing Maison France and the trained companies with concrete tools on GBV and training on how to act. 	<ul style="list-style-type: none"> - Low awareness of community leaders of how pervasive is domestic violence. - Absence of partnerships with different actors in other Departments.
CHALLENGES FACED	LESSONS LEARNED
<ul style="list-style-type: none"> - Difficult to work in isolated areas within the time-constraints of the trial. - Difficulties in finding times to have all people together to participate in the trainings and awareness-raising sessions. - In isolated areas there is poor public transportation, hence women have to rely on a private transportation to reach the service providers. This increases the challenge to access services, especially for IPV survivors. 	<ul style="list-style-type: none"> - Need to experiment and adopt new methodologies of work in rural areas to support women IPV survivors: differently from urban areas, numerous other factors affect the access to AVC services (low understanding of violence, poor information about anti-violence services, stereotypes and social pressure from the community, difficulty reporting violence in small places where community members know each other, the geographical distances).

5. Hints on the sustainability of the action

MEASURES ALREADY PRESENT	MEASURES TO BE FURTHER DEVELOPED
<ul style="list-style-type: none">- Presence of a National observatory on Violence against women involved in the activities.- Elaboration of tools that can be used in future.- Preparation of awareness-raising trainings for companies that can be used in the future.	<ul style="list-style-type: none">- Development of additional tools and trainings.

SPECIFIC EVALUATION OF TRIAL, IRS 2023

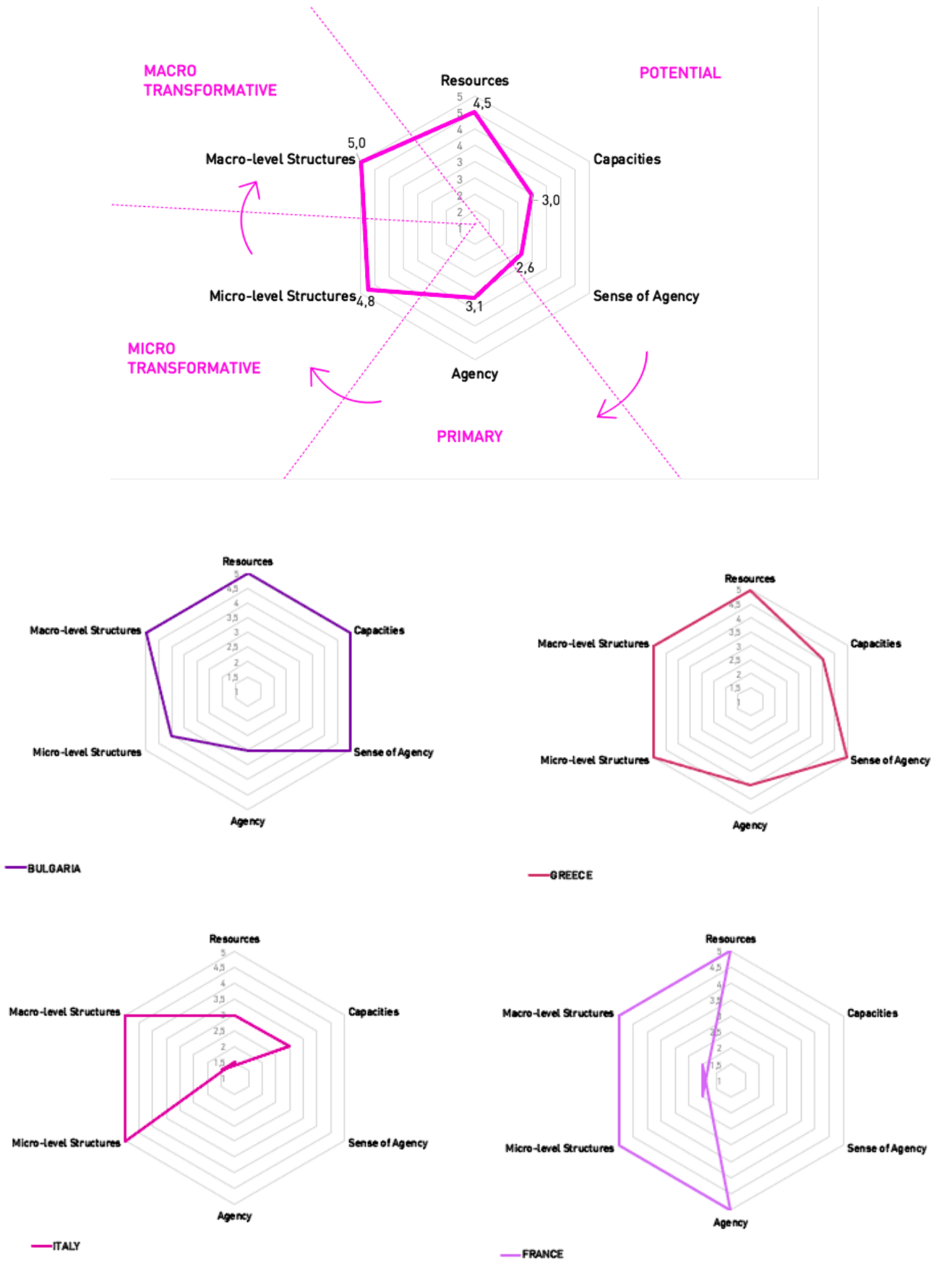
“The professionals trained increased their awareness on the importance of socioeconomic reintegration of IPV survivors, and their knowledge on specific measures to support them. This especially concerned the creation of a trust relationship with the woman supported and the importance of disseminating materials to encourage women to ask for support.”

