

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



WE GO!

WE GO! Women Economic-independence & Growth Opportunity
JUST/2014/RDAP/AG/VICT/7365

**WOMEN'S ECONOMIC
INDEPENDENCE, THE WAY OUT OF
INTIMATE PARTNER VIOLENCE**

Theory and practice in the EU

- FINAL REPORT -

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November 2017

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This report has been produced with the financial support of the Rights, Equality and Citizenship (REC) Programme of the European Union. The contents of this publication are the sole responsibility of IRS (Istituto per la Ricerca Sociale) and project partners and can in no way be taken to reflect the views of the European Commission

WS1 - Final report

WE GO! Women Economic-independence & Growth Opportunity- JUST/2014/RDAP/AG/VICT/7365

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ABBREVIATIONS

CEDAW	Convention of on the Elimination of all Forms of Violence against Women
CoE	Council of Europe
FRA	European Union Agency for Fundamental Rights
IPV	Intimate partner violence
TOW	Training of Women
VAW	Violence against women
WS	WorkStream

INTRODUCTION

This report is the final output of the WS 1 – COMPARATIVE RESEARCH ANALYSIS which was on the whole aimed at:

- carrying out a European level comparative research analysis on the available information on economic related issues and the type of existent services anti-violence centres are offering on economic empowerment to women survivors of violence (with a specific focus on intimate partner violence (IPV));
- developing common methodologies on data collection and testing them in a pilot experience at European level with the involvement of project partners;
- assessing gathered data and giving more comprehensive and adequate framework of survivors' financial situation.

To this end, research activities comprised:

- desk research analysis aimed at:
 - ❖ providing a literature review on key terms and issues at EU and international level;
 - ❖ identifying existing studies around economic empowerment services in anti-violence at EU level;
 - ❖ identifying good existing practices in the field of economic empowerment at EU level and international level;
- desk research analysis aimed at:
 - ❖ identifying national approaches towards economic issues/empowerment within intimate partner violence wider approach and (possible) good existing practices in the field among project partners;
 - ❖ assessing the presence of systems for data collection in place within the anti-violence centres among project partners;
 - ❖ assessing the coverage of economic issues/addressing economic empowerment within the anti-violence centres among project partners.
- design of data collection methodologies to be shared among partners and support in the data collection;
- analysis of collected data.

Desk research took place throughout the search for related articles. The search was made using a number of journals, book chapters, articles, policy papers from NGOs, international and European bodies and organisations from different databases including Google Scholar. Searched words included "*intimate partner violence*", "*domestic violence*", "*gender-based violence*", "*economic independence*", "*economic empowerment*" "*services anti-violence centres*", "*services shelters*", "*financial support*", "*economic abuse*".

Further and in relation to good practices for services in anti-violence centres and shelters, IRS and MIGS contacted different networks that are working on violence against women issues. Project partners provided information on existing documents including information on national approaches towards economic issues/empowerment within intimate partner violence

and (possible) existing good practices in the field through the filling in of an ad-hoc questionnaires, telephone calls and email exchanges.

1 CONCEPTS AND DEFINITIONS

A number of legislative efforts on international level have taken place throughout the years in order to combat violence against women. Starting from the Convention of on the Elimination of all Forms of Discrimination against Women (CEDAW)¹ in 1979 which, although does not explicitly mention violence against women, in its general recommendations and specifically recommendations 12 and 19 clarify that the Convention includes violence against women and makes detailed recommendations to State parties.

In 1993 some historical steps were made to promote and protect the human rights of women. During the World Conference on Human Rights², VAW was recognised as a human rights violation and called for the appointment of a Special Rapporteur on Violence against Women in the Vienna Declaration and Programme of Action. This have contributed greatly to the first Declaration on the Elimination of Violence against Women³ later in 1993 which basically is the first ever international instrument which explicitly address VAW and provides a framework for national and international actions.

Specifically, the Declaration is recognizing VAW as a human rights violation and it states the recognitions of “universal application to women of the rights and principles with regard to equality, security, liberty, integrity and dignity of all human beings”. The Declaration defines violence against women:

“as any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life”.

Another win for women’s rights with regards to VAW came in 1994 during the International Conference on Population and Development⁴ where the links between reproductive health and violence against women were made. Moving on to 1995 the historical **Beijing Platform of Action**⁵ identified specific actions for Governments to take in order to prevent and respond to VAW and girls. Ending violence against women is one of the areas for priority action. The Beijing Platform for Action gives an expanded definition of VAW and includes all women from all ethnic backgrounds and legal status, including women more vulnerable to violence:

“The term "violence against women" means any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or

¹ Convention of on the Elimination of all Forms of Violence against Women (CEDAW) <http://www.ohchr.org/EN/ProfessionalInterest/Pages/CEDAW.aspx>.

² World Conference on Human Rights <http://www.ohchr.org/EN/ABOUTUS/Pages/ViennaWC.aspx>

³ Declaration on the Elimination of Violence against Women http://www.un.org/ga/search/view_doc.asp?symbol=A/RES/48/104

⁴ International Conference on Population and Development at <http://www.un.org/popin/icpd2.htm>

⁵ Beijing Platform of Action at <http://www.un.org/womenwatch/daw/beijing/platform/violence.htm>

suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private life. Accordingly, violence against women encompasses but is not limited to the following:

- a. physical, sexual and psychological violence occurring in the family, including battering, sexual abuse of female children in the household, dowry-related violence, marital rape, female genital mutilation and other traditional practices harmful to women, non- spousal violence and violence related to exploitation;
- b. physical, sexual and psychological violence occurring within the general community, including rape, sexual abuse, sexual harassment and intimidation at work, in educational institutions and elsewhere, trafficking in women and forced prostitution;
- c. physical, sexual and psychological violence perpetrated or condoned by the State, wherever it occurs”.

In 2002, the Council of Europe⁶ defines, violence against women as:

any act of gender-based violence, which results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion, or arbitrary deprivation of liberty, whether occurring in public or private life.

Another step forward and most recent development came in 2011 with the Council of Europe Convention on preventing and combating violence against women and domestic violence⁷. The convention was drafted based on the understanding that violence against women is a form of gender-based violence that is committed against women because they are women.

According to the CoE Convention: “It is the obligation of the states to fully address it in all its forms and to take measures to prevent violence against women, protect their victims and prosecute the perpetrators. Failure to do so would make it the responsibility of the state”. The convention leaves no doubt: there can be no real equality between women and men if women experience gender-based violence on a large-scale and state agencies and institutions turn a blind eye.

The relevant definitions provided in the aforementioned Convention are the following:

“violence against women” is understood as a violation of human rights and a form of discrimination against women and shall mean all acts of gender-based violence that result in, or are likely to result in, physical, sexual, psychological or economic harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life;

⁶ Definition contained in Appendix to Council of Europe Recommendation Rec(2002)5 of the Committee of Ministers to Member States on the protection of women against violence.

⁷<https://rm.coe.int/CoERMPublicCommonSearchServices/DisplayDCTMContent?documentId=090000168046031c>.

“gender-based violence against women” shall mean violence that is directed against a woman because she is a woman or that affects women disproportionately.

Last, the convention urges parties to take **measures for the empowerment and economic independence of women victims of violence**. This is particularly relevant for EU countries with a female unemployment rate above the EU average.

Although not all Member States of the Council of Europe or the European Union has signed or ratified the Convention, it is of high importance the fact the European Union has signed it on 13 June 2017. The European civil society stated that this is “a landmark initiative where three European Institutions (European Parliament, European Commission, and the Council Presidency) have jointly made a strong call for action to the Member States, asking them to ratify and fully implement the Council of Europe’s Convention on preventing and combating violence against women and domestic violence (Istanbul Convention) and to approve the EU’s accession to this Convention in a meaningful way⁸.”

At the same time, in its work programme the Commission has reaffirmed its commitment to continue its work to promote equality between women and men. Therefore, the strategic engagement for Gender Equality 2016-2019 includes five priorities including increasing female labour-market participation and the equal economic independence of women and men and combating gender-based violence and protecting and supporting victims⁹.

This approach was followed by the European Parliament and the Council¹⁰ which define gender-based violence (GBV) as follows:

Violence that is directed against a person because of that person's gender, gender identity or gender expression or that affects persons of a particular gender disproportionately, is understood as gender-based violence. It may result in physical, sexual, emotional or psychological harm, or economic loss, to the victim. Gender-based violence is understood to be a form of discrimination and a violation of the fundamental freedoms of the victim and includes violence in close relationships, sexual violence (including rape, sexual assault and harassment), trafficking in human beings, slavery, and different forms of harmful practices, such as forced marriages, female genital mutilation and so-called honour crimes. Women victims of gender-based violence and their children often require special support and protection because of the high risk of secondary and repeat victimisation, of intimidation and of retaliation connected with such violence.

⁸ Press release https://www.eu2017.mt/en/Press-Releases/Documents/PR171433_EN.pdf

⁹ European Commission, Strategic engagement for Gender Equality 2016-2019, available at https://ec.europa.eu/anti-trafficking/sites/antitrafficking/files/strategic_engagement_for_gender_equality_en.pdf

¹⁰ Directive 2012/29/EU of the European Parliament and of the Council of 25 October 2012 establishing minimum standards on the rights, support and protection of victims of crime, and replacing Council Framework Decision 2001/220/JHA.

The terms *gender-based* violence and violence against women are used interchangeably many times in literature, in practice and policy. However, the term gender-based violence refers to violence directed against a person because of her or his gender and the expectations of their role in a society. Gender-based violence highlights the gender dimension of these types of acts; in other words, and according to the UN-Women¹¹, the relationship between females' subordinate status in society and their increased vulnerability to violence. Last, violence against women is affecting women and girls disproportionately because of their gender and their biological sex. Therefore, both terms are used interchangeably throughout the document.

Violence against women is rooted in a system of practices and legislations which approve the rights and active efforts of men to dominate and exert control over women, regarding the latter as their property¹². Domestic violence is the most common form of violence against women. Violence against spouses is an epidemic of global proportions, the consequences of which are catastrophic on a physical, emotional, economic and social level for women, children, families and societies all over the world¹³.

According to the EU Agency for Fundamental Rights (FRA) violence against women is widespread in Europe and the scale of intimate partner violence is alarming. In 2014, FRA reported¹⁴ that 22% of women have experienced physical and/or sexual violence in a relationship with a man. Based on the same report, practice shows that women often remain in such relationships because of their financial dependence and that of their children. The report further notes that **"victims are both economically and socially vulnerable, who require financial support to leave a violent relationship"**. The FRA results report that 39% of women who left a violent partner suffer more financial strain than women who have not experienced physical/sexual violence (26%). Programmes for social inclusion and economic relief of victims **are rare as the focus is usually on providing immediate assistance such as accommodation and legal advice.**

A few steps have been taken at EU level in relation to the support of the victims such as the adoption of the directive establishing minimum standards on the rights, support and protection of victims of crime¹⁵. The Directive states that:

¹¹ UN Women <http://www.endvawnow.org/en/articles/295-defining-violence-against-women-and-girls.html>.

¹² Maynard, M. (1989) 'Privilege and patriarchy: Feminist thought in the nineteenth century', in S. Mendus and J. Rendall (eds), *Sexuality and subordination*. London: Routledge and Kegan Paul.

¹³ *Bridging the gap: Solidarity and support for women*. An awareness-raising tool for the social/labour (re) integration of women victims of violence, Mediterranean Institute for Gender Studies/MIGS, Centre for Research on Women's Issues "DIOTIMA", co-financed by the European Social Fund within the frame of Action 3 "Local actions for the social integration of vulnerable groups" of Intervention Category 1: "Preventing and addressing social exclusion of vulnerable population groups" of the Thematic Priority Axis 4: "Full integration of the all human resources in an equal opportunities society", Operational Programme "Human Resources Development" 2007 – 2013.

¹⁴ European Union Agency for Fundamental Rights, *Violence against women: an EU survey, main results*, 2014. http://fra.europa.eu/sites/default/files/fra-2014-vaw-survey-main-results-apr14_en.pdf.

¹⁵ Directive 2012/29/EU of the European Parliament and of the Council of 25 October 2012 establishing minimum standards on the rights, support and protection of victims of crime, and replacing Council Framework Decision 2001/220/JHA.

<http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32012L0029&from=EN>.

... violence committed in a close relationship, it is committed by a person who is a current or former spouse, or partner or other family member of the victim, whether or not the offender shares or has shared the same household with the victim. Such violence could cover physical, sexual, psychological or economic violence and could result in physical, mental or emotional harm or economic loss. Violence in close relationships is a serious and often hidden social problem which could cause systematic psychological and physical trauma with severe consequences because the offender is a person whom the victim should be able to trust. Victims of violence in close relationships may therefore be in need of special protection measures. Women are affected disproportionately by this type of violence and the situation can be worse if the woman is dependent on the offender economically, socially or as regards her right to residence.

Women and children living in violent environments often face poverty traps that are likely to hinder their ability to escape such violence and rebuild their lives. According to a report by WAVE, the poverty traps lead victims of violence and their children to social exclusion. That is: the impact of violence on women's health; exclusion from education and life-long learning; limited access to the labour market leading to reduced economic resources; dependency on public assistance; homelessness; single-parenthood; and, for migrant women, the risk of being deported and/or otherwise excluded from public support and assistance due to their migrant status. Contributing to the above are the structural inequalities faced by women at all levels, including their marginalised position in the labour market, the persistent wage gap between women and men, lack of high quality low cost child care, among others. These translate into lower pensions for women and greater dependency on public assistance and other welfare provisions. Women experiencing domestic violence, especially after a separation, are vulnerable to poverty for numerous reasons. In the majority of cases they are without financial means, without a place to live, and access to the labour market is especially difficult for them. The situation is even more precarious for migrant women whose legal status is often linked to the perpetrator and thus may be prevented from accessing public benefits and/or risk deportation¹⁶.

Based on the above certain steps need to be taken in order to meet the main aim of the project, which is to strengthen support services for women victims by focusing on the training and advisory services that shelters/women's centres offer to women victims. It is important to first understand the concepts used in academia and policy in relation to intimate partner violence and identify best practices used in shelters and centres for the economic empowerment of women victims of IPV.

¹⁶ Pavlou & Kaili (2010) React to domestic violence building a support system for victims of domestic violence, MIGS.

http://www.medinstgenderstudies.org/wp-content/uploads/REACT_ENG.pdf.

1.1 UNDERSTANDING INTIMATE PARTNER VIOLENCE – DEFINITIONS

In many countries the term “intimate partner violence” is included under “domestic violence”, a more general term, since it refers to partner violence, but can also encompass child or elder abuse, or abuse by any member of a household.

The WE GO! project specifically focus on interventions to support victims of IPV considering that IPV is a form of violence that affects women disproportionately. IPV has been defined as a pattern of coercive behaviour in which one person attempts to control another through threats or actual use of physical violence, sexual violence, verbal and emotional abuse, stalking, and **economic abuse**¹⁷.

A more comprehensive definition is that used by the World Health Organisation (WHO), which defines IPV as one of the most common forms of violence against women and includes physical, sexual, and emotional abuse and controlling behaviours by an intimate partner¹⁸. More specifically:

IPV occurs in all settings and among all socio-economic, religious and cultural groups. The overwhelming global burden of IPV is borne by women. IPV refers to any behaviour within an intimate relationship that causes physical, psychological or sexual harm to those in the relationship. Acts of physical violence includes as slapping, hitting, kicking and beating and sexual violence, includes forced sexual intercourse and other forms of sexual coercion. Emotional (psychological) abuse can include insults, belittling, constant humiliation, intimidation (e.g. destroying things), threats of harm, threats to take away children. Controlling behaviour includes isolating a person from family and friends; monitoring their movements; and restricting access to financial resources, employment, education or medical care.

The directive 2012/29/EU establishing minimum standards on the rights, support and protection of victims of crime, although not using the words intimate partner violence, provides the definition of violence committed in a close relationship explaining that such violence:

... is committed by a person who is a current or former spouse, or partner or other family member of the victim, whether or not the offender shares or has shared the same household with the victim. Such violence could cover physical, sexual, psychological or economic violence and could result in physical, mental or emotional harm or economic loss. Violence in close relationships is a serious and often hidden social problem which could cause systematic psychological and physical trauma with severe consequences because the offender is a person

¹⁷ Hahn, A. S., and Porstmus, L. J. (2014) Economic empowerment of impoverished IPV Survivors: A review of best practice literature and implications for policy, in *Trauma, Violence and Abuse*, 15(2), 79–93, Sage Publications. <http://tva.sagepub.com/content/15/2/79.full.pdf+html>.

¹⁸ http://apps.who.int/iris/bitstream/10665/77432/1/WHO_RHR_12.36_eng.pdf.

whom the victim should be able to trust. Victims of violence in close relationships may therefore be in need of special protection measures. Women are affected disproportionately by this type of violence and the situation can be worse if the woman is dependent on the offender economically, socially or as regards her right to residence.

Last, it should be noted that although the Council of Europe Convention on preventing and combating violence against women and domestic violence does not explicitly mentioned within the text of the Convention, in its explanatory report paragraphs 41 and 42¹⁹ it clearly makes the connection with domestic violence:

“41. Article 3 (b) provides a definition of domestic violence that covers acts of physical, sexual, psychological or **economic violence** between members of the family or domestic unit, irrespective of biological or legal family ties. In line with what is mentioned in paragraph 40, economic violence can be related to psychological violence. Domestic violence includes mainly two types of violence: intimate-partner violence between current or former spouses or partners and inter-generational violence which typically occurs between parents and children. It is a gender neutral definition that encompasses victims and perpetrators of both sexes”.

“42. Domestic violence as intimate-partner violence includes physical, sexual, psychological or economic violence between current or former spouses as well as current or former partners. It constitutes a form of violence which affects women disproportionately and which is therefore distinctly gendered. Although the term “domestic” may appear to limit the context of where such violence can occur, the drafters recognised that the violence often continues after a relationship has ended and therefore agreed that a joint residence of the victim and perpetrator is not required. Inter-generational domestic violence includes physical, sexual, psychological and economic violence by a person against her or his child or parent (elderly abuse) or such violence between any other two or more family members of different generations. Again, a joint residence of the victim and perpetrator is not required”.

1.2 ECONOMIC ABUSE, ECONOMIC INDEPENDENCE AND ECONOMIC EMPOWERMENT

Although women of all demographics are susceptible to intimate partner violence, they encounter it differently based on social, ethnic, and economic divergences. Specifically, women of low socio-economic status tend to experience it more frequently and more severely while

¹⁹ Explanatory Report to the Council of Europe Convention on preventing and combating violence against women and domestic violence
<https://rm.coe.int/CoERMPublicCommonSearchServices/DisplayDCTMContent?documentId=09000016800d383a>

also having fewer resources and lacking access to services to protect themselves²⁰. Structural barriers such as poverty, low educational attainment, and lack of access to information make escaping violence more difficult as these barriers limit women's knowledge of available resources and their abilities to be financially independent²¹.

The issues connected to economic independence as a way out from violent settings is crucial for this group of women.

Indeed, economic independence is widely recognised as a prerequisite for enabling both women and men to exercise control over their lives and to make genuine choices. Paragraph 26 of the Beijing Declaration and Platform for Action adopted at the Fourth World Conference on Women (1995) mentions a clear commitment of states to:

promote women's economic independence, including employment, and eradicate the persistent and increasing burden of poverty on women by addressing the structural causes of poverty through changes in economic structures, ensuring equal access for all women, including those in rural areas, as vital development agents, to productive resources, opportunities and public services

According to the main socio-economic literature, **economic independence** refers to a condition where women and men have their own access to the full range of economic opportunities and resources – including employment, services, and sufficient disposable income – so they can shape and exercise control over their lives, meet their own needs and those of their dependants, and make conscious choices.

The concept of **women's economic independence** recognises that women are economic actors who contribute to economic activity and should be able to benefit from it on an equal basis with men, and that financial independence can have an important role in strengthening the position of women in society and within the household.

Generally, **employment** is recognised as the main way to be economically independent and to avoid poverty. This is even more true in the case of women's economic independence, which is therefore strictly connected with the recognition and valorisation of women's work. This means, in particular, that the **quality of employment and employment conditions** are especially relevant: poor working conditions (related to, for instance, low pay, precarious work, short working hours, interrupted employment careers, labour market segmentation) and the difficulty of remaining and progressing in employment can, in fact, result in low and discontinuous earnings, low training opportunities and, in many countries, no access to social protection and thus reduced pension entitlements in old age, eventually increasing the poverty risk.

²⁰ Williams, S. L. and Mickelson, K. D. (2004) The nexus of domestic violence and poverty, *Violence Against Women* 10(3), 283–293.

²¹ Sokoloff, N. J. and Dupont, I. (2005) Domestic violence at the intersections of race, class, and gender: Challenges and contributions to understanding violence against marginalized women in diverse communities, *Violence Against Women* 11(1), 38–64.

When considering economic independence in general, and women's economic independence in particular, it is also important to consider **economic security**, referring to the ability to plan for future needs and risks and that basic needs will be met. Building security could include gaining financial knowledge or new employment skills, having insurance against loss or adversity and being able to save in various ways for retirement or for a child's education.

A recent research report published by the European Commission²², examined among other issues the relationship, if any, between women's financial (in) dependence and their exposure to any form of violence. The report showed that *"financial independence directly influences probability of abuse via labour force status and earnings, but such influence is generally contained and, more importantly, has different signs and strength depending on the type violence. The strongest influence that her financial independence exercises goes via household economic conditions. Insofar as the woman gains financial independence by taking up a job and her earnings significantly help avoid or lessen household poverty, independence fences off the accentuated surge of violence that we consistently found associated with households in critical economic conditions"*.

Unfortunately, women victims of IPV are usually victims of a specific form or of a combination of violent behaviour. The abuser can use a range of tactics ²³ also to undermine the economic independence of a current or former intimate partner. For example:

an abuser may prevent their partner from obtaining a job, or interfere with their work and jeopardise employment in order to maintain their partner's financial dependency on them, thus potentially making it difficult for their partner to leave. An abuser may have sole control over their partner's finances or give them an "allowance." He may also interfere with academic activities or attempt to compromise their partner's scholarships and/or jeopardise future goals²⁴

To this end, **ad-hoc economic empowerment programmes and economic advocacy strategies represent efforts to help victims gain or regain their financial footing during and after abuse. At the same time, other support services such as those aimed at up-scaling skills through training and education or those increasing the possibility of entering/re-entering the labour market are crucial to create the conditions for achieving economic independence and escaping from violent settings.**

²² Francesca Bettio and Elisa Ticci, *Violence Against Women and Economic Independence*, European Commission, Directorate-General for Justice and Consumers, Unit D2 'Equality between men and women', 2017: http://ec.europa.eu/justice/gender-equality/files/equal_economic_independence/2017_report_econ-ind_violence.pdf

²³ National Centre on Domestic and Sexual Violence, Power and Control. http://www.ncdsv.org/publications_wheel.html.