OVERALL PICTURE

The TRIALS focused on different empowerment dimensions in the four countries, however, everywhere the micro-level and macro-level structures were always assessed as main objectives of the intervention. **Bulgaria** and **Greece** created a Social Enterprise to contribute to offer to the territory and to the same women IPV survivors services that are lacking, while supporting their employment skills and capacity building and (potential empowerment). **France** and **Italy** focused instead on the welfare system functioning, i.e., how to make services more accessible and usable for women (however not involving IPV survivors, but rather service providers.).

This result is in line with the specific focus that the trial was meant to play: focusing on the structures (micro and macro), therefore moving steps forwards compared with the previous WeGo editions.

Figure 7: Assessment of Trial average and country contribution to empowerment dimensions



Source: authors' self-elaboration of data collected during FDG with staff and operators of trials (Bulgaria N=5, Italy N=3, France N=7, Greece N=4);
 Notes: based on qualitative scores provided in a scale from 1=minimal contribution to 5=crucial contribution; arithmetical average of the aggregated scores providing during each FDG.

4.2.2 WEGO3 PROJECT CONTRIBUTION TO WOMEN EMPOWERMENT

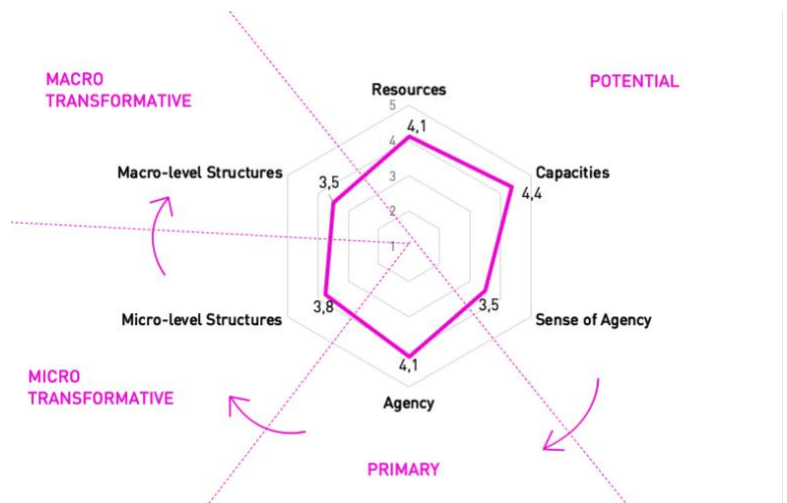
Coming to the analysis of the whole WeGo3 project contribution to women empowerment, the situation appears to be slightly different. In general, staff and operators involved in the evaluation activities reported the following project contribution to the empowerment dimensions:

EMPOWERMENT PHASE	EMPOWERMENT DIMENSION	WEGO3 CONTRIBUTION (ACCORDING TO STAFF AND OPERATORS)
POTENTIAL	RESOURCES	<ul style="list-style-type: none"> - Women IPV survivors increased the chance to access information through the strengthened contacts with organizations and institutions that joined the network and territorial protocol. - Women IPV survivors received information and resources on labour rights and job placement. - AVC operators improved knowledge and skills to support women socio-economic empowerment.
	CAPACITIES	<ul style="list-style-type: none"> - Women IPV survivors increased their competences and skills through the participation in the initial FGD and in the trial related trainings in Bulgaria and Greece. - Capacity building of women and of the supporting environment (i.e., social workers and other stakeholder) - Local network activation and multi-stakeholders' involvement indirectly affects the women IPV survivors' possibility to increase their competences.
	SENSE OF AGENCY	<ul style="list-style-type: none"> - Work done directly and indirectly with IPV survivors helped them in strengthening self-esteem and self-consciousness. - Possibility to start claiming their own rights.
PRIMARY	AGENCY	<ul style="list-style-type: none"> - Improved referral system and enhanced the opportunity for women IPV survivors to access services. - Promoted the coordination of actors in the territorial protocol to provide services to IPV survivors. However, there is still much to do to guarantee that services are attentive and responsive to IPV survivors' needs. - Clearly defining the existing services and potentiating their actions towards women IPV survivors.
MICRO-TRANSFORMATIVE	MICRO-LEVEL STRUCTURES	<ul style="list-style-type: none"> - Awareness raised on GBV in the business participating in the Policy Lab. - Promotion of work environment sensitive and in line with the IPV survivors' needs. - Creation of a work environment favourable to IPV survivors (in the trials in Greece and Bulgaria)
MACRO-TRANSFORMATIVE	MACRO-LEVEL STRUCTURES	<ul style="list-style-type: none"> - Awareness raising of services and institutions: Wider networks involving stakeholders working for women socio-economic empowerment. - Dissemination of information to different actors. - Capacity to influence the cultural environment and sensitization of local communities on GBV and IPV - Engagement of institutional actors, World of Work, AVCs and other actors and Audience's sensitization on IPV survivors' socio-economic empowerment - Territorial protocol to foster the wider cultural awareness on GBV.

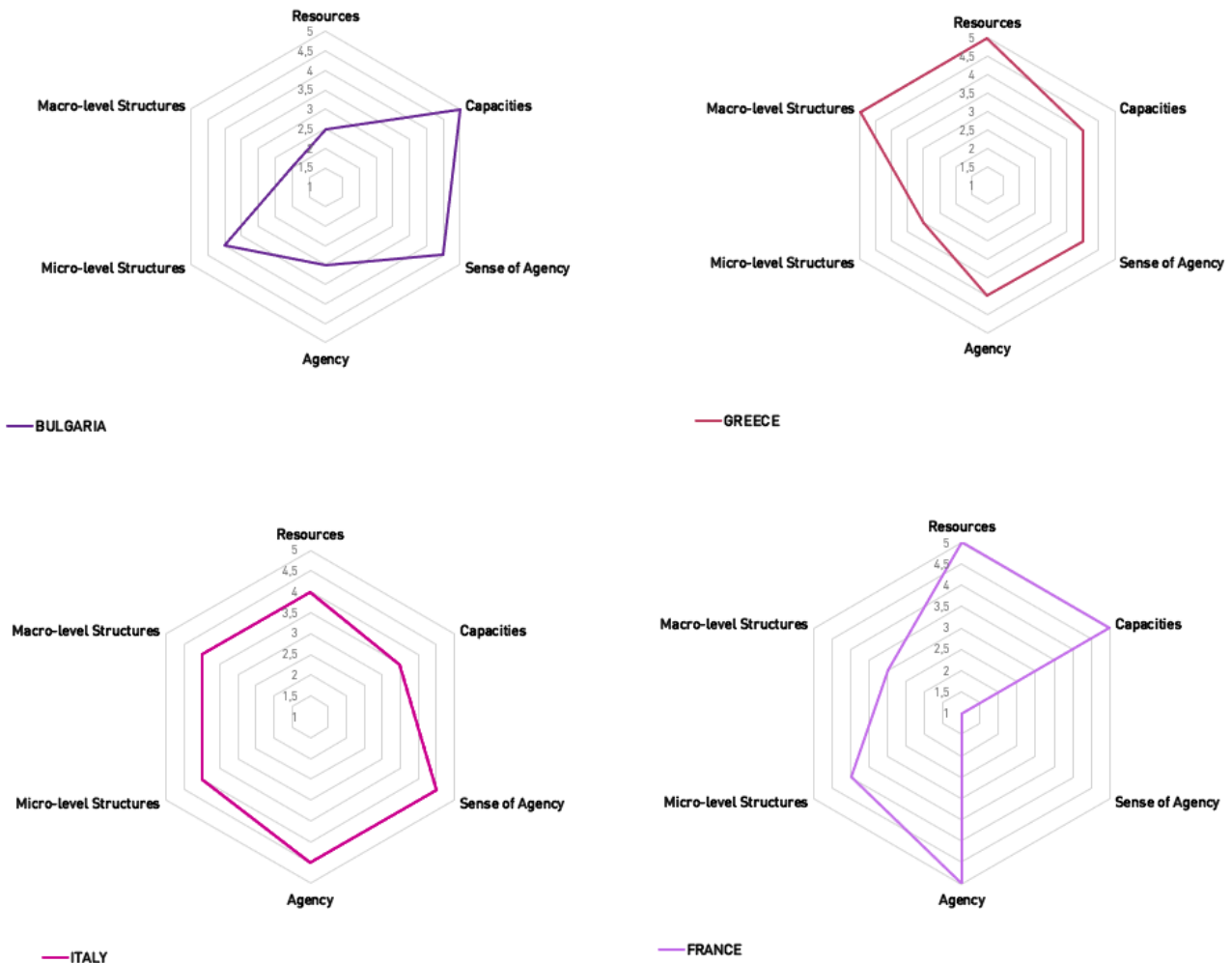
Source: authors' self-elaboration of data emerged from the n.4 FGDs with staff and operators.