²⁴ Ibid.

2 ECONOMIC EMPOWERMENT SUPPORT SERVICES IN ANTI-VIOLENCE CENTRES

2.1 ECONOMIC EMPOWERMENT SUPPORT SERVICES IN ANTI-VIOLENCE CENTRES

In 1993, through the *Declaration on the elimination of violence against women*, the United Nations called upon states to ensure to “the maximum extent feasible in the light of their available resources and, where needed, within the framework of international cooperation, that women subjected to violence and, where appropriate, their children have specialised assistance²⁵”.

Most states answered this call and established support services for women victims of different forms of violence. In general, domestic violence and IPV are the forms of violence most covered, and anti-violence centres have been created to provide assistance and secondary prevention.

There are different systems for classifying prevention strategies. The classification system, categorises a prevention strategy based on what point in time the intervention is implemented. This classification system has three levels of prevention: primary, secondary, and tertiary²⁶. Further, all prevention and protection actions are divided into three categories: primary, secondary and tertiary.

According to several sources²⁷, prevention strategies are defined as follows:

- **Primary prevention:** It includes actions before violence has occurred. It targets the general population and involves awareness raising and education activities, strategies and policies.
- **Secondary Prevention:** It includes the response right after an incident of violence occurs in order to understand its extent and repercussions²⁸. It takes the form of protection rather than prevention and it involves short terms intervention and

²⁵ G.A. res. 48/104, 1993 (DEVAW) Article 4 (g).

²⁶ Last, J. M., & Wallace, R. B. (1992). *Maxcy-Rosenau-Last public health & preventive medicine* (13th ed.). Norwalk, Connecticut: Appleton & Lange.

²⁷ A Prevention Primer for Domestic Violence: Terminology, Tools, and the Public Health Approach http://www.vawnet.org/applied-research-papers/print-document.php?doc_id=1313. by Pennsylvania Coalition against Domestic Violence at <http://www.pcadv.org/Learn-More/Prevention>. Against Violence Abuse http://www.ccrm.org.uk/index.php?option=com_content&view=article&id=295&Itemid=358.

²⁸ *Bridging the gap: Solidarity and support for women*. An awareness-raising tool for the social/labour (re) integration of women victims of violence, Mediterranean Institute for Gender Studies/MIGS, Centre for Research on Women's Issues “DIOTIMA”, co-financed by the European Social Fund within the frame of Action 3 “Local actions for the social integration of vulnerable groups” of Intervention Category 1: “Preventing and addressing social exclusion of vulnerable population groups” of the Thematic Priority Axis 4: “Full integration of the all human resources in an equal opportunities society”, Operational Programme “Human Resources Development” 2007 – 2013.

immediate response and its actions include specific services covering counselling services, emergency services, 24-hour hotlines, shelters and special police units and usually include shelters where they can offer support for victims of violence for a small period of time. In particular, according to WAVE²⁹:

specialist women's support services cover all services supporting women survivors of violence and their children, such as women's shelters, women's helplines, women's centres, rape crisis and sexual assault centres, specialised services for migrant and minority ethnic women, national women's helplines, outreach services, independent domestic violence advisers, intervention centres, and others.

- **Tertiary prevention:** involves the long terms and on-going support to victims and ongoing accountability to abusers.

While literature documented and clarified secondary prevention, the same cannot be said for the level of tertiary protection: the long-term care and support of those women who have suffered violence, as well as support and service provision structures for women victims of abuse.

According to the report *Bridging the gap: Solidarity and support for women*³⁰, despite the importance of addressing causes generating violence and combating domestic violence, in practice, *primary* and *tertiary prevention* usually tend to be left out or be understated in favour of secondary prevention. Although primary prevention such as prevention programmes, awareness raising, educating professionals are taking place, however these are not systematic or evaluated in order to understand the impact of such activities. Further the FRA study³¹ states that "As for the types of intervention [...] there is increasing attention to prevention measures and support services, while reintegration programmes specifically targeted to the needs of women victims of violence are less widespread. These programmes should include the social inclusion and economic relief of victims. The aim should be a "simultaneous" approach of all three prevention types; primary, secondary and tertiary prevention: a multi-level prevention. **Multi-level prevention** are prevention initiatives that can address more than one level of prevention by integrating strategies that "intervene for domestic violence at different stages or points in time such as before the violence has occurred (primary prevention), during (secondary prevention), or after the violence has occurred (tertiary prevention)"³².

A typology of services to cover secondary and tertiary prevention can be found in the report of the Council of Europe on *combating violence against women: minimum standards for support services* identified the following **types of services** around Europe:

- refuge/shelters

²⁹ WAVE Report (2014) *Specialised women's support services and new tools for combating gender-based violence in Europe*. For definitions of types of services please see the full report <http://www.wave-network.org/sites/default/files/WAVE%20Country%20Report%202014.pdf>.

³⁰ Ibid.

³¹ European Union Agency for Fundamental Rights (2010) *Violence against women and the Role of gender equality, social inclusion and health strategies*.

³² A Prevention Primer for Domestic Violence: Terminology, Tools, and the Public Health Approach http://www.vawnet.org/applied-research-papers/print-document.php?doc_id=1313

- counselling and psychological services
- health care/medical services, including sexual assault centres
- hotlines/helplines
- legal and other forms of advice
- hotlines/helplines
- limited rape crisis centres
- self-defence, training and education
- perpetrator programmes
- intervention projects
- outreach

It should be noted that the types of services to women victims of violence are based on the minimum standards provided by the convention of the elimination of all forms of violence against women, and the Beijing Platform. The Council of Europe *Report on combating violence against women: minimum standards for support services* explains that:

the international community has provided some guidance on the *types* of services that are required to combat violence against women. Specifically these have come from the CEDAW Committee³³, the Beijing Platform for Action³⁴ (“Beijing Platform”) and the United Nations Secretary-General’s in-depth study on violence against women³⁵

The same report (COE 2007) underlined that “some services provide **integrated responses**, offering a combination of types of support (shelter, outreach, advocacy and counselling, for example) and/or work across forms of violence”.

Within the broad range of support services, anti-violence centres may also provide support services which directly or indirectly can work together to assist women victims of IPV to exit from violent settings through their economic empowerment. Indeed, women seeking to leave abusive partners often report economic concerns as a major barrier ³⁶ and are in need of economic empowerment support.

However, from the literature reviewed ***there is no universal definition for the economic empowerment for women victims of violence***. It is also clear that economic empowerment cannot be provided “per se” but it is usually integrated within other services, (in particular training and education) according to a multidimensional approach with the aim of promoting tertiary prevention.

³³ CEDAW Committee Recommendation 19, 11th Session 1992 para 9. <http://www.un.org/womenwatch/daw/cedaw/recommendations/recomm.htm>.

³⁴ A/CONF.177/20, 1995. <http://www.un.org/documents/ga/conf177/aconf177-20en.htm>.

³⁵ 2006 A/61/122/Add
<http://www.un.org/womenwatch/daw/vaw/violenceagainstwomestudydoc.pdf>.

³⁶ Sanders, C. K., & Schnabel, M. (2006) Organizing for economic empowerment of battered women: Women's savings accounts. *Journal of Community Practice*, 14(3), 47 – 68; Turner, S. F., & Shapiro, C. H. (1986) Battered women: Mourning the death of a relationship. *Social Work*, 31, 372 – 376; Zorza, J. (1991) Woman battering: A major cause of homelessness. *Clearinghouse Review*, 25, 421 – 429.

Indeed, generally speaking, “empowerment theory underpins services provided by many shelters and non-profit organisations. This approach is grounded in the belief that victims of violence should have access to information, education, and other necessary social and economic support to make informed decisions that best reflect their interests and needs. Rather than attempting to eliminate the violence, which is not controlled by victims, the empowerment approach uses knowledge dissemination, training, and counselling to create a set of services that victims control, such as post-victimisation assistance and risk minimisation”³⁷.

According to the empowerment approach, measures to ensure protection and support of women victims of violence should be based on a gendered understanding of violence against women and domestic violence (in which IPV is usual included), avoid secondary victimisation and aim at their empowerment and economic independence. Support services should include not only emergency assistance for the victim, but will ideally **address the more complex and long-term needs of victims and families, which can include psychosocial support, housing, security, legal assistance, financial support and employment services.**

Women’s unequal economic status plays a significant role in reinforcing gender-based violence. Women’s economic dependence on a partner creates obstacles to leaving a violent relationship. Providing women with economic and employment assistance are thus important aspects of the protection services to help women to become financially independent, and, if they have been living in a shelter, to come back to live independently. For this reason, shelters and anti-violence centres, while dealing with violence, often run job skills programmes or offer career guidance. Most often these programmes take also the form of entrepreneurship development and employment programmes. As opposed to other at-risk groups, more comprehensive services are required and there may also be a need for long-term assistance and follow-up³⁸.

Further and again from the literature reviewed, economic support as per definition is mostly provided to women victims of economic or financial abuse³⁹. Indeed, and as the National Coalition against Domestic Violence states “financial matters become infinitely more complicated when compounded with the need of protection from an abusive partner. The following are some examples of how the road to financial freedom is extremely difficult for victims of IPV:

- Often, victims of IPV have little or no access to financial resources and face the choice of poverty or remaining in an abusive relationship.
- Abusive partners may sabotage victims’ attempts to seek employment or education outside of the home by harassing them at work, withholding transportation or childcare, or beating them severely.

³⁷ Empowering Victims of Domestic Violence, Social Impact Research. Social Issue Report

³⁸ Osce, *Violence against women in the OSCE region. A compilation of good practices*, 2009.

³⁹ See for example: Postmus, L. J. (2010) Economic empowerment of domestic violence survivors in national online resource centre on violence against women. http://www.vawnet.org/Assoc_Files_VAWnet/_AR_EcoEmpowerment.pdf; Corrie, T., & McGuire, M., Economic abuse: Searching for solutions. A spotlight on economic abuse research; abuse: The untold cost of domestic violence. Office of Manhattan Borough, President Scott M. Stringer, Sakhi for South Asian Women, and the Worker Institute at Cornell. (October 2012).

- Victims of IPV who have access to the internet may be unable to retrieve vital information about resources that could help them leave the relationship because many abusers closely monitor the websites victims visit.
- Some abusive partners harass victims through their social security numbers by damaging their credit and accessing their bank accounts⁴⁰.

From all the above, economic empowerment assistance and support services should be included in the so-called **tertiary prevention** where professionals should work directly with the victims and assist them⁴¹ in increasing:

- 1) the *financial literacy* or the knowledge and skills to make sound financial decisions and obtain resources;
- 2) the *economic self-efficacy* or the belief of possessing resources, options, and confidence to be successful; and
- 3) an enhancement in *economic self-sufficiency* or economic behaviours that demonstrate their economic self-efficacy or financial literacy regarding personal financial management.

Unfortunately, tertiary prevention requires time, resources and formalised networking with key level stakeholders able to support victims in their economic independence pathways. However, as also states by FRA (2010) “the amount of resources earmarked for combating gender-related violence is still very limited and fragmented”⁴².

2.2 ECONOMIC EMPOWERMENT SUPPORT SERVICES IN THE PROJECT ANTI-VIOLENCE CENTRES

In order to get in-depth information on the anti-violence centres included in the partnership, an internal questionnaire was sent to project partners. The questionnaire was aimed at collecting contextual information on the anti-violence centres and information on the system in place for data collection and on the economic empowerment services carried out.

As for the background situation in which empowerment centres are embedded, the first two graphs below show the kind of support services the anti-violence centres⁴³ included in the WE GO! partnerships provide, as well as the main target groups to which these services are addressed.

⁴⁰ National Coalition against Domestic Violence at <http://www.ncadv.org/about-us/our-programs/financial-education>

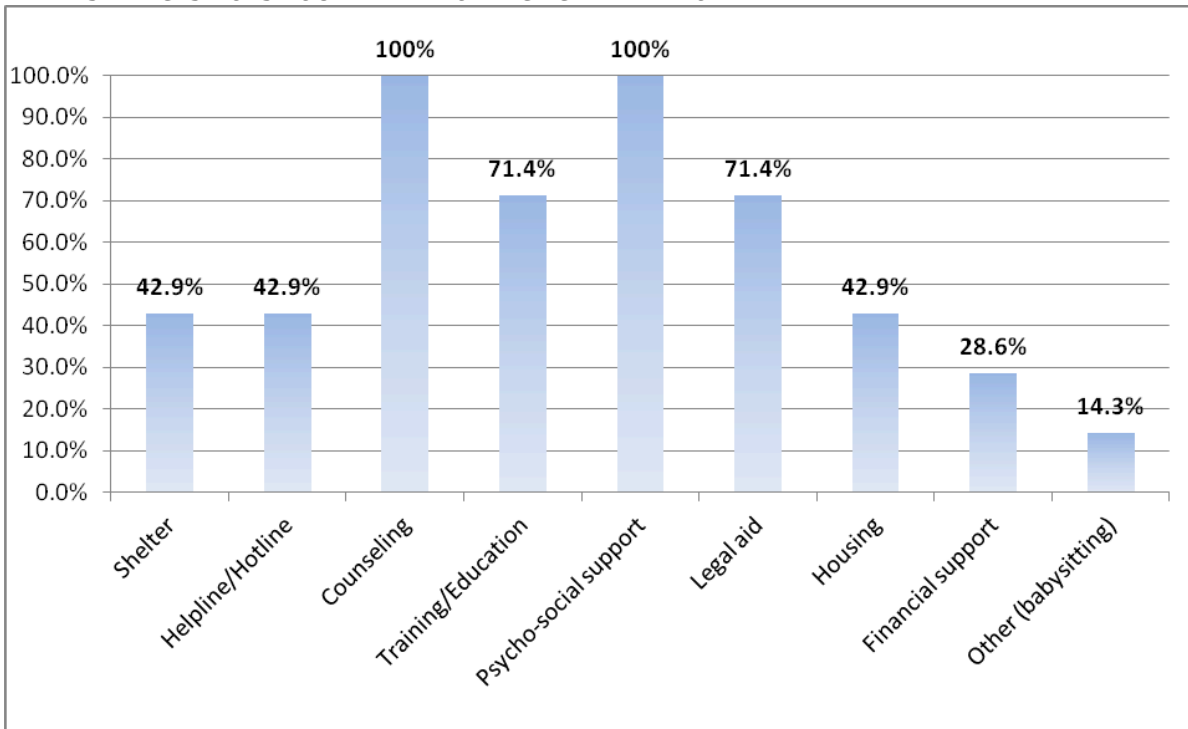
⁴¹ Postmus, L. J. (2010) *Economic empowerment of domestic violence survivors in national online resource centre on violence against women* http://www.vawnet.org/Assoc_Files_VAWnet/AR_EcoEmpowerment.pdf.

⁴² European Union Agency for Fundamental Rights (2010) *Violence against women and the Role of gender equality, social inclusion and health strategies*

⁴³ Animus Association Foundation, Associazione “Donatella Tellini” Biblioteca Delle Donne-Centro Antiviolenza, Centro Veneto Progetti Donna-Auser, C.I.F - Centro Italiano Femminile provinciale di Reggio Calabria, Fundación Mujeres, SURT - Fundació de dones, Women’s Centre of Karditsa.

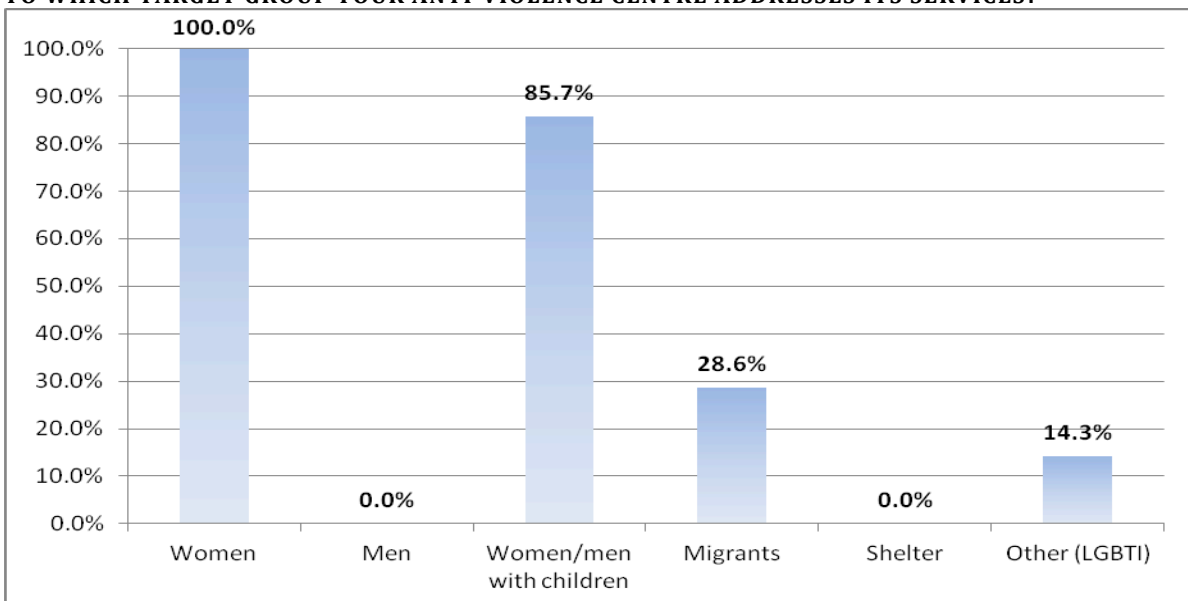
As it is clear, all the centres provide counselling and psychosocial support and most of them provide legal aid and training and education. Only a few portion, instead, provide financial support and in the two cases they have mentioned in this service, this is related to the provision of urban transport tickets or to provide money for food.

WHAT SERVICES DOES YOUR ANTI-VIOLENCE CENTRE PROVIDE?



Anti-violence centres involved in the WE GO! partnership are specifically addressed to women and in the three quarter of cases they also support children.

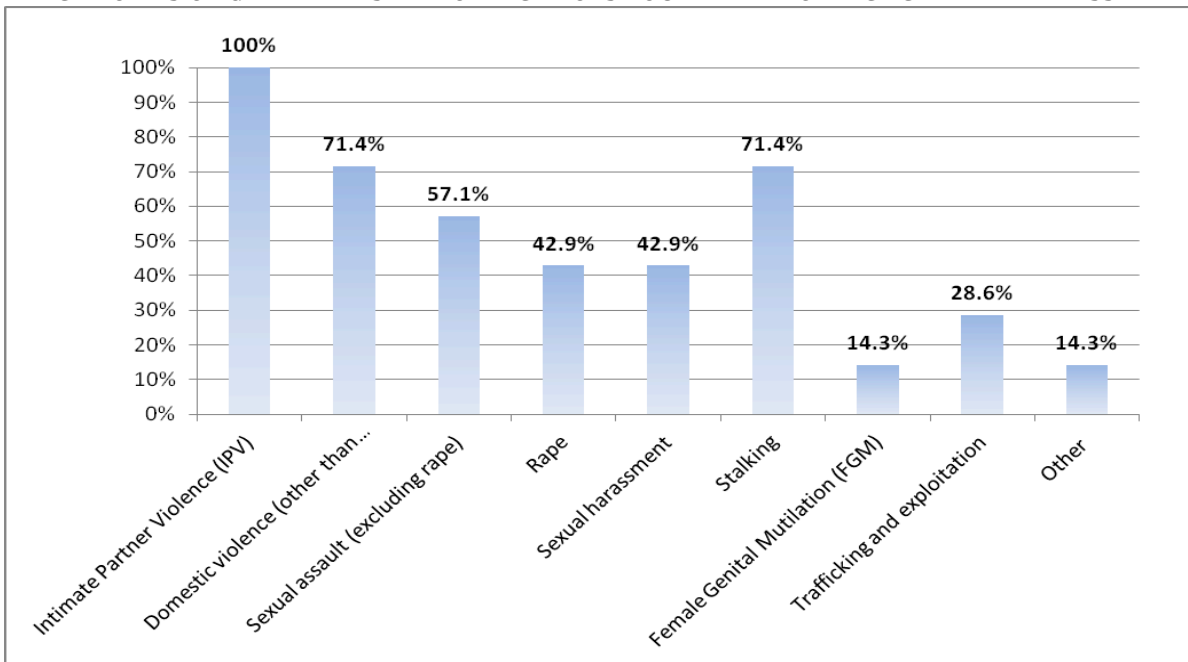
TO WHICH TARGET GROUP YOUR ANTI-VIOLENCE CENTRE ADDRESSES ITS SERVICES?



Services are provided from all the centres to victims of intimate partner violence and, most of all, of domestic violence. Also “new” forms of violence against women such as stalking are

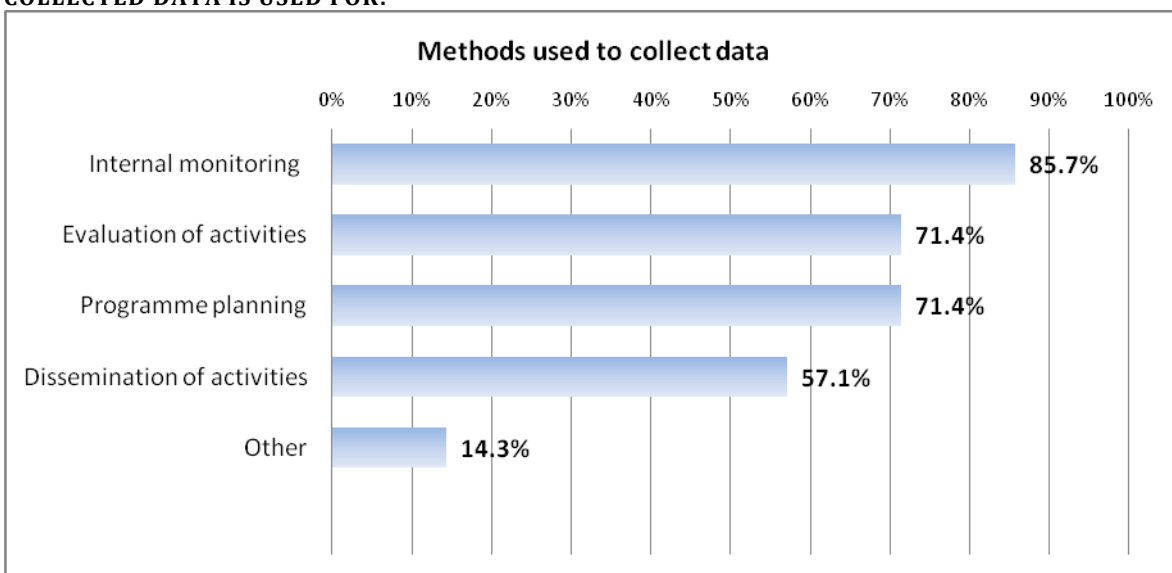
tackled showing these are becoming increasingly present. Sexual assault is also tackled in many cases, while rape and sexual harassment are less addressed. Very specific forms of violence such as trafficking and exploitation, and female genital mutilation are addressed only by a couple of centres.

WHICH FORMS OF GENDER-BASED VIOLENCE DOES YOUR ANTI-VIOLENCE CENTRE ADDRESS?



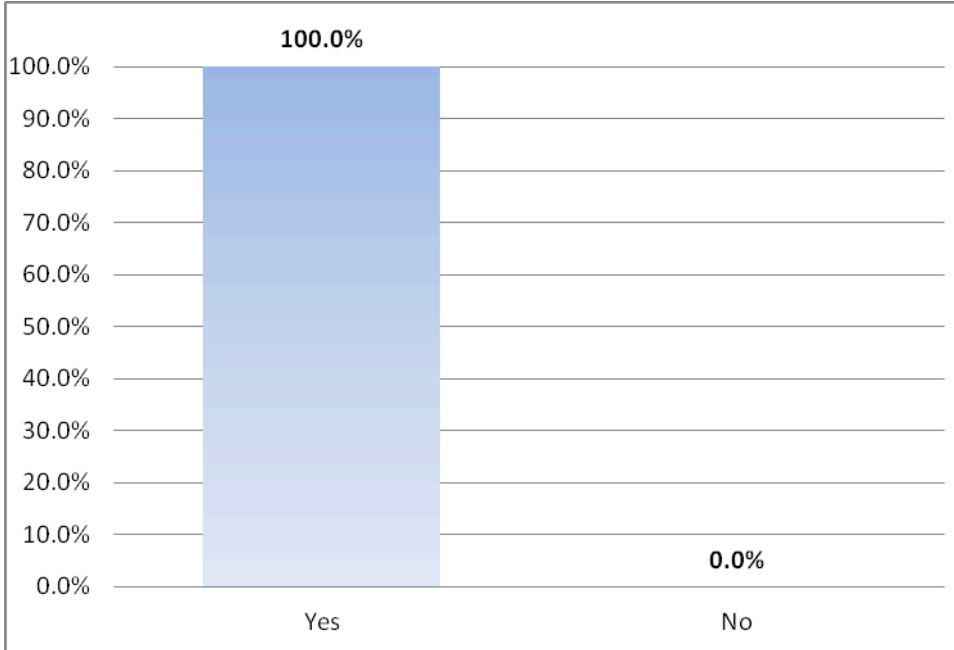
Not all anti-violence centres have a data collection system in place (85.7% yes, 14.3% no) and, in any case, data are mostly collected only in paper form, usually through face to face interviews. Data are not always analysed and are mainly used for activities/services internal monitoring and not for statistic purposes.

COLLECTED DATA IS USED FOR:



When asked if they collect socio-economic data on service users, all those interviewed answered positively.

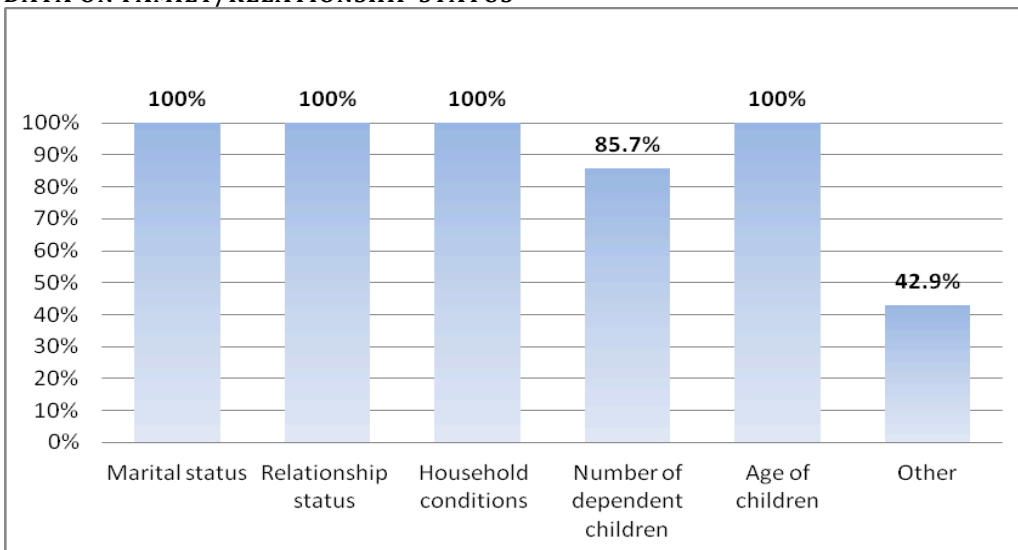
DOES YOUR ANTI-VIOLENCE CENTER COLLECT SOCIO-ECONOMIC DATA ON YOUR SERVICE USERS?



However, the following tables show that most of the data are on the family/relationship status, in some cases on the occupational status and in few cases on earnings/income.

As graph above shows, information regarding the marital/relationship status, the household conditions (e.g. living alone, living alone with children, living with partner, etc.) and the age of children are collected by all those interviewed. Most of the centres also collect information on the number of dependent children, which is an important variable to consider when thinking about economic independence.

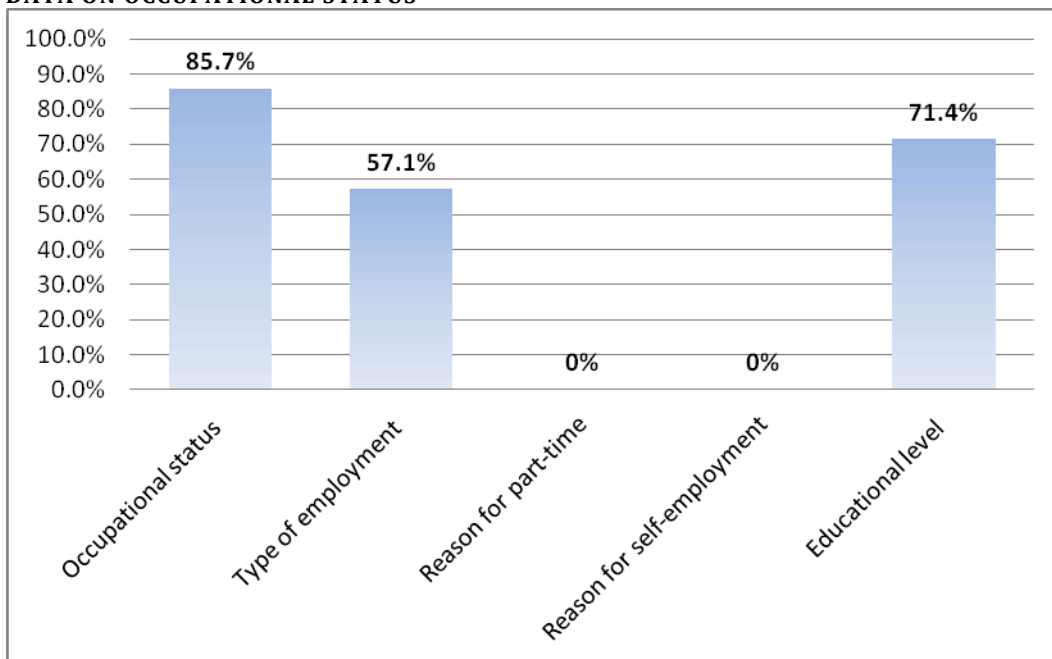
DATA ON FAMILY/RELATIONSHIP STATUS



Other important variables that are crucial for defining the economic independence of the women are also not fully collected.

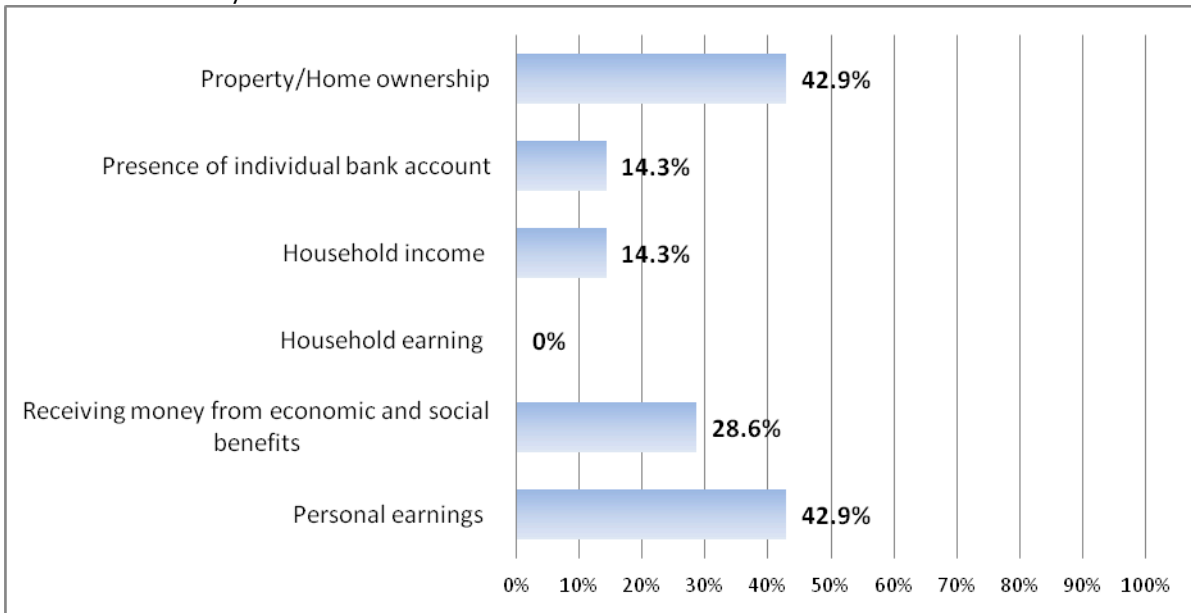
If it is true that most of the interviewed collect data on the occupational status (e.g. homemaker/employed/unemployed/retired/unable to work because of disability/unpaid or voluntary work/student-in training) of the women who are requesting services (but not all as it could have been expected given the importance of this variable), it is also true that nearly half do not collect data on the type of employment (e.g. part-time/full-time, employed/self-employed) and that a third do not collect data on the educational level. Moreover, no one collects data on the reasons for part-time or self-employment in the case of the occupational status. These are also very important variables as it is well known and documented that several women are part of the growing share of own account workers who are so-called dependent or bogus self-employed, e.g. workers who are formally self-employed, but actually treated as employees in terms of tasks, working time and other working conditions.

DATA ON OCCUPATIONAL STATUS



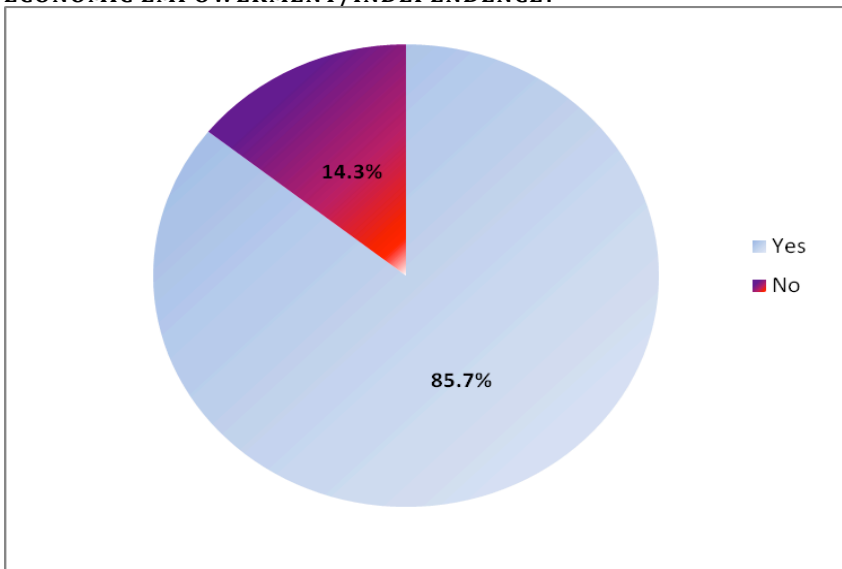
Data on earnings/income are collected by a very few centres: three ask for data on women’s personal earnings and home property, while only one asks for the details of the householder’s income and the presence of an individual bank account held by women. Two ask if women are receiving money from welfare/social benefits.

DATA ON EARNING/INCOME



When replying in connection with the provisions of specific services to support women’s economic empowerment/independence, most of the interviewed answer positively.

DOES YOUR ANTI-VIOLENCE CENTRE PROVIDE SPECIFIC SERVICES TO SUPPORT WOMEN'S ECONOMIC EMPOWERMENT/INDEPENDENCE?

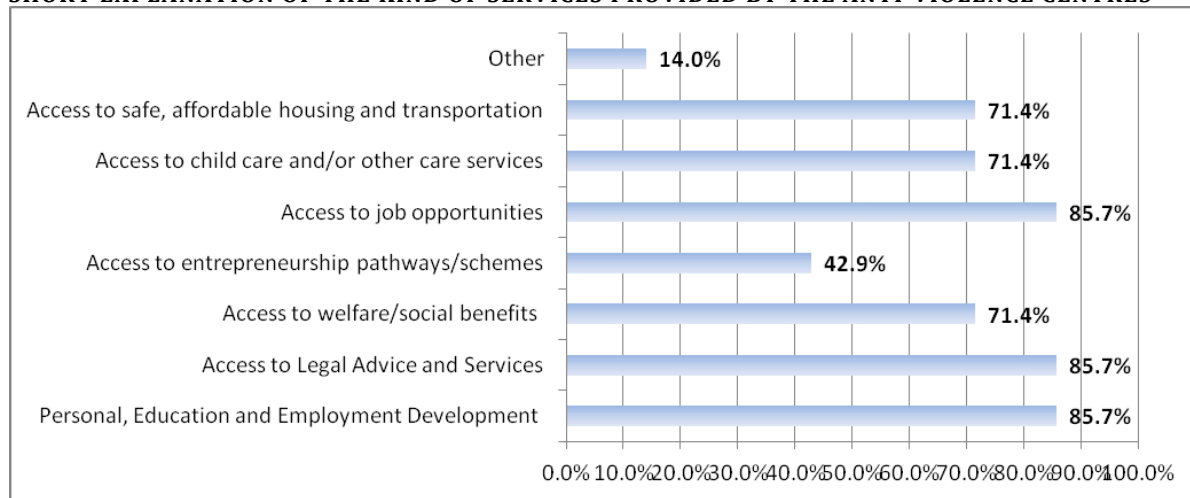


The range of specific services is quite large. Access to job opportunities is provided by all interviewed and personal, education and employment development, and access to legal advice and services is provided by 6 interviewed out of 7. Access to welfare/social benefits, access to child care and/or other care services and access to safe, affordable housing and transportation is provided by 5 interviewed out of 7, while access to entrepreneurship pathways/schemes only by one.

One interviewee specifically signals the implementation of an empowerment programme based on the resilience method which focuses on working with and developing the strengths of every

accommodated client so they can become fit to lead independent lives, both emotionally and economically (see later in paragraph 3.2).

SHORT EXPLANATION OF THE KIND OF SERVICES PROVIDED BY THE ANTI-VIOLENCE CENTRES



When asked about the **main challenges faced in responding to the specific economic needs of women victims of IPV**, those interviewed suggested many issues.

There is a common challenge that most of those interviewed stressed in their efforts to empower victims of violence. Many of the women accommodated in the centres have had previous experience with different kinds of institutions where a kind of “pre-learned helplessness” has already been supported. The majority of the women have scarce social skills, they are very vulnerable, with scarce economic and personal resources. In many cases they also lack family and social networks able to support them. In some cases, the mental, emotional and physical impacts of violence are so strong as to threaten the proposed interventions. In this situation, it is very difficult for social workers to adequately prepare the women for the requirements of the labour market.

Another frequent challenge is connected with the fact that clients are often mothers with young children who are also sole parents and it is difficult for the employers to accept this and to provide options for flexible working hours so that women can continue to take care of their children.

Finally, a third group of challenges is related to two objective facts: a) the economic crisis that Europe is still facing with severe consequences to labour market dynamics; b) the parallel lack of effective and specific public interventions able to support the entry to the labour market, self-employment pathways, through, for example, adequate and specific professional training, traineeships/ apprenticeships and financing for start-ups. It is reported that national social services are sometimes not able to provide adequate support to victims or to solve women’s requests (for example, specific social benefits for victims of IPV, economic aid for women caring for dependants, or for food or decent housing) often due to a serious lack of training and awareness-raising on gender-based violence among professionals. There is also a need to work more closely with enterprises offering jobs to populations at risk of social exclusion (including women victims of gender-based violence).

The WE GO! project is considered to possibly have a positive role to tackle these challenges even if many of them do not depend upon the willingness and the capacity of the anti-violence centres, but on national/local governments.

As a result of analysis within this project, economic empowerment services should be provided within anti-violence centres/organisations and which economic needs should be satisfied should be identified. It is believed this will strengthen their capacity and efforts in tackling economic empowerment, to improve coordination with other organisations and to enhance, through training, the awareness-raising on VAW for professionals.

3 GOOD PRACTICES TO EMPOWER WOMEN WHO HAVE SUFFERED INTIMATE PARTNER VIOLENCE

3.1 THE CONCEPT OF GOOD PRACTICE AND THE METHODOLOGIES FOR ITS IDENTIFICATION

3.1.1 THE GENERAL FRAMEWORK

Describing any intervention as “good” practice is to make a very strong claim suggesting that it works in all locations and for all individuals.

Many commentaries lack clarity about the subject of the “good practice” i.e., a set of principles, a strategy, an approach or a particular project and whether recommended approaches are expected to be applied in all contexts or are context-specific. Whether something is “good”, “promising” or “effective” depends on the standards that are used in assessment, and on local circumstances. Family forms, living arrangements and livelihoods, and the capacities of the state vary across and within societies. So, for example, community-based strategies that appear effective in countries of the south may not work so well in countries in the north, and similarly the reliance on the police and the criminal justice systems to combat violence against women in the north may be less effective in the south.

Practices emerge in particular contexts and circumstances, often building on and learning from what has been tried before. Transfers of practices, adaptation of interventions to local particularities and available resources, establishment of and adherence to standards, principles underpinning interventions, and achievement of intended outcomes may be examples of good practice. Coordination and integration of services provided by different sectors and stakeholders and addressing all forms of violence against women are becoming more common and are often seen as good practice.

The final aim of any practice in this field is the elimination of violence or at least a decrease in the prevalence of violence. This overarching aim needs to be articulated within a more detailed set of objectives that are consistent with the general framework of primary, secondary and tertiary prevention.

In the words of the UN special Rapporteur on Violence Against Women:

Violence [against women] must be addressed on multiple levels and in multiple sectors of society simultaneously, taking direction from local people on how women’s rights may be promoted in a given context. By working on the improvement of data and statistics on violence against women, adopting special legislation that guarantees equal protection of the law and enforcement of its provisions, Governments can put in place the building blocks of a system that can

respond more effectively to gender-based violence. The allocation of resources, support to research and documentation on causes and consequences of gender-based violence, education and prevention programmes to support efforts to increase community responsibility, making information on women's rights readily available and creating partnerships between Governments and NGOs are also necessary important steps.

(Report of the Special Rapporteur on Violence Against Women, Executive Summary, E/CN.4/2003/75, 6 January 2003).

Collaboration and coordination between Governments, NGOs and civil society organisations as well as a “women’s centred” approach are also considered to be vital in the development of effective practices in the UN approach to violence against women and domestic violence. An in-depth UN study (2006) cites examples of good practices to include: coalitions between Government and NGOs that draw on the experience and expertise of the most active and informed partners — women’s groups and networks — in designing and implementing programmes; coordination and networking between government sectors, such as the justice system and the health, education and employment sectors, is widely seen as good practice; the formation of strategic coalitions and alliances between groups working on domestic violence and those working on other issues such as women’s economic empowerment and other aspects of social justice. Good practices in the development and implementation of such plans of action include consultation with women’s groups and other civil society organisations, clear timelines and benchmarks, transparent mechanisms for monitoring implementation, clear indicators of impact and evaluation, predictable and adequate funding streams and the integration of measures to address and prevent violence against women in sectoral programmes.

As far as research and studies at the European level are concerned, few have systematically approached the question of how to select good practices in the field of gender-based violence. A recent compilation was published by The Organisation for Security and Co-operation in Europe (OSCE) in June 2009 (*Bringing Security Home: Combating Violence Against Women in the OSCE Region. A Compilation of Good Practices*). This booklet was preceded by a CAHRV study conducted in 2006 on the basis of evaluation research implemented at national level (CAHRV, 2006), by a *Good Practice Guide to Mitigate the effects of and Eradicate Violence Against Women* compiled in 2002 under the Spanish Presidency, by the Institute of Women (Spanish Ministry of Labour and Social Affairs) and by the Universidad Complutense de Madrid. Finally, case study models of good practices are presented in the guide of the European Women’s Lobby *Towards a Common European Framework to Monitor Progress in combating Violence Against Women. Proposals for a Policy Framework and indicators in the area of budgets, Legislation, Justice, Service Provision, Training of Professionals, Civil Society, Data Collection and Prevention and case studies models of Good Practices*, published in 2001.

Evaluation research has, however, developed more in some European Member States than others – especially in Great Britain, Germany and Austria – and there are studies available that highlight a number of indicators of good practices in the field of domestic violence, especially with regards to victims support services. It is worth mentioning, amongst others, the studies conducted by: Humphreys, Hague, Hester, Mullender, *From Good Intentions to Good Practice* published in 2001; Grieger, et al., *From local innovations to standards of good practice: Intervention projects and their work*, 2004; and the WAVE Reports on training, survivors

support services, multiagency work and protection (cfr. the WAVE website <http://www.wave-network.org>). Finally it is important to mention the study of Liz Kelly, on victims' support services minimum standards, which looks in depth at both overarching principles and specific practice criteria. As stated by the author "... *minimum standards are the lowest common denominator or basic standards that all states and services should aim to achieve, good practice should encompass minimum standards, but move beyond them, aiming to maximise access, quality and positive outcomes*" (Kelly, 2008, p. 10-11).

3.1.2 THE PROPOSED METHODOLOGY

There are, unfortunately, no uncontested principles or rules for identifying good or promising practices in the area of domestic violence (and IPV in particular)⁴⁴. Having said this, the project will adopt EIGE's good practice methodology as an ideal reference. As stated in EIGE's *Action plan on good practices in the field of gender equality and gender mainstreaming*, the concept of "good practice" aims at identifying "relevant examples, approaches and experiences, in the European Union and Member States, useful to support the implementation of gender equality policies and directives, in practice." Good practices are practices that not only "work well" in terms of actions, methods and strategy, but they also contribute to the implementation of gender mainstreaming. They document the transformational aspect of gender mainstreaming – the impact that integrating gender equality issues has – in terms of changes to goals, strategies, actions, and outcomes thereby producing sustainable, long lasting effects in terms of gender mainstreaming objectives.