At the aggregate level, WeGo3 project allowed to work and trigger outcomes transversally on the six empowerment dimensions. However, when deepening the country situation, the picture appears to be slightly different, and it is clear that the implementation of the actions in the different countries produced different effects, on the basis on the local context, starting points, but also partners background. As a result, CSCD in **Bulgaria** managed to trigger outcomes mainly on the potential empowerment (capacities and sense of agency) thanks to the women IPV survivors' direct involvement in the project activities (mainly in the trial) and influenced the micro-level structures by contributing to the creation of a work environment favourable to IPV survivors.

Figure 8: Assessment of WeGo3 average and country contribution to empowerment dimensions



Source: authors' self-elaboration of data collected during FDG with staff and operators (Bulgaria N=3, Italy N=6, France N=2, Greece N=6); Notes: based on qualitative scores provided in a scale from 1=minimal contribution to 5=crucial contribution; arithmetical average of the aggregated scores



providing during each FDG.

Similarly, WCK in **Greece**, worked on the micro-level structures, but also on the macro-level structures thanks to the possibility to reinforce existing alliances at the municipal and regional level to effectively support IPV survivors. In

addition, the direct work with women IPV survivors engaged in the trial and in the preparatory activities allowed to affect the potential and primary empowerment dimensions.

FACE in **France** produced a different picture: with a great level of project contribution to the resources and capacities (potential empowerment), and higher contribution to the agency (primary) and micro-level structures. Indeed, the realization of activities in rural areas determined an improvement of services available to support IPV survivors.

Finally, in **Italy**, WeGo3 allowed to tackle on average all dimensions of empowerment. This is mainly due to the simultaneous presence of three partners, each focusing on particular empowerment dimensions. In particular the resources, sense of agency and agency dimensions were influenced by WP2 activities aimed at collecting the voice of women and giving them the knowledge and tools to claim their rights, The work on welfare services and policies developed in policy labs, trials and advocacy actions insisted instead on the micro and macro level structures.

5 LESSONS LEARNED

WeGo3 project aimed at increasing the local **multi-agency networks' capacity to foster the intimate partner violence (IPV) survivors' socio-economic independence through the design and adoption of gender-responsive labour policies.** As such, WeGo3 bumped not only into structural and cultural characteristics and limitations, but also faced the challenge to have different actors at different levels engaged in project activities.

As a result, country partners derived numerous lessons from the activity implementation. We report hereafter the main **points for discussion to be taken into account for follow-up, scale-up or replicability of interventions.**

1	ANTI VIOLENCE CENTRES
<p>DESCRIPTION</p>	<p>The work realized with AVCs produced greater results where there were previous alliances and relationships between the country partner and the AVC. This was particularly true in Bulgaria and in Italy, where the long-term collaboration between CSCD and the AVC Dinamika was particularly effective. Same holds true for the preparatory work realised with IPV survivors (WP2): in the contexts where women were already engaged in the partners' activities more efficient and effective results were triggered.</p> <p>Building relations and alliances takes time, therefore, being WeGo3 the third edition of previous projects that somehow engaged the same actors allowed to build on the previous results.</p> <p>Although positive, the work with AVC posed some challenges, mainly due to: personnel turn-over, participation of the operational level (rather than the management level).</p>
<p>LESSONS LEARNED TO CONSIDER FOR POTENTIAL FUTURE SCALE-UP</p>	<ul style="list-style-type: none"> ○ Allow sufficient time to build relationships and trust with actors to involve in the project activities. ○ Establish alliances with actors rooted in the territories to easily gain the cooperation and trust of the targeted beneficiaries. ○ Foresee continuous trainings (with offline sessions) to project participants to allow to overcome the challenge related to the personnel turn-over. ○ Realise actions to increase the ownership of the tools and methodologies proposed so that the project is not considered as extra-burden.
2	WORLD OF WORK
<p>DESCRIPTION</p>	<p>WeGo3 engaged the World of Work at large, including also trade unions and job centres, while enterprises were specifically targeted in WeGo2.</p> <p>The engagement of World of Work is somehow challenging, however, building alliances with them and realising joint reflections proved to be particularly effective to implement actions at operational level. As an example, we report the experience of FACE: after having participated in the WeGo3 activities, the company Recyclea committed to organise internal awareness sessions on IPV, started to use materials and posters to sensitise their employees on the topics, built alliances with other relevant stakeholders of the World of Work and AVC to provide a better support to IPV women.</p>
<p>LESSONS LEARNED TO CONSIDER FOR POTENTIAL FUTURE SCALE-UP</p>	<ul style="list-style-type: none"> ○ Importance to create commitment and engagement in the World of Work by promoting preparatory work and individual meetings before the invitation to Policy Lab. ○ Necessity to engage small and medium-size enterprises (SME) for two reasons: i) usually SMEs are the ones lacking diversity and inclusion policies (on the contrary, big enterprise have specific policies), and ii) in the Italian, Greek, French and Bulgarian economies SME are the most widespread.

3	POLICY LAB
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DESCRIPTION	<p>Policy Lab represents an innovative methodology to actively engage multi-level stakeholders in discussion. This methodology appeared to be new to all WeGo3 partners and stakeholders participating in the sessions, while AAIT applied it previously to other topics but adapted the methodology to the specific target.</p> <p>The adoption of this participatory methodology with a feminist approach allowed to have an empowering discussion for participants and to produce knowledge in the four countries.</p>
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| LESSONS LEARNED TO CONSIDER FOR POTENTIAL FUTURE SCALE-UP | <ul style="list-style-type: none"> ○ Importance to realise preparatory meetings with the actors invited to participate in the Policy Lab in order to increase the quality of the discussion. ○ Clearly define the targeted actors to invite to the sessions and following up with them to assure their presence (i.e., enterprises in Greece, Social Services in Italy). ○ Including professionals not only at the higher management level but also at the operational levels so to gain insights on field experience and being able to influence behaviours of field-workers. ○ Plan the sessions in such a way to allow the participation of the relevant actors, ○ Decide to have physical or online sessions according to the objective of the Policy Lab: in Italy, online sessions favoured the participation of representatives of different territories and regions, while in Greece and Bulgaria where the participants were from the same area, physical sessions might have been more effective (however, the challenges related to the Covid-19 did not make it possible to organize face-to-face sessions). |
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	ADVOCACY AT NATIONAL LEVEL
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DESCRIPTION	<p>In order to realise advocacy activities at national level, the partners systematised the results obtained throughout the project activities and produced outputs and deliverables that can be used to advocate at national level.</p> <p>In Bulgaria the particularly unstable political situation represented an exogenous factor negatively affecting the partner capacity to advocate. However, the numerous projects outputs and deliverables are at CSCD disposal and can be used as soon as the situation will stabilise.</p>
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| LESSONS LEARNED TO CONSIDER FOR POTENTIAL FUTURE SCALE-UP | <ul style="list-style-type: none"> ○ Realising advocacy activities at national level requires the realization of preparatory activities at this level. Indeed, Italy and France engaged actors spread all over the territories at national level and managed to reach this level. Instead, Greece and Bulgaria involved mainly local actors, thus struggling to reach the national level. ○ Implementing activities to spread and present the project outputs and monitor the types and number of actors engaged. |
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	ADVOCACY AT EUROPEAN LEVEL
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DESCRIPTION	<p>The advocacy at the European level was realised during the last months of project implementation. The actions implemented in WeGo3 represented a very final step of deep national processes, but with no preparatory activities at the European level.</p>
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| LESSONS LEARNED TO CONSIDER FOR POTENTIAL FUTURE SCALE-UP | <ul style="list-style-type: none"> ○ Importance to reach the European level after having realised complete preparatory activities by actively engaging the main stakeholders (thus replicating the WeGo3 model at the European level). |
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6 STRENGTHS AND WEAKNESSES ANALYSIS