The concept of "good practice" refers to:

any experience/initiative displaying techniques, methods or approaches which function in a way, and produce effects and results coherent with the definition of gender mainstreaming, which are considered to be particularly effective in delivering gender mainstreaming as a transformative strategy, and, therefore, deserving to be disseminated and proposed to other organisational contexts

The EIGE *Action plan on good practices in the field of gender equality and gender mainstreaming* also distinguishes between practices "with potential" and "good practices." Practices with potential (also referenced as "promising practices"), are practices that **(1) have been working well** (the practice is finished, or at least shows substantial achievement attributed to the practice itself); **(2) can be replicated elsewhere**; **(3) are good for learning how to think and act appropriately**. Beyond practices with potential are practices that **(4) are embedded within a wider gender strategy**; and that **(5) show effective achievement** in terms of advancement of gender equality and/or reduction of gender inequalities.

Making the bridge from 'promising' to 'good' practices entails a thorough analysis of the practice's context. The qualitative criteria to be considered for **context analysis** are:

⁴⁴ OSCE (2009) *Bringing security home: Combating violence against women in the OSCE region*. A compilation of good practices; United Nations (2005) *Good practices in combating and eliminating violence against women*, Vienna.

sustainability, impact, effectiveness, efficiency and relevance, the Evaluation Criteria⁴⁵ used by the European Commission.

Moving from this, the **methodology proposed for the WE GO! project** starts from the general consideration that assessing a practice relies on *internal* and *external* elements of knowledge:

- Internal knowledge: documentation on the practice itself, especially analysis already directed to identify and describe the key features of the practice; for example, we need monitoring results to assess the level of performance obtained.
- External knowledge: context analysis to identify the external conditions on which the practice implicitly or explicitly relies; we need evaluation studies to assess the impact on beneficiaries and target groups, for example.

Thus valuable and successful experiences often cannot be assessed because of the lack of available documentation.

Indeed, as stated in the United Nations in-depth study on all forms of violence against women, what defines a “good practice” depends both **on the standards** that are used in evaluation and on **local contexts**:

The challenge is to identify useful generalisations about interventions and reforms without understating the importance of the specific context and without minimising the responsibility of the state to address violence against women despite constraints [...] what works well is influenced by the form of the state, its commitment to women’s equality, its relationship with CSOs and civil society and the resources it has to draw on⁴⁶

Generally speaking, understanding local contexts is crucial to understanding and assessing **what works best and how it works**.

Within these general assumptions, the following are **three additional specific criteria to consider when identifying good practices addressing economic empowerment of IPV victims**:

1. Women/victim-centred approach

Women victims’ needs, empowerment, autonomy and self-determination should be at the core of any practice addressing economic empowerment. Women should be provided with a supportive environment that treats them with dignity, respect and sensitivity, and supports them to regain control of their lives, to help them in finding a job in order to have their own money and be able to live decently.

⁴⁵ The concepts adopted are consistent with the approach provided by European Commission. ‘Project Cycle Management Guidelines, Aid Delivery Methods’, European Commission, 2004.

⁴⁶ United Nations General Assembly (2006) *In-depth study on all forms of violence against women*. Report of the Secretary-General, Doc A761/122/Add.1, New York, USA, <http://www.un.org/womenwatch/daw/>.

2. Multi-agency approach

The coordination and the integration of several organisations/institutions dealing with intimate partner violence and managing services and/or interventions is essential to increase the opportunity to empower women s of IPV.

3. Multidimensional approach

Given the multidimensional features of the violence against women phenomenon (and in particular of IPV, as well as the several dimensions involved in economic independence (employment, education, social networks, income, housing, etc.) it is essential that practices aimed at tackling these issues include a multidimensional approach looking at the phenomenon from different perspectives, and trying to provide several and different answers.

The following table summarises the methodology we are following within the WE GO! project. The criteria are to be considered as a general framework to tend to and do not need to be all fulfilled.

GENERAL CRITERIA (adapted from the EIGE methodology)
(1) have been working well: the practice is finished, or at least shows substantial achievement attributed to the practice itself;
(2) can be replicated elsewhere: the practice presents specific useful generalisation that could be adapted in different local context;
(3) are good for learning how to think and act appropriately: the practices can be of inspiration for the design of the WE GO! toolkit
(4) are embedded within a wider gender strategy: in the WE GO! project, the practices consider IPV as a specific form of gender based violence;
(5) show effective achievement in terms of advancement of gender equality and/or reduction of gender inequalities: the practices can provide important achievements in terms of tertiary prevention.
SPECIFIC CRITERIA FOR THE WE GO! PROJECT WITH REGARD TO ECONOMIC EMPOWERMENT SUPPORT SERVICES
(6) Women/victim-centred approach: women victims' needs, empowerment, autonomy and self-determination should be at the core of any practice addressing economic empowerment.
(7) Multi-agency approach: the coordination and the integration of several organisations/institutions dealing with intimate partner violence and managing services and/or interventions is essential to increase the opportunity to empower women victims of IPV.
(8) Multidimensional approach: practices should consider the economic empowerment from different perspectives trying to provide several and different answers to multidimensional needs.

3.2 GOOD PRACTICES EXAMPLES

As previously underlined, studies and anecdotal evidence suggest that economic dependence is among the strongest predictor of a victim's decision to remain, leave or return to an abusive relationship. Given the various economic factors that contribute to women's vulnerability to violence and prevent them from seeking help, it is essential for shelters to provide economic assistance for women as they return to their home community or transition to a new community.

By assisting women to secure immediate financial supports and promote their opportunities to achieve and sustain income, shelters remove one of the greatest barriers to leaving abusive situations that exist for women. Assisting women and girls in ways that promote well-being and security is needed to effectively help them overcome the effects of violence and achieve their goals for a life free of violence. This includes a continuum of services to support abused women to leave violent relationships and circumstances; overcome the physical, emotional and social effects of violence (e.g. distress, trauma, impact on family and social relationships, grief, loss); deal with the practical consequences (e.g. economic challenges, custody of children, legal issues); and transition to a new home and/or community (e.g. access to affordable and safe housing, establishing employment and income).

Research also suggests the importance of social support and access to community resources in assisting women to successfully leave situations of intimate partner violence. Women often report returning to abusive relationships because of lack of employment and economic dependence on their partner.

As seen in chapter 2, support services carried out by anti-violence centres and other organisations which collaborate with them include not only the emergency assistance for the victims of violence. They also include services and initiatives meant to address the more complex and long-term needs of both victims and their families. These cover different areas: social, employment, financial, legal, child care and housing. All of them can strongly contribute to empower (directly and/or indirectly) women by supporting them to definitively escape the violent situation they live in. In particular, anti-violence centres may provide several areas of support to empower women economically, depending on the context of funding and available resources. These supports may include:

- Job skills training and career guidance

IPV may require the victim to be off work, give up her job or move out of her home in order to protect herself and her children, exposing her to an enormous financial risk. In addition, women victims of IPV may also be financially abused (e.g. they are not allowed to work), an aspect that makes them totally dependent on the perpetrator and often responsible for all household debts after leaving a violent relationship (Council of Europe, 2008)⁴⁷. For these reasons women victims need a wide range of long-term and economic supports that may empower them and facilitate their re-integration in the society. From this perspective, both job

⁴⁷ The Council of Europe *Task force to combat violence against women, including domestic violence*, final activity report, 2008.

skills training activities aiming at strengthening women's skills and career guidance are very important.

- Financial skills training

Also specific training courses on financial and economic skills may be useful to raise awareness about the importance of economic independence and allow victims to be helped to find and/or maintain their job. A lot of women suffering from domestic violence and more specifically from intimate partner violence have many problems concerning their economic sphere and difficulties in achieving an independent life. Many of them have also experienced financial abuse as a result of IPV. Training programmes on economic empowerment carried by the anti-violence centres may improve the financial security and confidence of women victims of violence.

- Support for access to longer-term housing

Support for access to housing is a critical part of empowering victims to recover from their experiences with violence. When women are ready to leave the shelter, support for quick access to new safe and affordable housing can help to: (i) decrease the burden of economic hardship, housing instability, and uncertainty as they focus on safety for themselves and their children, and other essential needs (i.e. employment, health, legal issues); (ii) create alternatives to remaining in abusive homes; (iii) reduce the risks of being re-victimised by abusers)

- Employment Programmes

They can provide opportunities for income generation through, for example, internship programmes and/or job placement.

On the basis of the above typologies and considering the general and specific criteria for the identification of "good practices" as presented in previous paragraph 4.1, a certain number of practices dealing with aspects that directly and/or indirectly can have an "impact" on women's economic empowerment and with a specific focus on domestic violence including IPV have been identified. They are presented in Annex 1 of this report.

4 PILOT IMPLEMENTATION OF DATA COLLECTION

4.1 INTRODUCTION

As a specific part of the WE GO! Project's *WS1 – Comparative research analysis*, two specific activities (1.3 and 1.4) were focused on the design of a questionnaire and a set of common tools (database and guidelines) to collect ad hoc data consistent with women's economic independence during the project duration. To this end, the anti-violence centres involved as partners in the project as well as an additional centre in Greece were involved in a data collection activity that took place from October 2016 to October 2017.

TABLE 4.1 – WOMEN TAKEN IN CHARGE BY ANTI-VIOLENCE CENTRE AND COUNTRY

Centre/Country	N	%
Animus	100	18.1
Bulgaria	100	18.1
Associazione Donatella Tellini	108	19.6
Centro Veneto Progetti	80	14.5
CIF Casa delle donne RC	29	5.3
Italy	217	39.3
Fundacion Mujeres	75	13.6
SURT	60	10.9
Spain	135	24.5
SEGE*	34	6.2
Women Centre Karditsa**	66	11.9
Greece	100	18.1
Total	552	100.0

* Included data collected by: Women's Counseling Centre in Thessaloniki; Guest House for women victims of violence of the Municipality of Thessaloniki; National Centre for social solidarity

** Included data collected by Counseling Center of Trikala and Shelter for women victims of the Municipality of Larissa

Table 4.1 indicates the number of women taken in charge by eight anti-violence centres in four countries that participated in this study. It is important to underline these figures do not reflect a representative sample of the population in each country. Despite this, the data provides useful insights into the economic situation of women taken charge by anti-violence centres in the partner countries. As will be seen further below, the data provides interesting results particularly on economic violence, which is a form of intimate partner violence that has been relatively less studied compared to other forms of violence. Table 4.1 shows that Italy has the majority of women taken in charge by the participating anti-centres with 39.3%, followed by Spain (24.5%), Bulgaria and Greece (18%).

Using the tools provided, data and information were collected on **women who were taken in charge**⁴⁸ (**with a particular focus on women experiencing IPV**) in the anti-violence centres involved in the WE GO! experimentation phase. The data collection tools used by the professionals working at the centres included a database that mirrors a questionnaire (collection data form) and supportive guidelines.

⁴⁸ The reference target group include both women in shelters/protected flat and women who are provided support in non-residential centres.

The WE GO! data collection form was designed based on an analysis of the internal monitoring systems of the participating centres (see par. 2.2) and include all the variables we believe are consistent with women's economic independence. The form is structured as a questionnaire, which facilitated the creation of the database as well as eased the data entry process by the centres. However, the information collected by professionals working at the centres involved did not necessarily enter the data at the moment of collection, in order to respect the needs and the psychological situation of the women involved. Indeed, the centres had the freedom to use the collection data as a checklist that the professionals completed after one or more semi-structured interviews with the women in their charge and based on their knowledge of the woman's case, especially in relation to sensitive information (e.g. those about violence experienced).

The form is structured along five sections:

- demographic data;
- personal information on family/relationship status and on forms of violence experienced;
- information on socio-economic issues covering educational level, labour status and financial situation;
- family/social networks;
- support services accessed.

All information collected was treated anonymously in compliance with EU and national legislation on the protection of privacy.

4.1.1 DATA COLLECTION ADDED VALUE

The data collection's added value is twofold.

First of all, it **reiterates the importance of collecting data on women taken in charge by anti-violence centres and in particular on those aspects that can shed light on the link between economic vulnerability and risk of violence**. As it is well acknowledged in the literature, data on intimate partner violence and other related forms of violence present several weaknesses in terms of **data quality, reliability and comparability**. This is mainly due to how data is collected (geographical coverage and number and level of different sources), how data is recorded (different information provided by the different sources, different codes used, different counting units, different stages of recording data, different reference periods), how data is stored (electronically or on paper), and the frequency with which data is updated which differs between the various data sources. Anti-Violence centres which are in direct contact with women can play a very crucial role in providing information and data that will allow for a more in-depth understanding of the problem. However, most anti-violence centres do not have formal procedures for data collection, or a complete system for monitoring and analysing data. Moreover, **data are usually produced for internal reporting purposes and not for statistical purposes**, resulting in weaknesses regarding data quality and comparability.

Secondly, despite that fact that data was not collected from a representative sample of women, **they provide a unique set of data and information that is rarely produced by anti-violence centres and made publicly available**. Thus, the data can provide important and unique insights into the links between intimate partner violence and economic independence – an area that has

been underexplored and under researched, as well as afforded little attention in policy making on violence against women.

4.1.2 LIMITATIONS, CHALLENGES AND ENCOUNTERED DIFFICULTIES

The differences (in terms of size, but also mission and structure) among the anti-violence centres involved in the data collection lead to **some limitations** that need to be recognised as such and that the readers of this report and those who will use and interpret the information provided in the future need to be aware of.

Firstly, collecting data on sensitive issues related to women survivors of IPV is a complex challenge and **anti-violence centres have integrated data collection within their activities to a different degree and within different legislative and local contexts**. Therefore, it is important to consider different approaches taking into account the degree to which data collection is embedded in the anti- structure and mission of anti-violence centres.

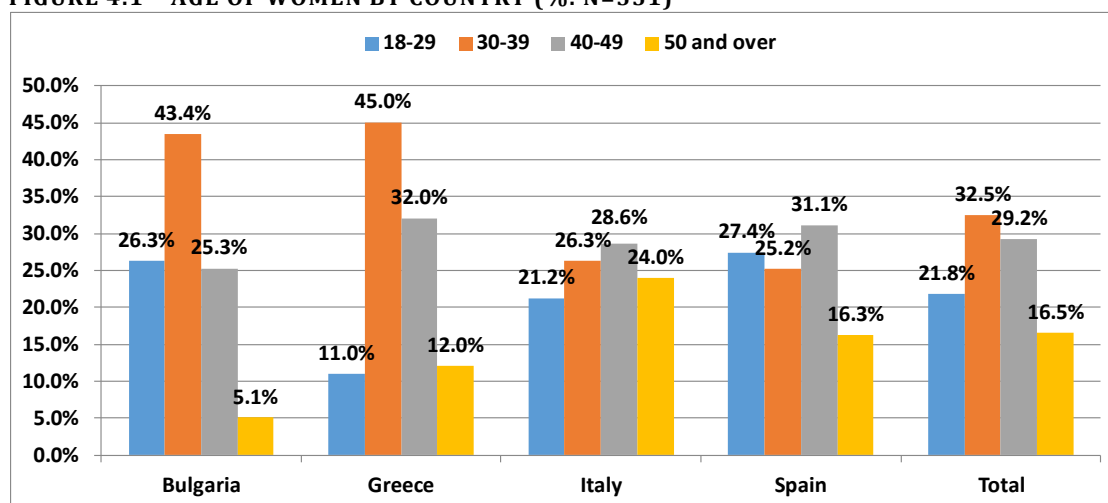
Finally, it is important to note that **each anti-violence centre collected data and information on the women that were in their charge during the specific period in which the experimentation took place**. Therefore, the **data collected, although providing useful and unique insights, do not allow for an in-depth comparative analysis at country level or general conclusions for the EU level**. At the same time, and for the same reasons, it is important not to diminish the importance of data that may have been reported in one centre and not in others, as these may be relevant in other centres that did not participate in the specific survey, or indeed on an EU level.

4.2 WHO ARE THE WOMEN TAKEN IN CHARGE IN THE CONSIDERED CENTRES

4.2.1 SOCIO-PERSONAL CHARACTERISTICS

The first set of questions included in our collection form presents synthetic data and information on main socio-personal characteristics.

FIGURE 4.1 - AGE OF WOMEN BY COUNTRY (%. N=551)*

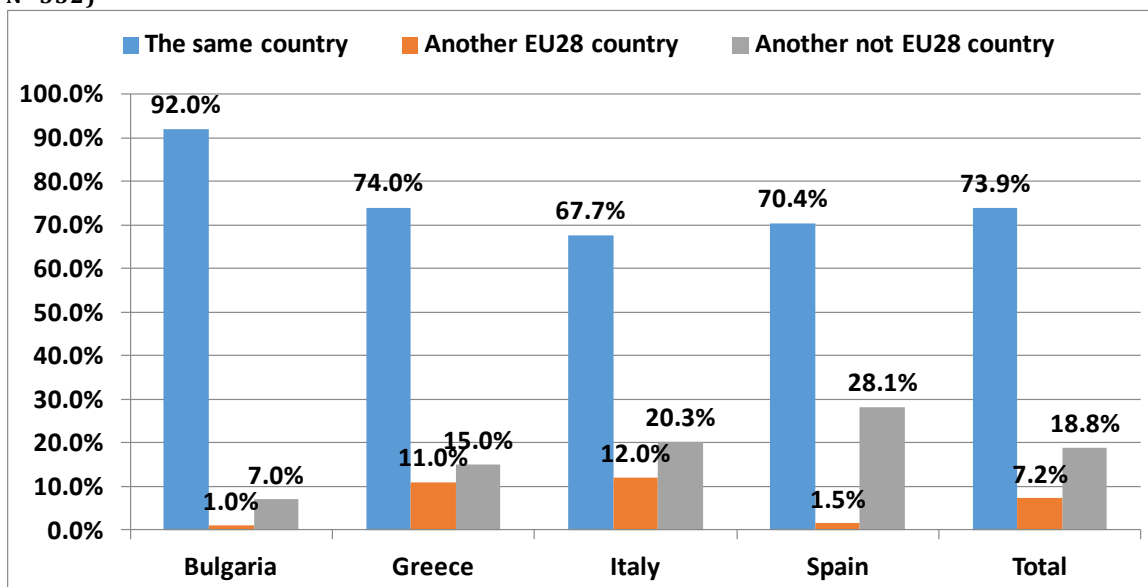


* one missing answer

Almost one third of the women taken in charge by the anti-violence centres surveyed are aged 30-39, followed by the 40-49 age group. Together these two age groups (30-49) make up almost two-thirds (61.7%) of the total number of women. Young women (18-29) represent a little over one fifth, while those over 50 years represent only 16.5%. One of the main observations is that the age composition of the women is rather different across the four countries in which surveyed anti-violence centres are located, with anti-violence centres from Bulgaria and Greece showing a prevalence of women aged 30-39, with **43.4%** and **45%** respectively. In contrast, anti-violence centres from Italy and Spain show a greater prevalence of the 40-49 cohort, with **28.6%** and the **31.1%** respectively. Finally, anti-violence centres from Spain presents the highest percentage of young women with **27.4%**, while anti-violence centres from Italy has the highest percentage of women over 50 (**24.0%**).

These preliminary data show a picture in which women of all age (from the younger till the older ones) are victims of violence.

FIGURE 4.2 - COUNTRY OF BIRTH OF WOMEN BY COUNTRY OF THE ANTI-VIOLENCE CENTRE (%. N=552)



As seen in **figure 4.2**, the majority of women taken in charge are nationals of the countries surveyed (**73.9%**), with anti-violence centres from Bulgaria having the highest percentage of nationals (**92%**). The anti-violence centres in Italy, Spain and Greece seem to have a relatively high percentage of non-nationals in their charge with **32.3%**, **29.6%** and **26%** respectively. Also significant is that over two thirds (**72%**) of non-nationals in the charge of the anti-violence centres surveyed are non-EU nationals, with the highest percentage recorded in Spain (**28.1%**). Greece and Italy seem to have a greater percentage of EU nationals.

These differences can be explained by the differences in term of “mission” among the anti-violence centres involved in the experimentation. For example, some centres are more involved in activities also addressed to women with a migrant background. Moreover, also in this case, these data confirm again the fact that violence against women is a phenomenon that hit both nationals (European) women and migrants.

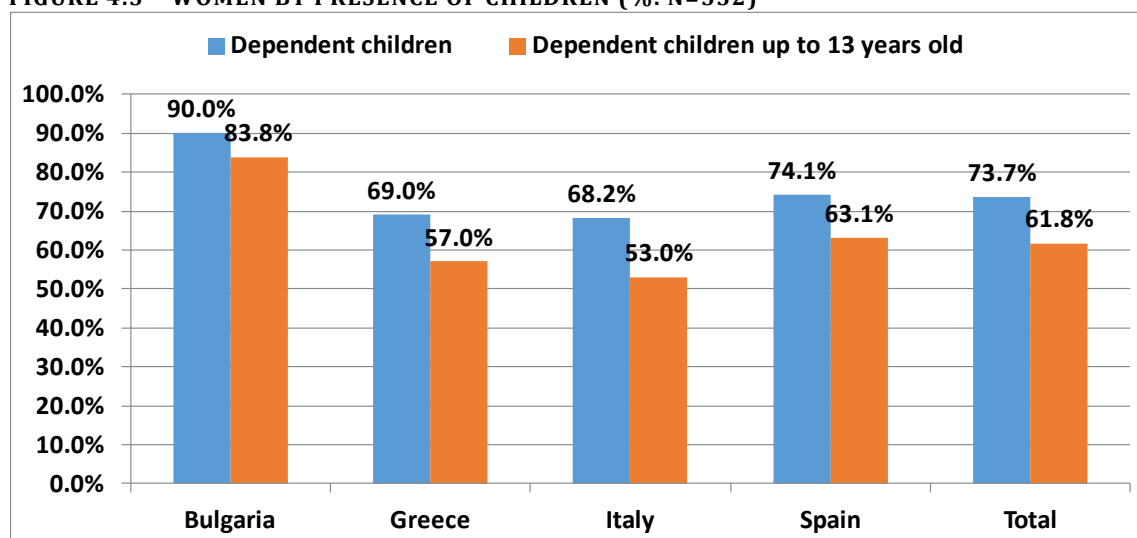
TABLE 4.2 - WOMEN'S LEGAL MARITAL STATUS BY COUNTRY (%. N=552)

Marital status of women	Bulgaria	Greece	Italy	Spain	Total
1. Single persons (never in legal union)	39.0%	16.0%	23.5%	38.5%	28.6%
2 Married persons	33.0%	45.0%	40.1%	7.4%	31.7%
3. Persons in registered partnership			4.1%		1.6%
4. Persons whose legal union ended with the death of the partner		1.0%	1.8%		0.9%
5. Widowed persons	2.0%	1.0%	0.9%	1.5%	1.3%
6. Persons whose legal union was legally dissolved	2.0%	3.0%	4.6%		2.7%
7. Divorced persons	20.0%	15.0%	6.0%	34.1%	17.0%
8. Separated persons	4.0%	19.0%	18.4%	18.5%	15.9%
9. Unknown marital status			0.5%		0.2%
Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	100	100	217	135	552

The age composition of women taken in charge in the anti-violence centres surveyed is reflected in their marital status. As can be seen in table 4.2, the majority of women are currently married or in a registered partnership, or were previously in such a partnership. Specifically, married women or women in a registered partnership make up one third of the total (**33.3%**), and those who were previously in a partnership represent **38%**. Single women that have never been in a legal union, on the other hand, account for **28.6%** of cases.