Final step of the evaluation analysis is represented by the definition of overall WeGo3 strengths and weaknesses, as emerged during the evaluation activities.

STRENGTHS:

- > Building on two **previous project editions** allowed WeGo3 to start from a well-rooted basis, to define actions on the basis of a deep knowledge of the contexts and to tackle needs applying a systemic approach.
- > The implementation of a **multi-agency approach** increased the effectiveness of the intervention and allowed to trigger results on different organizations / institutions responsible for the promotion of IPV women empowerment, always bearing in mind the centrality of women and their needs.
- > Reinforcement of the **local ecosystem** to support women IPV survivors. Close cooperation among the network organizations and institutions.
- > Promotion of the **exchange of practices** among different actors, territories and countries.
- > Application of a **feminist approach** to the project implementation, and definition of the actions on the basis of a well-defined Theory of Change.
- > **Consolidation of practices and knowledges** of WeGo3 in numerous **outputs and deliverables** that represent a valuable legacy of the project. **Capitalization** realised at each step and after each action.
- > **Replicability** and **scalability** of the interventions.
- > Application of **new methodologies and capacity-building** of the operators involved in the project activities.
- > Strong and consolidated **consortium** that managed to work in an efficient way, despite the challenges imposed by the Covid-19 pandemic.
- > Possibility to test **diverse actions** co-defined with relevant actors on the basis of the local contexts (trial).

WEAKNESSES

- > **Short amount of time** to implement the local trial.
- > Fostering the participation of additional **crucial actors** in the Policy Lab: i.e., Social Services (then involved in the Trial), Equal Opportunities Department in Italy, public service employment in France, national level institutions in Greece and Bulgaria.
- > **Low involvement of business companies** (being not among the primary direct target by the intervention).
- > In **France**, FACE did not have strong **alliances with AVC**, therefore their involvement in the construction of awareness raising sessions was complex. In addition, the personnel turn-over in FACE represented an important challenge to overcome.
- > Turn-over of personnel in the organizations participating in the project actions in **Bulgaria**.
- > Territorial fragmentation of the intervention in **Italy**, with actions realised in different regions.
- > Low involvement of the national institutions in **Greece**.
- > Lack of strong relationships and alliances at **European level**.