The composition of women taken in charge in the anti-violence centres in the four countries present some differences, a fact that may reflect again the varying specializations of the anti-violence centres surveyed. For instance, the share of married women or women in a registered partnership in anti-violence centres from Greece and Italy (**respectively 45% and 44.2%**) is much higher than the total average, while in anti-violence centres from Bulgaria and Spain single women are the majority (**39% and 38.5% respectively**). Finally, in Spain the majority of women in anti-violence centres are divorced (**34.1%**) while only **7.4%** of the women are married.

FIGURE 4.3 - WOMEN BY PRESENCE OF CHILDREN (%. N=552)



As seen in **figure 4.3**, the majority of women taken in charge in the anti-violence centres have at least one dependent child (**73.7%**), but there are to be important differences across the anti-violence centres from the four countries. For instance, in anti-violence centres from Bulgaria almost all women have at least one dependent child (**90%**), while in anti-violence centres from Greece and in Italy the share of women with dependent children is less than **70%**.

Not only many of the women have children but, in **almost two-thirds (61.8%) of the women taken in charge in anti-violence centres from all four countries have at least a dependent child up to 13 years old**, who may also be a potential victim of direct or indirect violence. Having children (especially little ones) is a crucial aspect that need to be considered also in the view of the women's economic empowerment. Again, the share of women with dependent children up to 13 years old is considerably high in Bulgaria (**83.8%**), followed by Spain (**63.1%**). In Greece and in Italy, however, the share of women with dependent children up to 13 years old is below the average total with **57%** and **53%** respectively.

TABLE 4.3 - WOMEN LIVE WITH... BY COUNTRY (%. N=552)

Women live with	Bulgaria	Greece	Italy	Spain	Total
Alone	3.0%	7.0%	8.8%	7.4%	7.1%
Only with partner/husband	3.0%	5.0%	6.9%	3.0%	4.9%
With partner/husband and dependent children	30.0%	41.0%	23.0%	7.4%	23.7%
With partner/husband and others (not dependent children, parents, other relatives)		5.0%	3.2%		2.2%
Only with dependent children*	32.0%	21.0%	30.4%	35.6%	30.3%
With dependent children and others (parents, other relatives, friends, etc.)	13.0%	3.0%	7.4%	9.6%	8.2%
With dependent children in a shelter	13.0%		3.7%	18.5%	8.3%
Without children in a shelter	2.0%	4.0%	1.4%	7.4%	3.4%
With others**	4.0%	14.0%	15.2%	11.1%	12.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	100	100	217	135	552

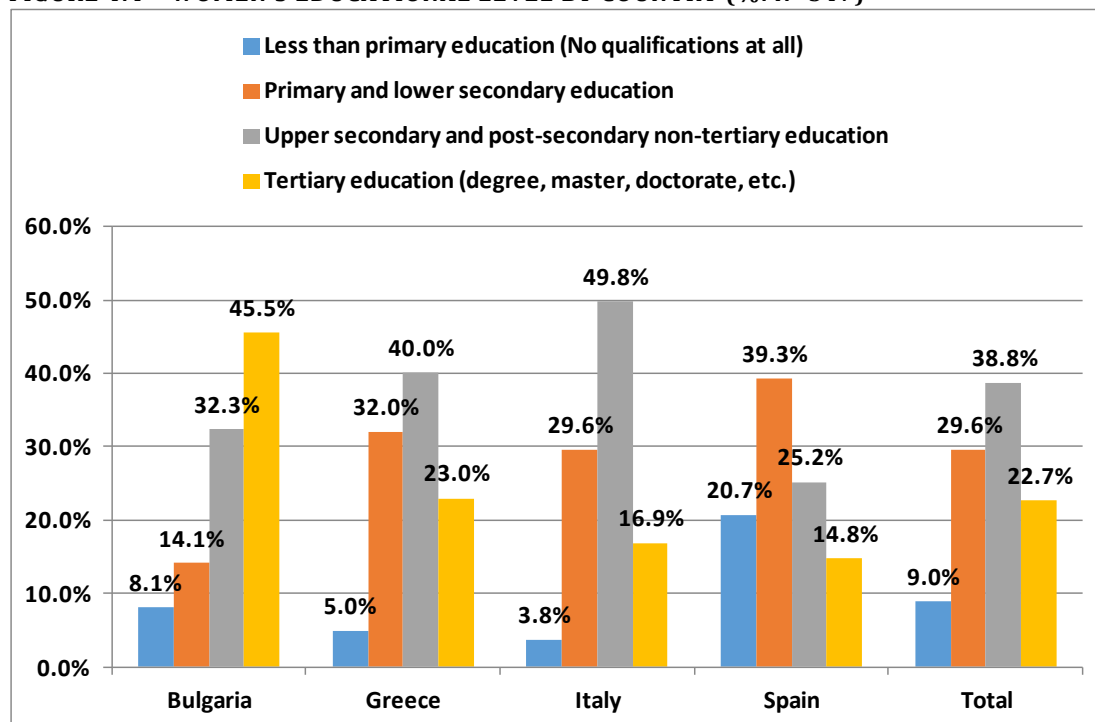
* Include some women who live also with not dependent children

** "with others" include women who live without partner/husband and dependent children, but only with not dependent children, with parents or other relatives or only with friends/flatmates.

The majority of women taken in charge in the anti-violence centres **live alone with their dependent child(ren) (30%)**, while almost one fourth (**24%**) live with their partner or husband and their child(ren). The fact that a relatively large share of women are living alone with their dependent child(ren) can be considered, along with their employment status (as seen bellow), an indicator of the poverty risks faced by these women and their children. It is also important to pay attention to the share of women living in shelters either with their child(ren) (**8.3%**) or alone (**3.4%**). This is reflected mainly in the case of anti-violence centres from Spain, where one fourth (**25.9%**) of the women live in a shelter with their child(ren) (**18.5%**) or without (**7.4%**). Finally, anti-violence centres from Spain also shows the highest share of women living alone with dependent children (**35.6%**), while in anti-violence centres from Greece the share of women living with both partner/husband and dependent children is higher than in the other three countries (**41%**).

4.2.2 DATA ON EDUCATIONAL LEVEL AND LABOUR STATUS

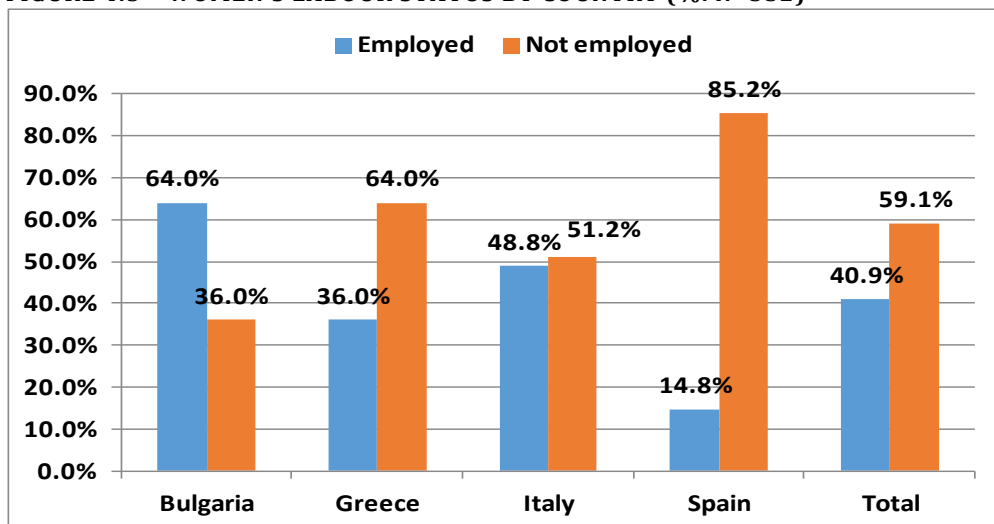
FIGURE 4.4 - WOMEN'S EDUCATIONAL LEVEL BY COUNTRY (%. N=547)



* 5 missing answers

According to the data shown in **figure 4.4**, among the women in the charge of anti-violence centres, there is a **prevalence of women with upper secondary and post-secondary education (38.8%)**, followed by women with primary and lower secondary education **(29.6%)**. It is important to stress that the share of women with tertiary education is relatively high **(22.7%)** and even higher than that of women without any qualification reaffirming that **violence against women cuts across socio-economic and educational status**. What is more, the composition of women by education level seems to be quite different across the four countries. More specifically, anti-violence centres from Bulgaria has the highest share of women with a tertiary education **(45.5%)**, while anti-violence centres from Spain has the highest share of women with only primary and lower secondary education **(39.3%)**. Similarly, anti-violence centres from Italy has the highest share of women with upper secondary and post-secondary education **(49.8%)** while anti-violence centres from Spain has the lowest **(25.2%)**.

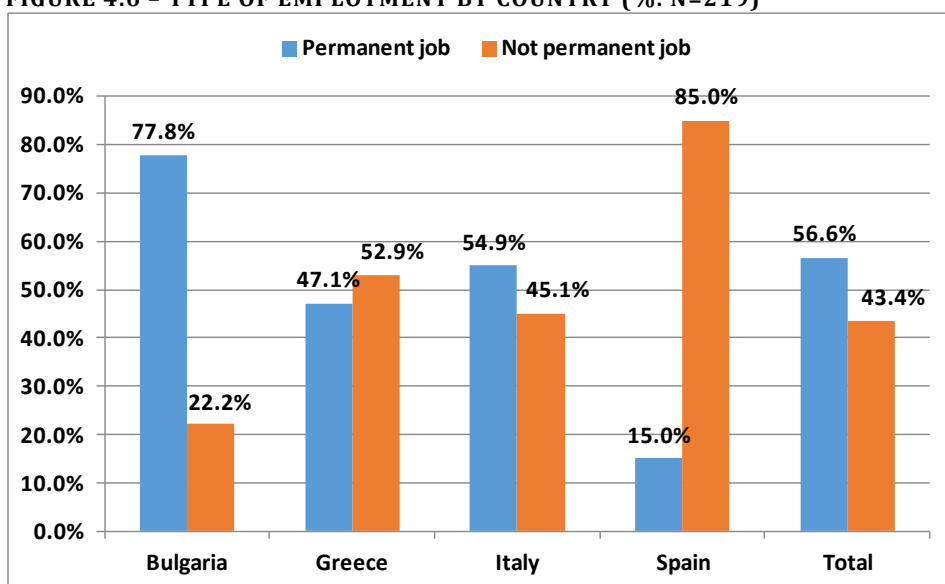
FIGURE 4.5 - WOMEN'S LABOUR STATUS BY COUNTRY (%. N=552)



An important factor to consider when providing support to women exiting a violent relationship is their economic independence from their partner or family. An indicator for economic independence is employment status.

As seen in the **figure 4.5**, the **majority of women (59.1%)** taken in charge by the anti-violence centres surveyed **are not in employment**. Thus, they are unlikely to have an income independent from their husbands/partners. However, it is important to stress the fact that the **share of women in employment is also relatively high at 40%**. This highlights the fact that **employment status is a complex indicator that need to be taken into account together with other factors that may intersect with employment status in assessing risk**. These discrepancies in the occupational profiles of women can be observed very clearly in the four countries surveyed. For instance, in anti-violence centres from Spain, the majority of women taken in charge are unemployed (**85%**). In contrast to anti-violence centres from Spain, almost two thirds of women in the charge of anti-violence centres in Bulgaria are employed (**64%**). In anti-violence centres from Italy, there is a more balanced distribution as **51.2%** of women are not employed compared to **48.8%** who are in employment.

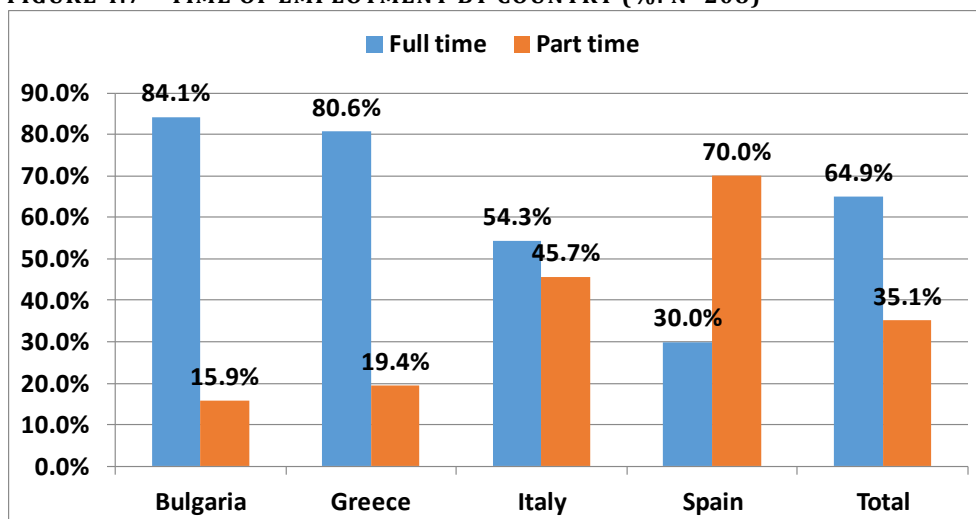
FIGURE 4.6 - TYPE OF EMPLOYMENT BY COUNTRY (%. N=219)*



*7 missing answers.

Another factor that may affect the stability of women's economic autonomy is the type of employment. It is worth noting that, among employed women, **56.6% have a permanent job and 64.9% work full time**. So there is a great group of women who would have (in theory) the possibility of having their economic independence.

FIGURE 4.7 - TIME OF EMPLOYMENT BY COUNTRY (%. N=208)*



* 18 missing answers

Moreover, more than **60% of the total average of women surveyed work in high skilled and/or semi-skilled non-manual occupation**.

TABLE 4.4 - OCCUPATION BY COUNTRY (%. N=215)*

Occupation	Bulgaria	Greece	Italy	Spain	Total
High skilled occupations (a)	39.7%	12.5%	33.7%	10.0%	30.0%
Semi-skilled non manual occupations (b)	34.9%	43.8%	22.4%	45.0%	31.5%
Semi-skilled manual occupations (c)	11.1%	3.1%	4.1%	0.0%	5.6%
Low skilled occupations (d)	14.3%	40.6%	39.8%	45.0%	32.9%
Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	63	32	98	20	213

* 7 missing answers

(a) High skilled occupations include Managers, Professionals and Technicians and associate professionals

(b) Semi-skilled non-manual occupations include Clerical support workers and Service and sales workers

(c) Semi-skilled manual occupations include Skilled agricultural, forestry and fishery workers, Craft and related trades workers and Plant and machine operators, and assemblers

(d) Low skilled occupations include Elementary occupations

TABLE 4.5 - UNEMPLOYMENT'S LENGHT BY COUNTRY (%. N=198)*

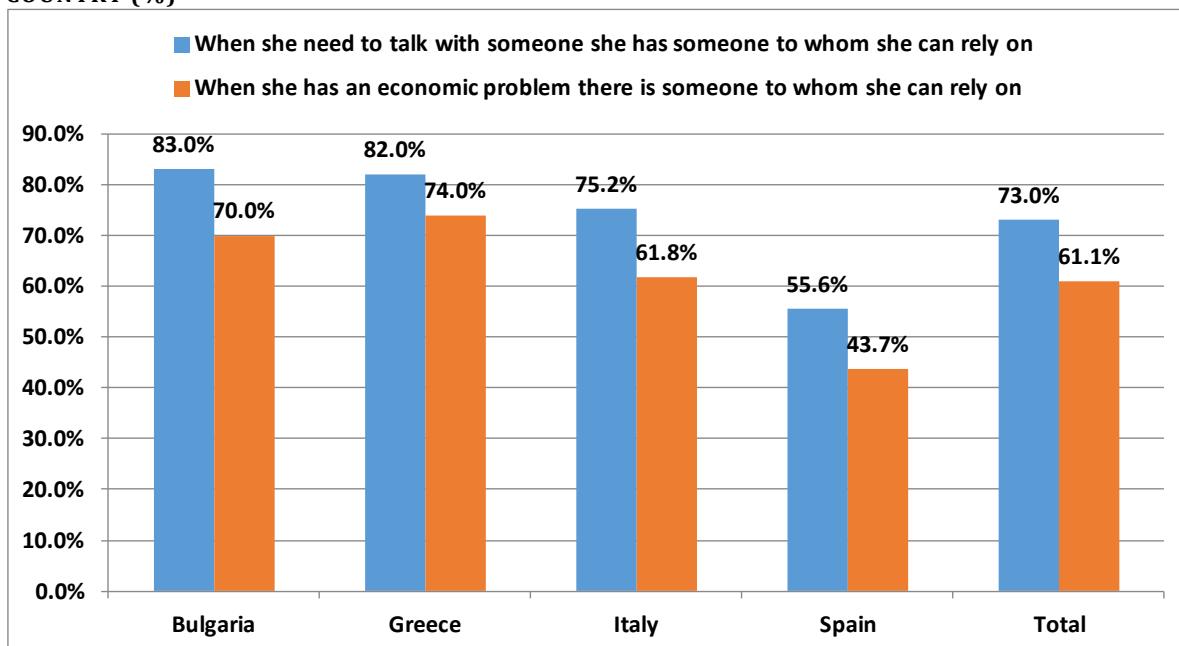
	Bulgaria	Greece	Italy	Spain	Total
Up to 12 months	45,8%	18,5%	34,9%	56,7%	45,5%
Over 12 months	54,2%	81,5%	65,1%	43,3%	54,5%
Total	100,0%	100,0%	100,0%	100,0%	100,0%
N	24	27	43	104	198

* 78 missing answers

It is important to also note that women that are unemployed for an extended period of time are at a greater disadvantage. Even though there are a quite a high number of missing answers (78) on the issue of unemployment length, the available data show that among those who are unemployed, there is a prevalence of long-term unemployment (over 12 months) in all countries. In particular, anti-violence centres from Spain has the highest percentage (**57%**) of women that are unemployed for up to 12 months. In anti-violence centres in Greece and Italy, the figure related to women that are unemployed for over 12 months is even higher reaching **81.5%**.

4.2.3 FAMILY AND SOCIAL NETWORK

FIGURE 4.8 - SHARE OF WOMEN WHO CAN RELY ON FAMILY AND/OR SOCIAL NETWORK BY COUNTRY (%)*



* Percentages are calculated on valid data (N=541 for women who can rely on someone to talk and N=542 for women who can rely on someone for economic problems).

In relation to the share of women who can rely on family and/or social network, the survey shows that the women taken in charge by the surveyed centres generally have a network of family/ friends to whom they can rely on, however the share who don't is significant: 27% do not have someone to talk with in case of need and even more (38.9%) do not have someone they can rely on in case of economic problems.

These percentages are particularly high in the anti-violence centres from Spain where more than half (**56.3%**) of the women do not have someone to rely on in case of economic problems, while **44.4%** of the women do not have somebody to talk to in case of need. Similarly, the anti-violence centres from Italy also shows a relatively high share of women with little help from family or friends, while the anti-violence centres from Bulgaria and Greece show that women's family and social networks play a stronger role.

Additionally, as shown in **Table 4.6**, in most cases women rely on parents and other relatives (**67%**) and /or friends (**42%**) for support. The role of parents and relatives and, to a lesser

extent, friends and housemates is highest in anti-violence centres from Greece and Italy and lowest in Spain. Nevertheless, in the case of economic support (**table 4.7**), it is mainly parents and relatives that the women surveyed rely on (**56.6%**), while friends are cited in only **15.9%** of cases. The data also shows that the women surveyed in anti-violence centres from Bulgaria and Italy are more likely than their Spanish and Greek counterparts to rely on parents, relatives, and friends for economic support. In a smaller number of cases (**7.6%**), women refer to the partner/husband for both support and economic issues, although this mainly occurs where the current partner/husband is not the perpetrator of violence.

TABLE 4.6 - IF THE WOMAN NEED TO TALK WITH SOMEONE SHE CAN RELY ON... BY COUNTRY (%. N=541)*

	Bulgaria	Greece	Italy	Spain	Total
Partner/husband	6.0%	14.0%	8.3%	3.0%	7.6%
Parents and other relatives	67.0%	71.0%	70.9%	58.5%	67.1%
Friends and flatmates	41.0%	59.0%	43.2%	28.9%	42.1%
Colleagues, neighbours and other persons	14.0%	5.0%	20.4%	2.9%	12.0%

* More answers were possible

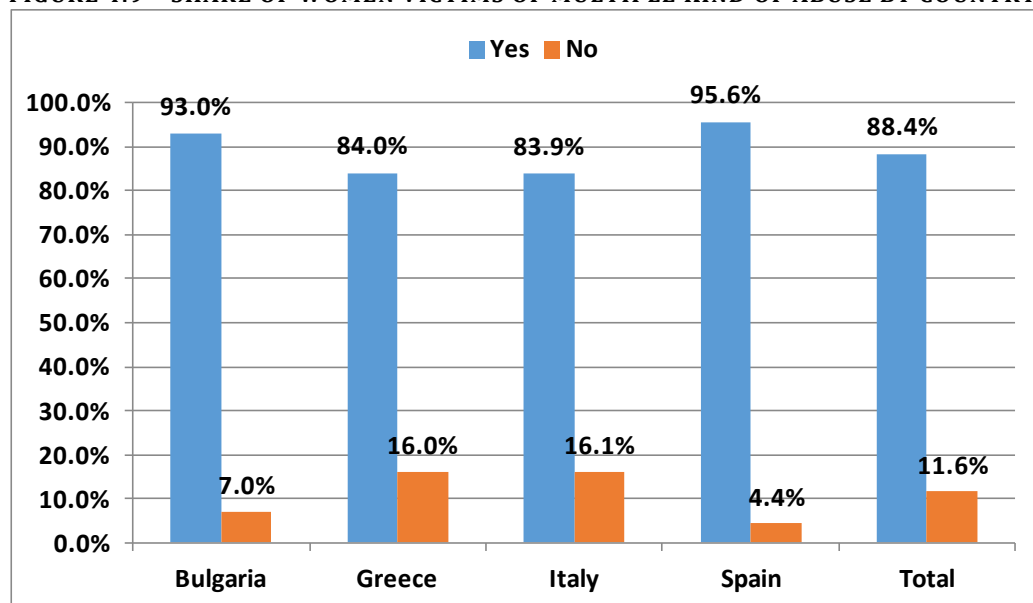
TABLE 4.7 - IF THE WOMAN HAS AN ECONOMIC PROBLEM SHE CAN RELY ON... BY COUNTRY (%. N=542)*

	Bulgaria	Italy	Spain	Greece	Total
Partner/husband	7.0%	12.0%	7.2%	2.2%	6.8%
Parents and other relatives	60.0%	69.0%	57.9%	43.0%	56.6%
Friends and flatmates	21.0%	22.0%	15.0%	10.3%	15.9%
Colleagues, neighbours and other persons	4.0%		8.2%	2.2%	4.4%

* More answers were possible

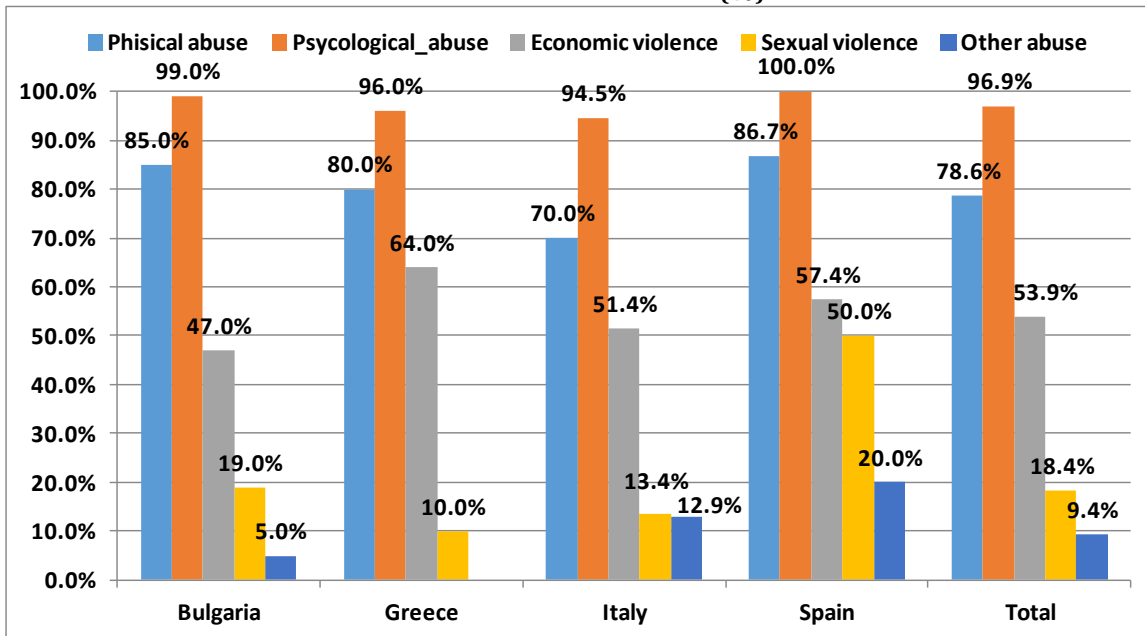
4.3 FORMS OF VIOLENCE AND PERPETRATORS

FIGURE 4.9 - SHARE OF WOMEN VICTIMS OF MULTIPLE KIND OF ABUSE BY COUNTRY (%. N=552)



As shown in the **figure 4.9**, the large majority (**88.4%**) of women in charge of the anti-violence centres surveyed have experienced multiple forms of violence, with the highest rates observed in anti-violence centres from Spain (**95.6%**) and Bulgaria (**93%**).

FIGURE 4.10 - KIND OF ABUSE EXPERIENCED BY COUNTRY (%)*



* Percentages are calculated on valid data. For physical and psychological abuse N=552, for sexual violence and other kind of abuse N= 477, for economic violence N=471, due to missing data.

The most frequently reported form of violence in all countries surveyed is psychological abuse (**96.9%**), followed by physical abuse (**78.6%**) and economic violence (**53.9%**). Sexual violence represents approximately one fifth of the reported cases (**18.4%**). In addition, there are relatively few women reporting other types of abuses (**9.4%**): these are mainly victims of social violence (**26.7%**) and witnesses of violence (**60%**). In general, however, differences across countries on forms of abuse experienced are very small.

Among the countries surveyed, Spain shows the highest incidence of violence in all categories as **all** women taken in charge in the anti-violence centres surveyed reported psychological abuse and **86.7%** physical abuse. Italy, on the other hand, shows the lowest incidence of violence with **94.5%** of women reporting psychological violence and **70%** physical violence.

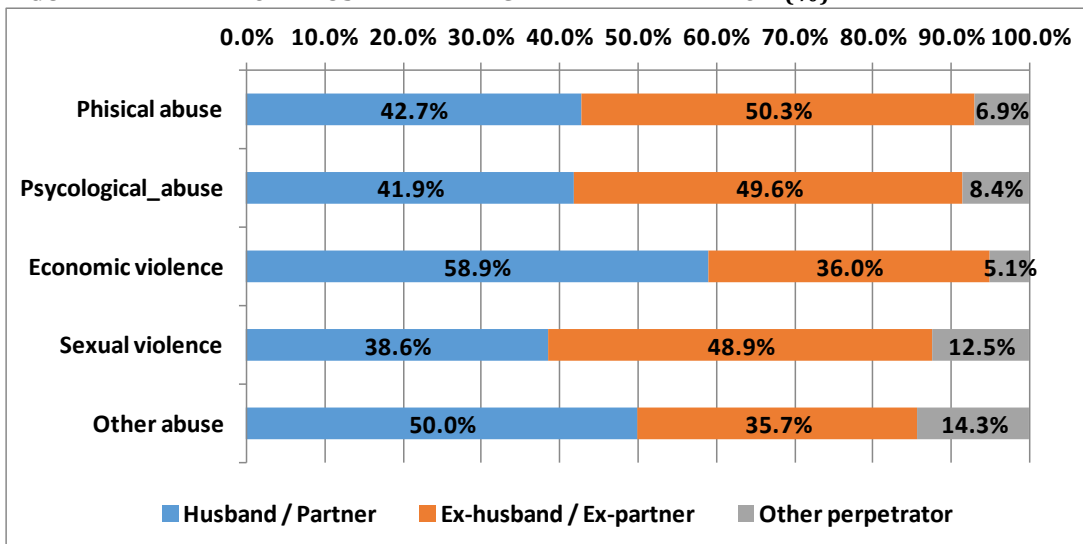
Greece has the highest percentage (**64%**) of reported cases of economic violence among all four countries surveyed, while Bulgaria has the lowest (**47%**). Finally, sexual violence is more prominent in Spain as half of the women taken in charge in the Spanish anti-violence centres report experiencing this form of violence.

TABLE 4.8 - PERPETRATORS OF THE VIOLENCE EXPERIENCED BY COUNTRY (%. N=552)

	Husband/partner	Ex-husband/ex-partner	Other perpetrator	Total	N
Bulgaria	57.0%	36.0%	7.0%	100.0%	100
Greece	47.0%	38.0%	15.0%	100.0%	100
Italy	50.7%	35.0%	14.3%	100.0%	217
Spain	11.9%	88.1%	0.0%	100.0%	135
Total	41.7%	48.7%	9.6%	100.0%	552

According to the survey results, partners and ex-partners are the main perpetrators of violence with **41.7%** and **48.7%** respectively. In Spain, ex-partners are reported as the perpetrators in the majority of cases (**88.1%**), while in Italy the figure is **35%**, and in Bulgaria **36%**. In contrast, in Bulgaria current partners are reported more frequently as the perpetrators of violence (**57%**). Thus, the data shows that intimate partner violence is the most predominant form of violence experienced by the women taken in charge in the anti-violence centres surveyed in all four countries. Only **9.6%** of women indicate other perpetrators, which in the majority of cases are family members (**50.9%**).

FIGURE 4.11 - KIND OF ABUSE EXPERIENCED BY PERPETRATOR (%)*



* Percentages are calculated on valid data for each kind of abuse experienced.

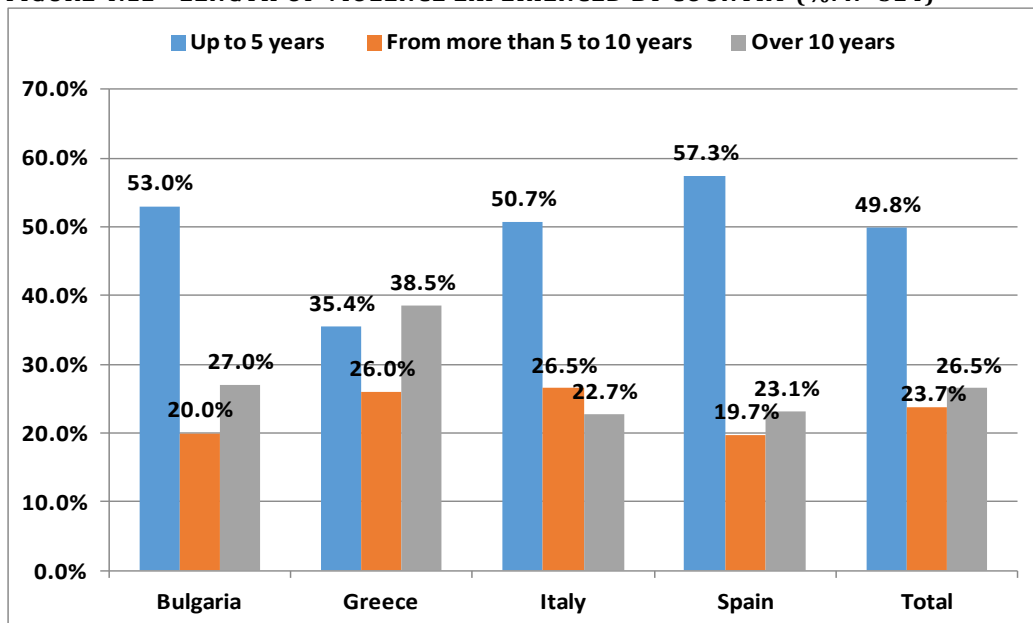
As seen above, **figure 4.10** combines the information on perpetrators with the type of abuse. One interesting pattern that emerged from the data was that while ex-husband/ex-partners are more often the perpetrators of physical (**50.3%**) and psychological abuse (**49.6%**), the current husband/partner perpetrate more often economic violence (**58.9%**) and other types of abuse (**50%**).

TABLE 4.9 - WOMEN LIVE WITH... BY PERPETRATOR OF THE ABUSE (%. N=552)

Women live with	Husband/ partner	Ex-husband/ ex-partner	Other perpetrator	Total
Alone	4.3%	8.6%	11.3%	7.1%
Only with partner/husband	8.7%	1.1%	7.5%	4.9%
With partner/husband and dependent children	47.8%	4.5%	17.0%	23.7%
Only with dependent children	16.1%	46.5%	9.4%	30.3%
With dependent children and others (parents, other relatives, friends, etc.)	4.8%	12.6%		8.2%
With dependent children in a shelter	7.8%	8.9%	7.5%	8.3%
Without children in a shelter	1.3%	4.5%	7.5%	3.4%
With others	5.2%	12.6%	37.7%	12.0%
With partner/husband and others (not dependent children, parents, other relatives)	3.9%	0.7%	1.9%	2.2%
Total	100.0%	100.0%	100.0%	100.0%
N	230	269	53	552

Table 4.9 highlights the prevalence of domestic violence within a current or previous family environment. The majority of women victims of abuse perpetrated by their husband/partner (**47.8%**) still live with their partner/husband and their dependent child(ren), while there is a high share of women who report the ex-husband/ex-partner as perpetrator (46.5%) who live alone with their dependent child(ren).

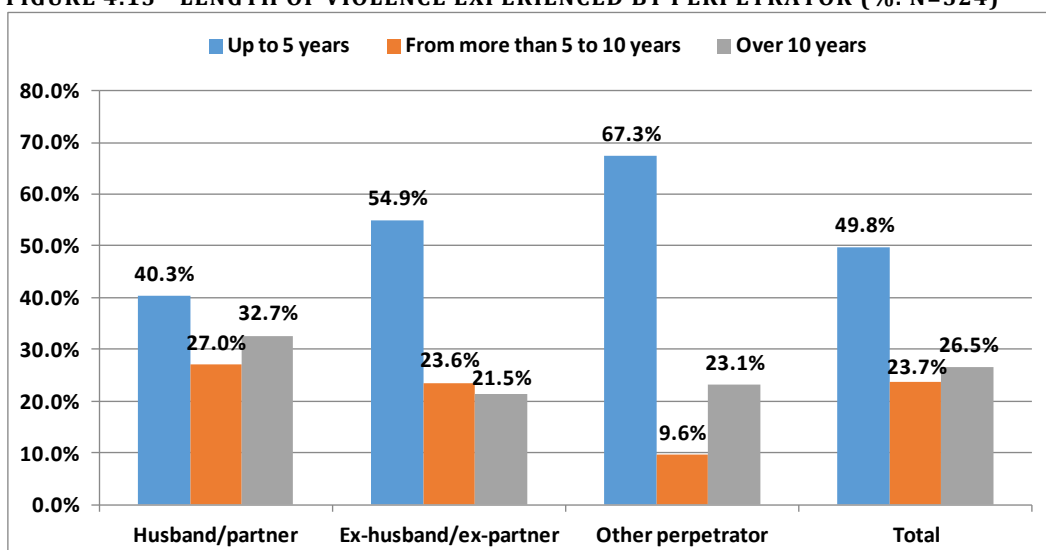
FIGURE 4.12 - LENGTH OF VIOLENCE EXPERIENCED BY COUNTRY (%. N=524)*



* Net of missed responses on length of violence

Half (50.2%) of the women surveyed declare to have experienced violence for more than five years, particularly in Greece, where the figure reaches **64%** overall, with **38.5%** experiencing violence for more than 10 years. In Spain and Bulgaria, over half of the women surveyed report experiencing violence for less than 5 years (**57.3% and 53.0% respectively**).

FIGURE 4.13 - LENGTH OF VIOLENCE EXPERIENCED BY PERPETRATOR (%. N=524)*



* Net of missed responses on length of violence

In cases of long-term abuse of more than 10 years, the perpetrator is most often the current husband/partner (32.7%), rather than the ex-husband/ex-partner (21.5%) or others (23.1%). Considering the length of violence in relation to the main perpetrator of violence, it comes out the following:

- When the perpetrators are the partners/husbands, the length of violence is longer (27% for a period included between 5 to 10 years and 32.7% for more than 10 years);
- When the perpetrators are other than the partners/husband and/or ex partners/ex-husbands, the length of the violence is usually shorter (67.3% up to 5 years).

In order to see if the length of violence was influenced by specific economic variables, the Box below summarises the profile of women victims of violence in relation to the duration of violence.

BOX - WOMEN PROFILING FOR VIOLENCE DURATION

TABLE 4.10 - MAIN PERSONAL CHARACTERISTICS AND FAMILY CONDITION BY LENGTH OF VIOLENCE EXPERIENCED (%. N=524)

	Length of violence		
	Up to 5 years	From more than 5 to 10 years	Over 10 years
Age of women			
18-29	35.6%	12.2%	6.5%
30-39	35.6%	37.4%	21.6%
40-49	20.3%	32.5%	39.6%
50 and over	8.4%	17.9%	32.4%
Total	100.0%	100.0%	
Country of birth of women			
The same country	73.2%	66.1%	79.1%
Another EU28 country	6.9%	12.1%	3.6%
Another not EU28 country	19.9%	21.8%	17.3%
Total	100.0%	100.0%	100.0%
Family conditions			
% of women with dependent children	73.2%	79.0%	69.1%
% of women with dependent children up to 13 years old	66.4%	65.3%	47.8%

TABLE 4.11 - EDUCATIONAL LEVEL, EMPLOYMENT CONDITION AND ECONOMIC INDEPENDENCE LEVEL BY LENGTH OF VIOLENCE EXPERIENCED (%. N=524)

	Length of violence		
	Up to 5 years	From more than 5 to 10 years	Over 10 years
Educational level			
Less than primary education (No qualifications at all)	11.6%	5.7%	5.1%
Primary and lower secondary education	29.0%	23.0%	31.2%
Upper secondary and post-secondary non-tertiary education	35.1%	49.2%	39.8%
Tertiary education (degree, master, doctorate, etc.)	24.3%	22.1%	23.9%
Total	100.0%	100.0%	100.0%
Labour status			
Employed	40.6%	40.3%	44.6%
Not employed	59.4%	59.7%	55.4%
Total	100.0%	100.0%	100.0%

As can be seen, the age profile of the women surveyed is the only significant difference shown. Specifically, the main differences related to age profile is that young women (18-29) are more highly represented among women who have experienced violence **for up to 5 years**, while women over 40 years old are more highly represented among women who have experienced violence **for over 10 years**. Thus, as expected, the duration of violence has a direct correlation with the age of the women surveyed.

In the group of women experiencing violence for **up to 5 years**, besides the high representation of young women, there is also a high prevalence of native-born women, as well as of women with dependent children (under 13 years old). Among this group there is also a relatively high share of women with no qualification, as well as of women with tertiary education compared to the other groups.

In comparison, women experiencing violence **from between 5 to 10 years** include are predominantly aged 30-49 years compared to the other groups, and there is a higher presence of non-national women within this group.

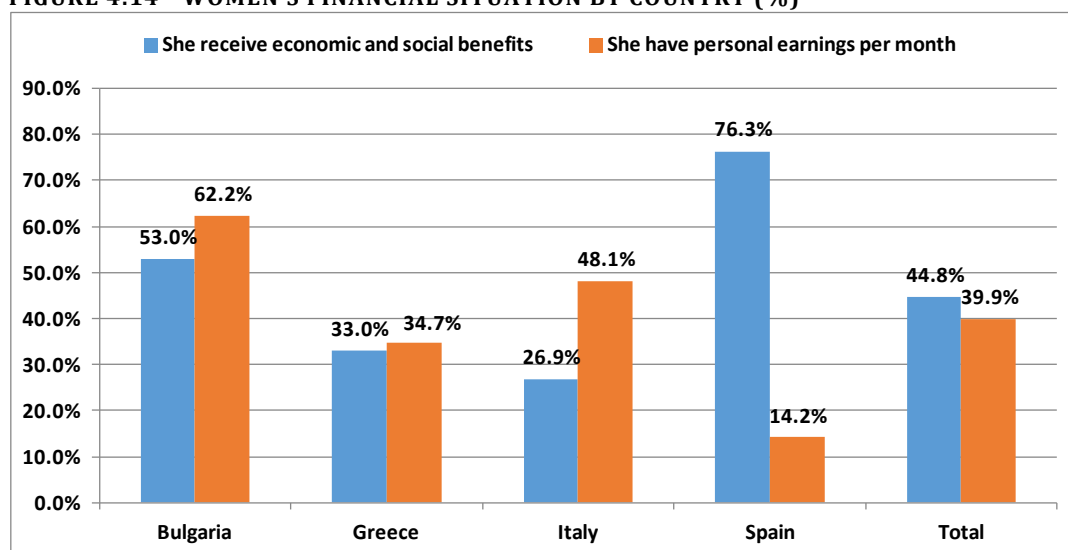
Finally, women experiencing **over 10 years of violence** are usually over 40 years old (**71%**), are mainly native-born and with a lower presence of dependent children compared to the other profiles. Women in this category also show a uniform distribution of educational levels and have a higher rate of employment compared to the other two groups.

4.4 A FOCUS ON FINANCIAL ISSUES AND ON WOMEN VICTIMS OF ECONOMIC VIOLENCE

4.4.1 WOMEN AND ECONOMIC INDEPENDENCE

As seen in chapter 2, economic independence is considered a crucial issue for victims of violence (and specifically IPV). Thus, the following pages are focussed on the identification of economic related factors with regard to the surveyed women.

FIGURE 4.14 - WOMEN'S FINANCIAL SITUATION BY COUNTRY (%)*



* Figure shows the percentage of women who receive economic and social benefits and who have personal earnings, calculated on valid cases (N=544 for personal earnings and N= 551 for economic and social benefit)

In order to understand the women's financial situation, the questionnaire investigated financial means. When looking at the source of income of women taken in charge in the anti-violence shelters surveyed (see **figure 4.14**) there is a clear indication of the **economic difficulties** they face. In most cases, women taken in charge have to rely either on economic and social benefits (**44.8%**), or on personal monthly earnings (**39.9%**). Although in Italy, Bulgaria, and Greece the share of women relying on their own earnings is higher than the share of women receiving economic and social benefits, in Spain the exact opposite is taking place, with the share of women receiving benefits reaching **76.3%**. While Italy presents the biggest difference (**21.2%**) between the share of women having personal earning (**48.1%**) and those receiving benefits (**26.9%**), in Bulgaria and Greece the difference is less distinct (**9.2%** and **1.7%** respectively).

When it comes to the type of benefits received by the women surveyed, these are mainly in the form of public social benefits (**22% of women receiving benefits**) and/or of child support from the partner (**16%**). Finally, the share of women receiving public social benefits is the highest in Bulgaria (**42%**) and Spain (**32.6%**), while the share of women receiving child support from their partner is higher in Spain (**24.2%**) and Italy (**15.7%**).

TABLE 4.12 - AMOUNT OF PERSONAL EARNINGS (EURO) PER MONTH BY COUNTRY (%. N=217)*

	Less than 300	300-500	501-800	801-1100	1101-1400	1401-1700	More than 1700	Total	N	Median equivalised net income
Bulgaria	41.0%	39.3%	14.8%	3.3%	1.6%			100.0%	61	240
Greece	11.8%	41.2%	35.3%	8.8%	2.9%			100.0%	34	417
Italy	3.9%	18.4%	24.3%	21.4%	20.4%	8.7%	2.9%	100.0%	103	868
Spain	26.3%	26.3%	26.3%	15.8%	5.3%			100.0%	19	1039
Total	17.5%	28.6%	23.5%	13.8%	11.1%	4.1%	1.4%	100.0%	217	-

* * Net of missed responses on amount of personal earnings per month

** Median equivalised net income per month (in euro) (before social transfers, including pensions in social transfers) for women from 16 to 64 years old in 2015 for Countries involved in data collection (Eurostat, (ilc_di13))

The amount of individual earnings is a key indicator when assessing whether women have sufficient resources to be economically independent. The available data (see **table 4.12**) shows that the majority of women surveyed have monthly earnings which are close to their countries' median equalised net income. In the case of Spain, however, the share of women earning less than the country's median income reaches **79%**.