7 ANNEX 1 – WEGO3 EVALUATION AGENDA

TOOLS	ACTIVITIES	ITALY AA	ITALY RELAZIONI POSITIVE	ITALY IRS	BULGARIA	FRANCE	GREECE
Key Informant Interviews with relevant stakeholders	n. 1 KII per partner with <u>project leader and partners</u>	16/01 at 10.30 AM	10/01 at 10.00 AM	02/02 a 10.00 AM	18/01 at 2.00 PM	Sep-22	18/01 at 10.00 AM
	PARTICIPANT(S)	Cinzia Penati	Claudia Pividori	Emma Paladino	Stanimira Hadjimitova	Marion Helbert	Keti Velesiotou
	n.1 KII per country with <u>anti-violence centers</u> included in the project activities	24/01 at 11.00 AM			19/01 at 10.00 AM	30/01 at 11.30	18/01 at 10.45 AM
	PARTICIPANT(S)	Federica Festagallo			Nina Nikolova from NAYA Targoviste (Associate partner)	Marie Julien - WeGo3 Project AVC	Ntina Karageorgou
	n.1 KII per country with <u>other stakeholders</u> (i.e, companies, trade unions, job placement or training centers)	23/01 at 11.00 AM			26.01 at 3.00 PM	24/01 at 9.30AM	09/02 at 11.00 AM
	PARTICIPANT(S)	Mara Ghidorzi, Referente Politiche di Genere, AFOL Metropolitana			Mrs Mariana Kartalska - Kaufland	Fanny Cordier, RECYCLEA	Dora Goula, General Secretary of Trade Union of Karditsa
	n.1 KII per country with <u>policy-makers</u>	25/01 at 4.00 PM			16/01 12.30 PM	17/01 at 3.00 PM	6/02 at 11.30 AM
	PARTICIPANT(S)	Marta Nalin, ex Assessora Comune Padova, Deleghe: sociale, integrazione e inclusione sociale, partecipazione, politiche di genere e pari opportunità, politiche abitative, edilizia residenziale.			Boyanka Dimitrova - Regional Coordinator of the beiggest trade union, CITUB	Departmental Director of the Departmental Directorate of Employment, Labour,	Georgios Banatsas, Advisor to the Mayor of Karditsa

				Solidarity and Population Protection	
Direct Observation of Policy Lab	n.1 Policy lab observed through the participation of the evaluator to the sessions (in 1 country) (e)	Feb - March 2022, Dec 2022			
Focus Group Discussion	n.1 SFGD per country with <u>operators and staff</u> included in the project activities (1 KII per country)	9/03 at 11.00 AM	13/03 at 2.00 PM	15/02 at 10.30 AM	10/03 at 11.00 AM
	PARTICIPANT(S)	Cinzia Penati, Rossella Silvestre, Deborah Sciocco, Flavia Pesce, Emma Paladino, Claudia Pividori,	Diana Georgieva, Nancy Borisova, Stanimira Hadjimitova	Joanna Ducerf, Oldine Cadart	Chaido Ioannidou, Marta Beneki, Panagiota Bibila, Velesiotou Keti, Ntina Karageorgou, Vasilis Kostarelos
	n.1 SFGD per country with <u>actors participating in the trials</u> implemented in the 4 countries	25/01 at 12.00 PM	19/01 at 6.00 PM	20/01 at 2.00 AM	20/01 at 11.30 AM
	PARTICIPANT(S)	Danila Romagnolo, Marta Mearini, Cristina Viola	Filiz Ashimova, Simona Georgieva, Irina Encheva, Ioana Aleksandrova, Diana Georgieva	Marie-Léa Chalet, Isabelle Cécile champonnois, Christine Berger, Isabel Gaumet, Amy Goodfellow, Joanna Ducerf	Keti Velesiotou, Ntina Karageorgou, Vasileios Bellis, Maria Koutsikaki

8 ANNEX 2 – POLICY LAB DIRECT OBSERVATION REPORT

DIMENSIONS OF INTEREST	INDICATORS	1° incontro 24.02.2022	2° incontro 25.02.2022	3° incontro 04.03.2022
PROCESS	- N. of participants	42 PARTECIPANTI <i>(numero medio di partecipanti)</i>	29 PARTECIPANTI <i>(numero medio di partecipanti)</i>	34 PARTECIPANTI <i>(numero medio di partecipanti)</i>
	- Duration	3 ore	2.5 ore	2.5 ore
	- Type and diversity of participants (inclusiveness)	Elevata - Partecipazione di CAV, sindacati, organizzazioni del terzo settore, rappresentanti delle istituzioni.	- Interessante notare la presenza di attori appartenenti a segmenti diversi e complementari, e provenienti da Regioni diverse. Questo ha portato a una elevata diversità di punti di vista e ricchezza nel dibattito.	- Mancanza dei servizi sociali in tutte e tre le sessioni (particolarmente importante sarebbe stata la loro presenza nell'ambito del secondo lab).
	- Respect of discussion rules	Elevata	Elevata	Elevata
	- Preparation of participants (after the completion of initial trainings)	Elevata	Elevata, le partecipanti erano tutte estremamente familiari con gli strumenti di cui si è discusso	Elevata
QUALITY OF DEBATE	- N. and type of participants actively participating in the debate	Circa 13 Dopo la pausa, riprendere il dibattito è stato difficile	Circa 11 Nota: dato che a un certo punto la discussione verteva sull'inclusione o meno dei servizi sociali nel percorso, la loro presenza avrebbe potuto	Circa 17 Dopo la pausa, riprendere il dibattito è stato difficile