TABLE 4.13 - OWN HOUSE OF PROPERTY BY COUNTRY (%. N=542)*

	Bulgaria	Greece	Italy	Spain	Total
Yes, it is her exclusive property	16.0%	9.0%	19.5%	4.5%	13.3%
Yes, owned with partner/husband	10.0%	36.0%	14.3%	3.0%	14.8%
Yes, owned with ex-partner/husband	2.0%	3.0%	1.9%	3.0%	2.4%
Yes, owned with others	11.0%	1.0%	4.3%	0.8%	4.1%
No	61.0%	51.0%	60.0%	88.6%	65.5%
Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	100	100	210	132	542

* Net of missed responses

Besides labour income, another indicator of women’s economic independence is whether they own their own home. As shown in table 4.13, almost two-thirds (65.5%) of the women surveyed do not own the house in which they live. This figure reaches 88.6% in the Spanish sample.

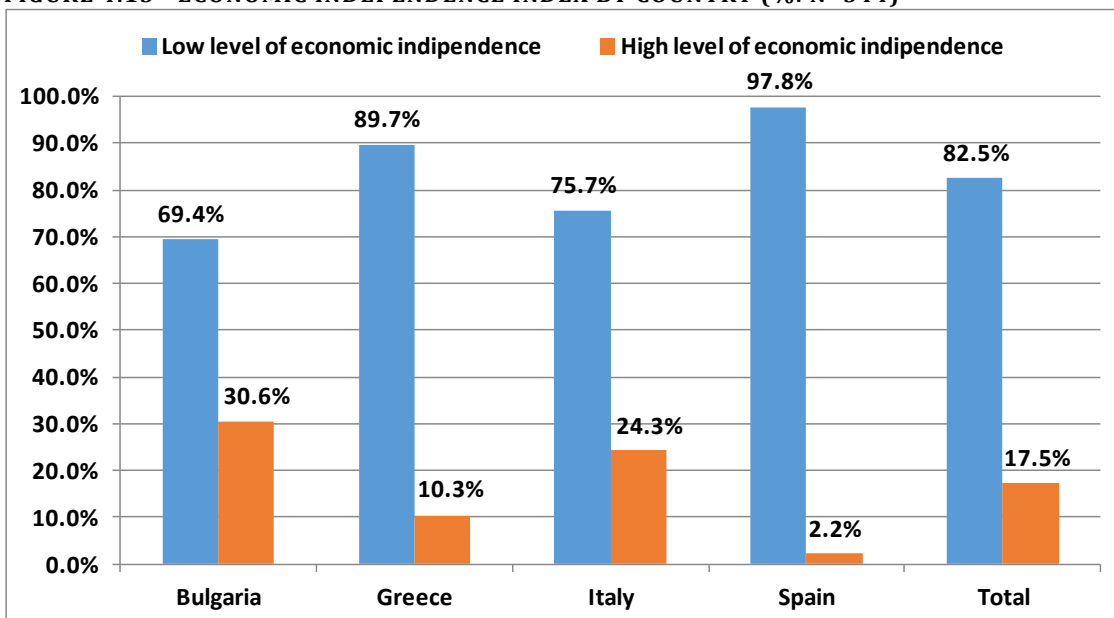
Only 13% of the women surveyed are the sole owner of their house. This share reaches 19.5% in Italy and 16% in Bulgaria, and only 4.5% in Spain. Other women share ownership with either their partner (14.8%, with a particularly high prevalence in Greece with 36%) or ex-partner (2.4%), and others (4.1%).

By combining indicators on economic conditions of the women taken in charge of the anti-violence centres surveyed in the four countries, an **economic independence index was developed** as shown in Figure 4.15. Women’s economic independence level is considered as “high” for women with the following characteristics:

- They are in permanent employment;
- They have personal earnings equal to or higher than the median equivalised net income per month in euro (before social transfers, including pensions in social transfers) for women aged 16 to 64 years old in 2015;⁴⁹
- They have exclusive ownership of a house (taken into account also for women employed in less favourable jobs -not permanent and/or with lower personal earnings).

Considering these indicators, the large majority of women in the charge of the anti-violence centres surveyed **are not economically independent.**

FIGURE 4.15 - ECONOMIC INDEPENDENCE INDEX BY COUNTRY (%. N=544)*



* Net of missed responses

⁴⁹ Eurostat database, EU SILC, Income and living conditions (ilc_di13), available at the following link: http://appsso.eurostat.ec.europa.eu/nui/show.do?lang=en&dataset=ilc_di13

As seen in Figure 4.15, 82.5% of the women surveyed have a low level of economic independence. This figure is close to 100% in Spain (97.8%), followed by Greece (89.7%) and Italy (75.7%). Compared to the other three countries surveyed, the women surveyed in Bulgaria shows the highest level of economic independence.

The following box shows the main differences in the profiles of women considered economically independent according to the index.

BOX- profiling of women according to their economic independence

TABLE 4.14 - MAIN PERSONAL AND SOCIAL CHARACTERISTICS AND FAMILY CONDITIONS OF WOMEN (%. N=544)

	Low level of economic independence	High level of economic independence
Age of women		
18-29	25.4%	5.3%
30-39	31.9%	33.7%
40-49	27.5%	40.0%
50 and over	15.2%	21.1%
Total	100.0%	100.0%
Country of birth of women		
The same country	70.2%	91.6%
Another EU28 country	7.3%	6.3%
Another not EU28 country	22.5%	2.1%
Total	100.0%	100.0%
Family conditions		
% of women with dependent children	72.4%	81.1%
% of women with dependent children up to 13 years old	61.1%	66.0%
Women live with...		
Alone	6.7%	9.5%
Only with partner/husband	5.3%	2.1%
With partner/husband and dependent children	25.2%	18.9%
Only with dependent children	27.4%	44.2%
With dependent children and others (parents, other relatives, friends, etc.)	7.1%	12.6%
With dependent children in a shelter	10.0%	1.1%
Without children in a shelter	4.0%	1.1%
With others	12.2%	7.4%
With partner/husband and others (not dependent children, parents, other relatives)	2.0%	3.2%
Total	100.0%	100.0%
Educational level of women		
Less than primary education (No qualifications at all)	10.6%	2.1%
Primary and lower secondary education	34.2%	9.5%
Upper secondary and post-secondary non-tertiary education	36.7%	48.4%
Tertiary education (degree, master, doctorate, etc.)	18.5%	40.0%
Total	100.0%	100.0%

When analysing the profile of women with **low levels of economic independence**, we observe that only 27% are in employment. Furthermore, there is a large share of young women within this group, as well as a high presence of women from non-EU countries. In addition among women in this group, there is a higher share of women living with partner/husband and dependent children or alone with dependent children as well as women with lower education levels.

On the other hand, women with higher levels of economic independence show a higher share of native-born women, women over 40 years of age, higher educational levels, and living only with dependent children or alone.

TABLE 4.15 - INFORMATION ON VIOLENCE EXPERIENCED (%. N=544)		
	Low level of economic independence	High level of economic independence
Kind of abuses experienced		
% of victims of physical abuse	78.0%	81.1%
% of victims of psychological abuse	97.6%	93.7%
% of victims of economic violence	56.5%	44.2%
% of victims of sexual violence	20.6%	11.6%
% of victims of other form of abuses	9.1%	10.5%
Perpetrator of abuses		
Husband/partner	42.3%	40.0%
Ex-husband/ex-partner	47.4%	53.7%
Other perpetrator	10.2%	6.3%
Total	100.0%	100.0%
Length of abuses		
Up to 5 years	48.9%	53.8%
From more than 5 to 10 years	24.3%	21.5%
Over 10 years	26.7%	24.7%
Total	100.0%	100.0%

When looking at type of violence experienced in correlation to level of economic independence, we observe the following:

- **Women with low level of economic independence** are more likely to experience economic violence (56.5% compared to 44.2%), sexual violence (20.6% compared to 11.6%) and psychological abuse (97.6% compared to 93.7%). Furthermore, perpetrators are more likely to be the current husband/partner or others compared to women with higher economic independence. This group also shows a higher share of women experiencing violence for more than 5 years (51.1%, compared to 46.2%).
- **Women with higher economic independence** are slightly more likely than the other group experience physical abuse (81.1% compared to 78%). Furthermore, perpetrators are more likely to be the ex-husband/partner (53.7% compared to 47.4%). Also significant is that women in this group experience violence for a shorter length of time compared to women with a lower level of economic independence (53.8% declare less than 5 years of abuse).

Below we analyze the data collected on economic abuse experienced by the women taken in charge by the anti-violence centres surveyed and the links with economic independence.

4.4.2 FOCUS ON WOMEN VICTIMS OF ECONOMIC VIOLENCE

TABLE 4.16 - MULTIPLE ECONOMIC ABUSES PERPETRATED BY PARTNER/EX-PARTNER BY COUNTRY (%. N=461)

	Bulgaria	Greece	Italy	Spain	Total
No economic abuse	52.5%	36.4%	50.7%	41.7%	46.8%
One kind of economic abuse	17.2%	21.2%	21.4%	51.7%	24.4%
Two or more kinds of economic abuses	30.3%	42.4%	27.9%	6.7%	28.8%
	100.0%	100.0%	100.0%	100.0%	100.0%

* Net of missed responses

TABLE 4.17 - WOMEN SUBJECTED TO ECONOMIC ABUSES BY PARTNER/EX-PARTNER BY KIND OF ABUSE AND COUNTRY (%. N=461)*

Kind of economic abuse	Bulgaria	Greece	Italy	Spain	Total
Can't have a personal bank account	12.0%	27.0%	8.5%	3.3%	12.6%
Can't freely use her own money	24.0%	19.0%	21.9%	1.7%	19.1%
She doesn't have access to the household income	26.0%	23.2%	24.4%	10.0%	22.6%
She doesn't know the household income	18.0%	25.0%	16.4%	3.3%	16.9%
Her expenditure is monitored	18.0%	37.0%	12.4%	1.7%	17.6%
She is not allowed to work outside the home/find a job	10.0%	22.0%	8.0%	3.3%	10.8%
She is not allowed to training	7.0%	15.0%	2.5%	-	5.9%
Other	4.0%	0.0%	12.9%	45.0%	12.4%

* Net of missed responses

A detailed overview of the forms of economic abuse experienced by the women surveyed is presented in Tables 4.16 and 4.17.

As can be seen, economic abuse is experienced by 53.2% of the women surveyed. Of these women, the majority have experienced more than one kind of economic abuse. If we look at the data per country, economic abuse is more frequent among the women surveyed in Greece (63.6%) and Spain (58.4%). Lastly, Greece is the country with the highest number of women reporting more than one kind of abuse.

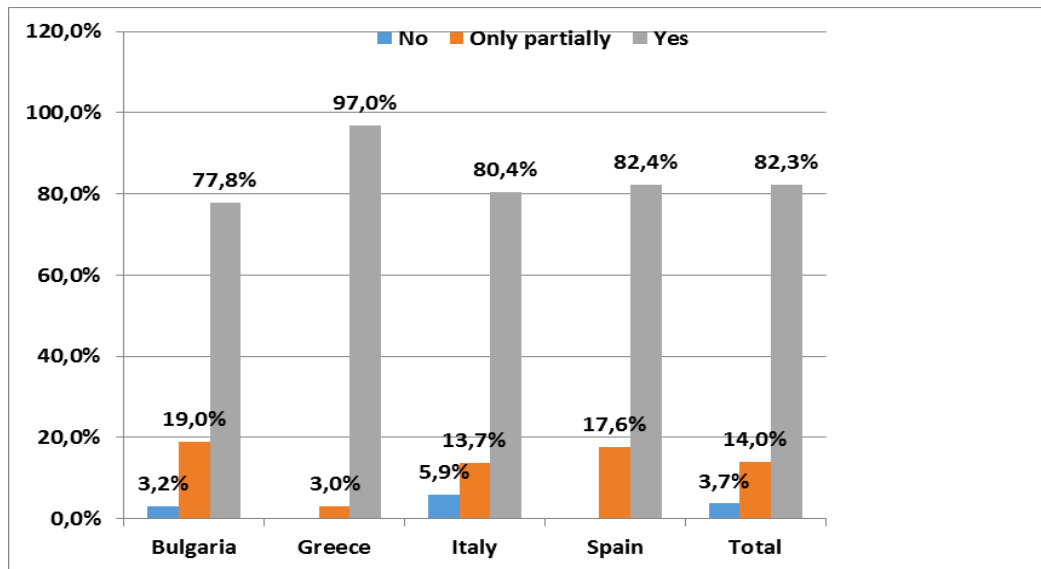
The most frequent types of economic abuse among the women surveyed are not having access to the household income (22.6%), and not being able to freely use their personal income (19.1%). Other forms of economic violence experienced by the women surveyed include having their own expenses monitored (17.6%) and not knowing the household income (16.9%).

As also shown in, the share of women not having access to household income is particularly high in Bulgaria (26%) and Italy (24.4%). These two countries also show the highest share of women not being able to freely use their own income (24% and 21.9% respectively). In Greece, the share of women whose expenses are monitored is particularly high (37%), as well as the share of women not knowing the level of household income (25%).

Considering that an indicator of economic violence is the inability to freely use personal and household earnings, this dimension is further investigated asking if women are free to use as they choose their personal earnings (in the case of those who declared to have personal

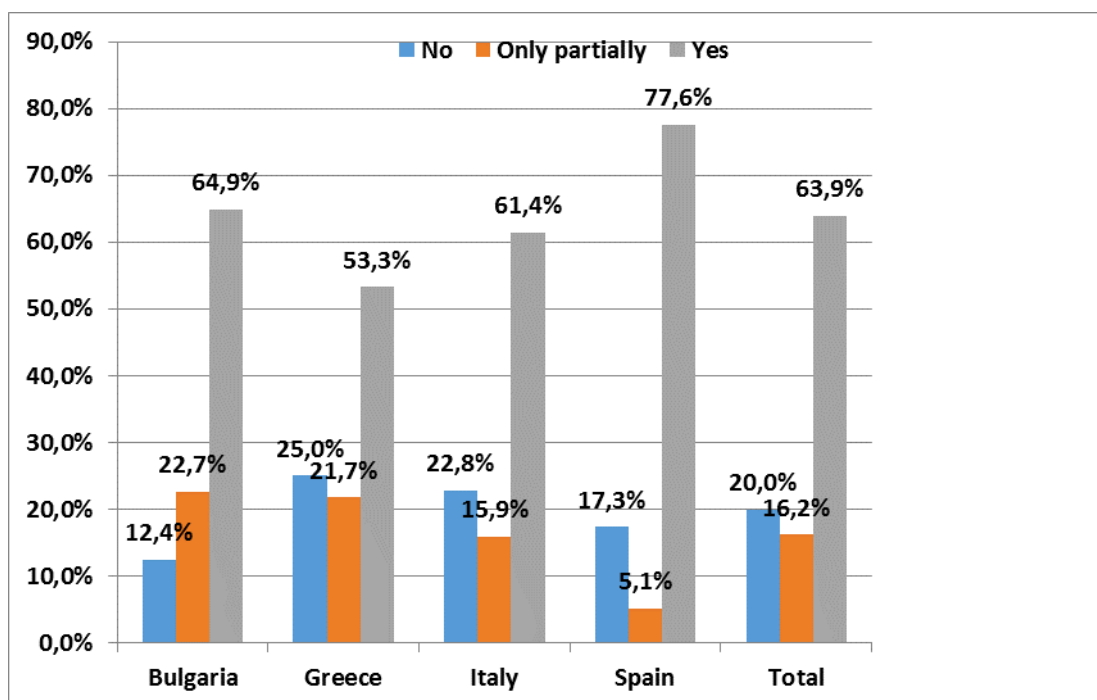
earnings.) and their household income. This information is presented in the two figures 4.16 and 4.17 below.

FIGURE 4.16 - FREE USE OF PERSONAL EARNINGS BY COUNTRY (%. N=215)*



* Net of missed responses

FIGURE 4.17 - FREE USE OF HOUSEHOLD INCOME BY COUNTRY (%. N=476)*



As shown in figure 4.16 most of the women surveyed (82.3%) declared that they can freely use their personal earnings. This share reaches 97% in Greece. On the contrary, in Bulgaria and Italy, approximately one out of five women report that they cannot use freely their own earnings or can use them only partially (22.2% and 19.6% respectively).

However, if we cross these data with those presented in the Table 4.17 on economic abuse, we can immediately see that the “declaration of free use of their personal earnings” is not always coherent with the declaration of “suffering of economic abuse”. Indeed, out of the 177 women who report having free use of their personal earnings, 24 indicated that they had suffered economic abuse at least once, such as not freely using her own money, being unable to open a personal bank account, and having their expenditure monitored. Based on the above, the share of women who have free use of personal earnings is lower than that indicated in the above table and equal to 71.2%.

In relation to use of household income, Figure 4.17 shows that the 63.9% of the women surveyed have free use of household income. This share is higher in Spain (77.6%) and lower in Greece (53.3%). The share of women reporting not having access at all to the household income is particularly high in Greece (25%) and Italy (22.8%). Moreover, of the 304 women who reported that they have free use of household income, 38 indicated that they had suffered economic abuse at least once such as not knowing the amount of household income or its sources, having their expenditure monitored, or not having access to the household income. Hence, the share of women from the total who have free use of household income is lower than indicated in the above table and equal to 55.9%.

These data show discrepancies on what is perceived and what is reality.

The table below shows the comparison of women not victim of economic violence and victims of economic violence in terms of personal characteristics and family conditions.

TABLE 4.18 - MAIN PERSONAL CHARACTERISTICS AND FAMILY CONDITIONS OF WOMEN (%. N=471)

	Not victim of economic violence	Victim of economic violence
Age of women		
18-29	23.1%	16.1%
30-39	31.9%	34.6%
40-49	28.2%	30.7%
50 and over	16.7%	18.5%
Total	100.0%	100.0%
Country of birth of women		
The same country	81.1%	66.9%
Another EU28 country	7.4%	8.3%
Another not EU28 country	11.5%	24.8%
Total	100.0%	100.0%
Family conditions		
% of women with dependent children	67.3%	76.4%
% of women with dependent children up to 13 years old	57.2%	63.1%
Women live with...		
Alone	8.8%	6.7%
Only with partner/husband	6.0%	4.7%
With partner/husband and dependent children	17.1%	36.2%
Only with dependent children	30.0%	26.4%
With dependent children and others	12.4%	4.7%

	Not victim of economic violence	Victim of economic violence
(parents, other relatives, friends, etc.)		
With dependent children in a shelter	3.7%	6.3%
Without children in a shelter	4.6%	1.6%
With others	16.6%	9.4%
With partner/husband and others (not dependent children, parents, other relatives)	0.9%	3.9%
Total	100.0%	100.0%
Educational level		
Less than primary education (No qualifications at all)	5.6%	3.6%
Primary and lower secondary education	22.3%	30.3%
Upper secondary and post-secondary non-tertiary education	48.4%	38.6%
Tertiary education (degree, master, doctorate, etc.)	23.7%	27.5%
Total	100.0%	100.0%
Labour status		
Employed	56.2%	39.8%
Not employed	43.8%	60.2%
Total	100.0%	100.0%
Index of economic independence		
% of women with high level of economic independence	24.9%	16.8%

The women surveyed who are victims of economic violence are less economically independent compared to the others and show similar socio-demographic characteristics as those with low economic independence.

Among the **women suffering economic violence** we observed the following characteristics (profiling) compared to the women who have not experienced economic violence :

- They are more likely to be older and from non EU countries
- They are more likely to have dependent children
- They are more likely to live with their partner/husband and dependent children
- They have primary and lower secondary education or tertiary education
- They are less likely to be in employment.

TABLE 4.19 - INFORMATION ON VIOLENCE EXPERIENCED (%. N=471)

	Not victim of economic violence	Victim of economic violence
Other abuses experienced		
% of victims of physical abuse	71.0%	79.5%
% of victims of psychological abuse	94.0%	98.4%
% of victims of sexual violence	19.4%	18.1%
% of victims of other form of abuses	7.4%	11.4%
Perpetrator of abuses		
Husband/partner	33.2%	59.1%
Ex-husband/ex-partner	48.8%	35.4%

	Not victim of economic violence	Victim of economic violence
Other perpetrator	18.0%	5.5%
Total	100.0%	100.0%
Length of abuses		
Up to 5 years	53.6%	38.4%
From more than 5 to 10 years	24.2%	26.0%
Over 10 years	22.3%	35.6%
Total	100.0%	100.0%

According to the data as seen in Table 4.19, women experiencing economic violence are also more likely to be victims of physical abuse, psychological abuse, as well as victims of other forms of abuse. When it comes to the perpetrator we can see that it is more likely to be the current partner/husband (59%) compared to the perpetrators of women who are not victims of economic violence (husband/ partner 33.2%). The duration of abuse of victims of economic violence is like to last for more than 10 years (35.6% compared to the duration of abuse for victims of other forms of violence 22.3%). This could be explained by the difficulty in identifying economic abuse compared to other forms of violence.

TABLE 4.20 - USE OF SERVICES PROVIDED BY ANTI-VIOLENCE CENTRES (%. N=471)*

	Not victim of economic violence	Victim of economic violence
Shelter	12,0%	9,4%
Protected_flat	4,1%	5,9%
Counselling	86,6%	87,4%
Psycho support	63,6%	75,6%
Legal aid	41,9%	55,5%
Training	8,3%	9,8%
Job orientation	31,3%	43,7%
Access to entrepreneurship pathways	7,8%	2,4%
Welfare/social benefits	10,6%	12,6%
Care services	3,2%	11,4%
Housing and transportation	2,3%	2,0%
Direct financial support	1,8%	3,9%
Indirect financial support	2,8%	2,0%
Other	1,4%	1,2%

* This table shows the % of women who benefited from the various services offered by the anti-violence centres. Each woman could use one or more services provided by the centres.

The women surveyed that report being victims of economic abuse are more likely than the women facing other forms of violence to use:

- Psychological support (75.6% compared to 63.6%)
- Legal aid (55.5% compared to 41.9%)
- Job orientation and training in order to get a job and be able to maintain themselves (43.7% compared to 31,3%)
- Care services (given the higher share of women with dependent children below 13 years) - (11,4% in comparison to 3,2%)
- Access to welfare social benefits and direct financial support (12,6% in comparison to 10,6%).

4.5 USE OF SUPPORT SERVICES PROVIDED BY ANTI-VIOLENCE CENTRES

When it comes to the use of services by the women taken in charge and provided by the anti-violence centres surveyed, it is important to note that the type of services that the different centres provide may affect responses.