DIMENSIONS OF INTEREST	INDICATORS	1° incontro 24.02.2022	2° incontro 25.02.2022	3° incontro 04.03.2022
			fornire spunti interessanti e arricchire il dibattito.	
OUTCOMES	- Inclusiveness of the debate (do participant apply a gender lens?)	Elevata	Elevata	Elevata
	- Language: use of inclusive and respectful language throughout the discussion (i.e., agreement on use of gender-neutral language, use of IPV survival instead of victim)	Elevata	Elevata	Elevata
	- Relevance of the topics for the stakeholders	Elevata	Elevata	Elevata
	- Main results achieved throughout the session	<ul style="list-style-type: none"> - Primo scambio di pratiche tra soggetti diversi appartenenti a segmenti e settori diversi (CAV, istituzioni, sindacati, etc.) che non avevano avuto occasioni di dialogo precedenti, - Scambio di pratiche tra CAV appartenenti a reti diverse che prima non si erano mai incontrati, - Scambi di pratiche tra Regioni diverse. 	<ul style="list-style-type: none"> - Mappatura delle criticità del reddito di libertà (e strumenti che già erano in atto prima del RdL) a partire da esperienze di territori diversi. 	<ul style="list-style-type: none"> - Scambio di opinioni tra CAV, sindacati e altre istituzioni presenti: ognuno ha esplicitato i principali ostacoli e difficoltà incontrate.
	Primo momento per far dialogare i CAV di reti diverse tra di loro, e con le istituzioni:			

DIMENSIONS OF INTEREST	INDICATORS	1° incontro 24.02.2022	2° incontro 25.02.2022	3° incontro 04.03.2022
	<ul style="list-style-type: none"> • be empowering • build alliances • shift power 	<p>- capacità di creazione di un ampio tavolo di lavoro,</p> <p>- attività di lobbying realizzate dai CAV,</p> <p>- dialogo sulle differenze di contesto e background e differenze regionali</p> <p>- presentazione di concrete proposte di azione al termine dell'esperienza.</p>	//	<p>In quanto primo momento di scambio tra attori diversi che non avevano avuto precedenti occasioni di incontro, i policy lab hanno rappresentato da un lato un primo input alla creazione di reti e alleanze, dall'altro, un momento in cui ciascun attore ha presentato le criticità vissute e avanzato richieste (lobbying).</p>
OWNERSHIP	Stakeholders' ownership of the debate and co-created solutions	Elevata	Elevata	Elevata
BEHAVIOURAL CHANGES	<p>Behaviours of the different stakeholders throughout the session</p> <p>Changes triggered by the participation in the sessions</p>	<p>Durante le sessioni si è notato che:</p> <p>- i CAV hanno colto questa occasione per presentarsi come gruppo di interesse ed esprimere comuni difficoltà e avanzare comuni richieste.</p> <p>- Polarizzazione su alcune posizioni contrastanti e sulla diversa maniera di affrontare problemi tra CAV e istituzioni.</p> <p>Osservare cambiamenti nei comportamenti in un lasso di tempo così breve non è possibile. Questa dimensione sarà analizzata durante l'arco progettuale.</p>		

DIMENSIONS OF INTEREST	INDICATORS	1° incontro 24.02.2022	2° incontro 25.02.2022	3° incontro 04.03.2.2022
USE OF RESULTS	Implementation of the results achieved	<ul style="list-style-type: none"> - Identificazione di possibili TRIAL da implementare come parte del Progetto - Scambio di pratiche tra soggetti simili che può portare all'implementazione di quanto appreso dagli altri. 		

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