TABLE 4.21 - USE OF SERVICES PROVIDED BY ANTI-VIOLENCE CENTRES BY COUNTRY (%. N=552)*

	Bulgaria	Greece	Italy	Spain	Total
Shelter	25.0%	6.0%	8.3%	23.7%	14.7%
Protected flat	12.0%		6.0%		4.5%
Counselling	85.0%	93.0%	85.7%	65.2%	81.9%
Psycho support	79.0%	100.0%	56.2%	60.7%	69.4%
Legal aid	31.0%	68.0%	58.1%	61.5%	55.8%
Training	15.0%	7.0%	9.2%	49.6%	19.7%
Job orientation	22.0%	60.0%	26.3%	85.2%	46.0%
Access to entrepreneurship pathways	16.0%	5.0%	0.5%	25.9%	10.3%
Welfare/social benefits	15.0%	27.0%	5.1%	44.4%	20.5%
Care services	7.0%	16.0%	4.6%	22.2%	11.4%
Housing and transportation	10.0%			11.1%	4.5%
Direct financial support	4.0%		3.7%	8.9%	4.3%
Indirect financial support	3.0%	6.0%	0.9%		2.0%
Other services	2.0%		0.5%	2.2%	1.1%

* The table shows the % of women who benefited from the various services offered by the centre who took them in charge. Each woman could use one or more services provided by the anti-violence centre.

As can be seen in table 5.21, women taken in the charge of the anti-violence centres surveyed use a range of different services. Specifically, we observe that the most frequently used services provided include counselling services (81.9%), psychological support services (69.4%), and legal aid (55.8%). Looking at the results across countries, Greece has the highest rate of use of counselling services compared to the other countries surveyed with 93%. In addition, in Greece all women surveyed used psychological support services (100%), followed by 79% of women in Bulgaria. Women in Greece also comprise the majority of those women accessing legal aid with 68%. Job orientation is also a service that is used to a large extent by women, with 46% reporting using job orientation services, with the majority found in Spain with 85%.

One of the services used least often include support in accessing social benefits, with only 20.5% of the women surveyed reporting using such services with the majority being in Spain (44.4%). All other services used by the women surveyed are used at a rate of less than 20%. For example, the majority of women who have used shelter services are found in Bulgaria (25%) and Spain (23.7%).

The use of services offered by anti-violence centres differs according to the presence of children and employment conditions as shown in tables 4.22 and 4.23 below. As shown in table 4.22, women with dependent children are more likely than the others to use the provision of shelters and protected flats, as well as legal aid, support for access to welfare/social benefits, and care services. table 4.23 shows that non-employed women are more likely than those employed to use services such as shelters, legal aid, support for access employment, and support for access to welfare/social benefits and care services.

TABLE 4.22 - USE OF SERVICES PROVIDED BY ANTI-VIOLENCE CENTRES BY PRESENCE OF DEPENDENT CHILDREN (%.)*

	Dependent children		Dependent children up to 13 years old	
	Yes	No	Yes	No
Shelter	15.7%	11.7%	16.4%	11.5%
Protected flat	5.7%	1.4%	6.5%	1.4%
Counselling	83.3%	77.9%	81.8%	82.2%
Psycho support	69.3%	69.7%	69.9%	69.7%
Legal aid	58.2%	49.0%	59.8%	49.0%
Training	21.6%	14.5%	19.9%	18.3%
Job orientation	45.5%	47.6%	45.2%	46.6%
Access to entrepreneurship pathways	9.8%	11.7%	9.2%	10.6%
Welfare/social benefits	21.6%	17.2%	22.6%	16.3%
Care services	14.0%	4.1%	14.9%	5.8%
Housing and transportation	4.4%	4.8%	4.8%	4.3%
Direct financial support	4.7%	3.4%	5.4%	2.4%
Indirect financial support	2.2%	1.4%	2.1%	1.9%
Other services	1.5%		1.2%	1.0%

* The table shows the % of women who benefited from the various services offered by the anti- violence centres. Each woman could use one or more services provided by the anti-violence centre. Percentages are calculated on valid data (N=552 for dependent children and N=544 for dependent children up to 13 years old).

TABLE 4.23 - USE OF SERVICES PROVIDED BY ANTI-VIOLENCE CENTRES BY WOMEN'S LABOUR STATUS (%. N=552)*

	Employed	Not employed	Total
Shelter	7.1%	19.9%	14.7%
Protected flat	3.5%	5.2%	4.5%
Counselling	83.6%	80.7%	81.9%
Psycho support	67.3%	70.9%	69.4%
Legal aid	46.9%	62.0%	55.8%
Training	4.4%	30.4%	19.7%
Job orientation	19.5%	64.4%	46.0%
Access to entrepreneurship pathways	4.9%	14.1%	10.3%
Welfare/social benefits	6.6%	30.1%	20.5%
Care services	5.8%	15.3%	11.4%
Housing and transportation	3.1%	5.5%	4.5%
Direct financial support	2.2%	5.8%	4.3%
Indirect financial support	3.5%	.9%	2.0%
Other services	1.8%	.6%	1.1%

* The table shows the % of women who benefited from the various services offered by the anti- violence centres. Each woman could use one or more services provided by the anti-violence centres.

4.6 FOCUS ON WOMEN INVOLVED IN TOW'S SESSIONS

Women in the charge of the anti-violence centres in the four countries surveyed have the opportunity to be involved in Training of Women (TOW) sessions. Below we analyse data collected from the anti-violence centres surveyed to provide specific information and profiling women involve in TOW sessions on the women involved.

TABLE 4.24 - WOMEN INVOLVED IN TOW SESSIONS BY COUNTRY (%. N=552)

	Not involved in TOWs	Involved in TOWs	Total	N
Bulgaria	84.0%	16.0%	100.0%	100
Greece	70.0%	30.0%	100.0%	100
Italy	72.8%	27.2%	100.0%	217
Spain	57.0%	43.0%	100.0%	135
Total	70.5%	29.5%	100.0%	552
N	389	163	552	

Women involved in TOW sessions are mainly registered in Spain (43%), followed by Greece (30%) and Italy (27.2%). As shown in table 4.24, when compared to women not involved in TOWs, this group show a higher share of:

- elderly women (over 50 years old)
- women from non-EU countries
- women living in shelters with or without children
- women with low educational levels
- women without a job and with low economic conditions

Thus, we can conclude that women registering for TOW sessions in the countries surveyed have similar characteristics to those women identified as having low levels of economic independence as seen in table 4.24 above.

TABLE 4.25 - MAIN PERSONAL CHARACTERISTICS AND FAMILY CONDITIONS OF WOMEN (%. N=552)

	Not involved in TOWs	Involved in TOWs
Age of women		
18-29	20.6%	24.5%
30-39	34.3%	28.2%
40-49	30.7%	25.8%
50 and over	14.4%	21.5%
Total	100.0%	100.0%
Country of birth of women		
The same country	77.4%	65.6%
Another EU28 country	8.7%	3.7%
Another not EU28 country	13.9%	30.7%
Total	100.0%	100.0%
Family conditions		
% of women with dependent children	74.6%	71.8%
% of women with dependent children up to 13 years old	62.6%	59.9%
Women live with...		
Alone	7.2%	6.7%
Only with partner/husband	5.4%	3.7%
With partner/husband and dependent children	26.7%	16.6%
Only with dependent children	30.8%	28.8%
With dependent children and others (parents, other relatives, friends, etc.)	8.2%	8.0%
With dependent children in a shelter	6.2%	13.5%
Without children in a shelter	2.6%	5.5%

	Not involved in TOWs	Involved in TOWs
With others	10.5%	15.3%
With partner/husband and others (not dependent children, parents, other relatives)	2.3%	1.8%
Total	100.0%	100.0%
Educational level		
Less than primary education (No qualifications at all)	8.9%	9.2%
Primary and lower secondary education	26.0%	38.0%
Upper secondary and post-secondary non-tertiary education	43.0%	28.8%
Tertiary education (degree, master, doctorate, etc.)	22.1%	23.9%
Total	100.0%	100.0%
Labour status		
Employed	48.6%	22.7%
Not employed	51.4%	77.3%
Total	100.0%	100.0%
Index of economic independence		
% of women with high level of economic independence	23.3%	3.7%

TABLE 4.26 - INFORMATION ON VIOLENCE EXPERIENCED (%. N=552)

	Not involved in TOWs	Involved in TOWs
Kind of abuses experienced		
% of victims of physical abuse	79.9%	75.5%
% of victims of psychological abuse	96.1%	98.8%
% of victims of economic violence	50.8%	61.4%
% of victims of sexual violence	15.5%	25.5%
% of victims of other form of abuses	5.4%	19.1%
Perpetrator of abuses		
Husband/partner	43.2%	38.0%
Ex-husband/ex-partner	47.3%	52.1%
Other perpetrator	9.5%	9.8%
Total	100.0%	100.0%
Length of abuses		
Up to 5 years	52.7%	42.9%
From more than 5 to 10 years	23.4%	24.4%
Over 10 years	23.9%	32.7%
Total	100.0%	100.0%

Furthermore, women involved in TOW sessions seem to be more likely than other women to have experienced economic violence, sexual violence and other forms of abuse. In addition, within this group, the perpetrator of violence is more likely to be the ex-husband/partner. Finally, as seen also above in relation to women with low economic independence, women involved in TOW session are more likely to experience violence for longer periods. Almost one third (32.7%) of the women in this group have experienced violence for more than 10 years.

TABLE 4.27 - USE OF SERVICES PROVIDED BY ANTI-VIOLENCE CENTRES (%. N=552)*

	Not involved in TOWs	Involved in TOWs
Shelter	11.6%	22.1%
Protected flat	2.8%	8.6%
Counselling	79.7%	87.1%
Psycho support	65.6%	78.5%
Legal aid	54.0%	60.1%
Training	14.7%	31.9%
Job orientation	30.1%	84.0%
Access to entrepreneurship pathways	6.2%	20.2%
Welfare/social benefits	16.7%	29.4%
Care services	9.8%	15.3%
Housing and transportation	3.1%	8.0%
Direct financial support	4.1%	4.9%
Indirect financial support	1.8%	2.5%
Other	1.0%	1.2%

* The table shows the % of women who benefited from the various services offered by the centre who took them in charge. Each woman can use one or more services provided by the anti-violence centre.

The data collected also shows that women involved in TOW sessions are more likely to make full use of all services available in the anti-violence centres. The largest differences observed are in the use of:

- the provision of shelters and protected flats
- Psychological support
- Training, job orientation and access to entrepreneurship
- Welfare and social benefits
- Care services
- Housing and transportation services

5 WS1 MAIN CONCLUSIONS AND POLICY RECOMMENDATIONS

Work undertaken along main WS1 activities allowed to identify key findings on which drawing the following conclusions and policy recommendations.

KEY FINDINGS/CONCLUSIONS

- As the literary review showed, **economic independence may have a strong role in the decision of exiting from violent relationships especially in the case of intimate partner violence.**

In 2002, the Council of Europe defines, violence against women as: “any act of gender-based violence, which results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion, or arbitrary deprivation of liberty, whether occurring in public or private life”⁵⁰. Another step forward and most recent development came in 2011 with the Council of Europe Convention on preventing and combating violence against women and domestic violence⁵¹. The convention was drafted based on the understanding that violence against women is a form of gender-based violence that is committed against women because they are women.

According to the CoE Convention: “It is the obligation of the states to fully address it in all its forms and to take measures to prevent violence against women, protect their survivors and prosecute the perpetrators. Failure to do so would make it the responsibility of the state”. The convention leaves no doubt: there can be no real equality between women and men if women experience gender-based violence on a large-scale and state agencies and institutions turn a blind eye. Moreover, the convention urges parties to take **measures for the empowerment and economic independence of women survivors of violence.**

This is particularly true for women experiencing intimate partner violence. According to the EU Agency for Fundamental Rights (FRA) violence against women is widespread in Europe and the scale of intimate partner violence is alarming. In 2014, FRA reported⁵² that 22% of women have experienced physical and/or sexual violence in a relationship with a man. Based on the same report, **practice shows that women often remain in such relationships because of their financial dependence and that of their children.**

- The **issues connected to economic independence as a possible way out from violent settings are thus crucial** to be explored.

According to the main socio-economic literature analysed, **economic independence** refers to a condition where women and men have their own access to the full range of economic

⁵⁰ Definition contained in Appendix to Council of Europe Recommendation Rec(2002)5 of the Committee of Ministers to Member States on the protection of women against violence.

⁵¹<https://rm.coe.int/CoERMPublicCommonSearchServices/DisplayDCTMContent?documentId=090000168046031c>.

⁵² European Union Agency for Fundamental Rights, *Violence against women: an EU survey, main results*, 2014. http://fra.europa.eu/sites/default/files/fra-2014-vaw-survey-main-results-apr14_en.pdf.

opportunities and resources—including employment, services, and sufficient disposable income. Generally, **employment** is recognised as the main way to be economically independent and to avoid poverty. This is even more true in the case of women’s economic independence, which is therefore strictly connected with the recognition and valorisation of women’s work. This means, in particular, that the **quality of employment and employment conditions** are especially relevant.

Unfortunately women survivors of IPV are usually survivors of a specific form or of a combination of violent behaviour. The abuser can use a range of tactics⁵³ also to undermine the economic independence of a current or former intimate partner.

- **ad-hoc economic empowerment programmes and economic advocacy strategies represent efforts to help survivors gain or regain their financial footing during and after abuse.** At the same time, **other support services** such as those aimed at up-scaling skills through training and education or those increasing the possibility of entering/re-entering the labour market **are crucial to create the conditions for achieving economic independence** to support the possible escape from violent settings.

Following the 1993 United Nations Declaration on the elimination of violence against women, most states established support services for women survivors of different forms of violence. In general, domestic violence and IPV are the forms of violence most covered, and anti-violence centres have been created to provide assistance.

Generally speaking prevention and protection actions are divided into three categories: primary (mostly focussed on awareness raising actions); secondary (mostly focussed on immediate response to survivors) and tertiary (mostly focussed on medium and long-term responses to survivors).

While usually primary and secondary prevention and protection actions are covered (even if with great difficulties because of the few resources given to these issues by most nations) by national institutions (through, for example, national awareness raising campaigns), NGOs and antiviolence centers, **tertiary prevention is less covered and, most of all, less conceptualised.**

Economic empowerment support/services fall in tertiary prevention, however, **there is no universal definition for the economic support for women survivors of violence**, and, usually, this type of support/service is not acknowledged per se, but, when it is provided, it is usually **integrated within other categories of services** that are also meant to address the more complex and long-term needs of both survivors and their families. These cover different areas: social, employment, financial, legal, child care and housing. All of them can strongly contribute to empower (directly and/or indirectly) women. These supports may include: job skills training and career guidance; financial skills training; support for access to longer-term housing; employment programmes (“good practices” already implemented could be of help providing useful elements on how to deal with these aspects and provide specific support services aimed at, directly and/or indirectly support women survivors of violence’s economic empowerment).

⁵³ National Centre on Domestic and Sexual Violence, Power and Control.
http://www.ncdsv.org/publications_wheel.html.

- As a specific part of the WE GO! Project's *WS1 – Comparative research analysis*, two specific activities (1.3 and 1.4) were focused on the design of a questionnaire and a set of common tools (database and guidelines) to **collect ad hoc data consistent with women's economic independence during the project duration**. Data collected during the WEGO project, despite the fact they do not come from a statistically representative sample of women, provide a **unique set of data and information that is rarely produced by anti-violence centres and made publicly available**. Thus, the data can provide important and unique insights into the links between intimate partner violence and economic independence – an area that has been underexplored and under researched, as well as afforded little attention in policy making on violence against women.

Data confirms that violence against women (and specifically IPV) does not make differences in terms of employment status, educational levels and other main socio-economic characteristics. Indeed, data reaffirm that **violence against women cuts across socio-economic and educational status**. Many women in our sample have upper secondary and post-secondary education and the share of women with tertiary education is also relatively high. Women in employment also represent a 40% and in the majority of the cases it is a permanent full time employment in high skilled and/or semi-skilled non-manual occupations.

However, the design of an **index of economic independence** shows that the large majority of women in the charge of the anti-violence centres surveyed **are not economically independent**.

When looking at type of violence experienced in correlation to level of economic independence, we observe the following:

- ✓ **Women with low level of economic independence** are more likely to experience economic violence (56.5% compared to 44.2%), sexual violence (20.6% compared to 11.6%) and psychological abuse (97.6% compared to 93.7%). Furthermore, **perpetrators are more likely to be the current husband/partner** compared to women with higher economic independence. This group also shows a **higher share of women experiencing violence for more than 5 years** (51.1%, compared to 46.2%).
- ✓ **Women with higher economic independence** are slightly more likely than the other group experience physical abuse (81.1% compared to 78%). Furthermore, **perpetrators are more likely to be the ex-husband/partner** (53.7% compared to 47.4%). Also significant is that women in this group experience violence for a **shorter length of time compared to women with a lower level of economic independence** (53.8% declare less than 5 years of abuse).

Moreover, out of the whole sample, women who are specifically survivors of economic violence are less economically independent compared to the others and show similar socio-demographic characteristics as those with low economic independence. Among the women suffering economic violence we observed the following characteristics compared to the women who have not experienced economic violence :

- ✓ They are more likely to be older and from non EU countries
- ✓ They are more likely to have dependent children

- ✓ They are more likely to live with their partner/husband and dependent children
- ✓ They have lower primary and lower secondary education or tertiary education
- ✓ They are less likely to be in employment.

Women taken in the charge of the anti-violence centres surveyed **use a range of different services**. Specifically we observe that the most frequently used services provided include counselling services (81.9%), psychological support services (69.4%), and legal aid (55.8%).

The women surveyed that report being survivors of economic abuse are more likely than the women facing other forms of violence to use:

- ✓ Psychological support (75.6% compared to 63.6%)
- ✓ Legal aid (55.5% compared to 41.9%)
- ✓ Job orientation and training in order to get a job and be able to maintain themselves (43.7% compared to 31,3%)
- ✓ Care services (given the higher share of women with dependent children below 13 years) - (11,4% in comparison to 3,2%)
- ✓ Access to welfare social benefits and direct financial support (12,6% in comparison to 10,6%).

POLICY RECOMMENDATIONS

- As responses to violence against women have focused, to date, mainly on primary and secondary prevention, there is a need to further conceptualise and investigate what **tertiary prevention can entail and how can be further developed**.

To this end, this report recommends:

- ✓ European and national institutions to support specific researches on tertiary prevention and on how to follow women experiencing violence also after their exit from violent settings exploring new and different medium and long-term responses to survivors.
- ✓ European and national institutions to provide adequate funding streams related to the prevention of violence against women specifically on tertiary level of prevention.

- There is a need to further **understand how services and support provided by anti-violence centres can directly and/or indirectly contribute to the economic empowerment of survivors of violence**.

To this end, this report recommends:

- ✓ European institutions to provide guidelines and measures for the economic independence and empowerment of women survivors of violence.
- ✓ European institutions and National Institutions to introduce a definition on the economic support and economic empowerment for women survivors of violence in close consultation with support services including anti- violence centres.
- ✓ Anti-violence centres to increase actions of advocacy in collaboration with the social, private and public support services (especially those working in the field of employment and housing).

- ✓ Anti-violence centres to increase the number of protocols for action and collaboration with different institutions and/or professional sectors.
- There is a need to **reiterate the importance of collecting data on women taken in charge by anti-violence centres** and in particular on those aspects that can shed light on the link between economic vulnerability and risk of violence.

To this end, this report recommends:

- ✓ European and national institutions to further reflect on confidentiality issues.
- ✓ Anti-violence centres to adopt structured data collection systems as a crucial tool to enable assessment and evaluation of “what works” and “how it works” with regards to different types of intervention.
- ✓ Anti-violence centres to adopt structured data collection systems for internal monitoring, as well as to provide reliable data and information to further support actions and development at national and European level.

ANNEX 1 - SELECTION OF PRACTICES “WITH POTENTIAL”⁵⁴ FOR ECONOMIC INDEPENDENCE - WE GO

Practice/service of anti-violence Centres	Brief description of the practice and of the organization	Why can be of inspiration for the toolkit?	Contacts
BG - Animus Association – Empowerment Programme	<p>The Crisis Centre for Victims of Violence, run by Animus Association Foundation, has been existing since 1998 when Animus set up the centre to offer crisis accommodation and intervention to the most severe cases of women victims of domestic violence (in which IPV is included). Nowadays the centre is the only crisis facility for victims of violence on the territory of the city of Sofia and Sofia region (approx. 2 mill. population) and accommodates about 100 people per year.</p> <p>According to the <i>multidimensional approach</i>, Animus Association offers an integrated social, pedagogical and empowerment program for victims of domestic violence (including IPV). Through the social support focused on social mediation and advocacy, victims and their relatives are helped to cope with the process of autonomy. They are supported in relationships with institutions and territorial services, including legal services and facilitated in access to healthcare, as well as supported in bureaucratic practices and procedures and assisted for relocating school-aged children to another school. They are also provided with a small amounts of money (covering the costs for basic everyday needs) ecc. The social support programme is tailored to the</p>	<p>The Empowerment programme was created to increase victim’s opportunities of social integration through developing skills for finding employment and a strong work intermediation activity very interesting for the modalities adopted and significant results achieved.</p> <p>It can be of use for developing the toolkit addressed to anti-violence centres with regard to the drafting of specific modules aimed at allowing women to economically empower themselves and getting the financial independence.</p>	<p>Contacts: Animus Association, Violina Kirova Telephone: +359 2 983 52 05; 983 53 05; 983 54 05 Email: animus@animusassociation.org Webpage: www.animusassociation.org</p>

⁵⁴ According to the European EIGE methodology, practices with potential (also referenced as “promising practices”), are practices that: **(1) have been working well** (the practice is finished, or at least shows substantial achievement attributed to the practice itself); **(2) can be replicated elsewhere;** **(3) are good for learning how to think and act appropriately.** Beyond practices with potential are practices that **(4) are embedded within a wider gender mainstreaming strategy;** and that **(5) show effective achievement** in terms of advancement of gender equality and/or reduction of gender inequalities. Within the WEGO project, they also respond to three additional specific criteria to be considered when identifying good practices addressing economic empowerment of IPV victims: Women/victim-centred approach (Women victims’ needs, empowerment, autonomy and self-determination should be at the core of any practice addressing economic empowerment. Women should be provided with a supportive environment that treats them with dignity, respect and sensitivity, and supports them to regain control of their lives, to help them in finding a job in order to have their own money and be able to live decently); Multi-agency approach (the coordination and the integration of several organisations/institutions dealing with intimate partner violence and managing services and/or interventions is essential to increase the opportunity to empower women victims of IPV); Multidimensional approach (given the multidimensional features of the violence against women phenomenon (and in particular of IPV, as well as the several dimensions involved in economic independence - employment, education, social networks, income, housing, etc. - it is essential that practices aimed at tackling these issues include a multidimensional approach looking at the phenomenon from different perspectives, and trying to provide several and different answers).

Practice/service of anti-violence Centres	Brief description of the practice and of the organization	Why can be of inspiration for the toolkit?	Contacts
	<p>identified needs of the women and their individual plan. The majority of the women accommodated at the crisis centre benefit from the social programme, which roughly amounts to 100 people per year. The Crisis centre currently offers accommodation and support to women victims of violence and their children who are often victims of violence themselves. In order to meet children's and mother's needs, a pedagogical programme was launched 3 years ago with the financial support of a private donor foundation from Liechtenstein.</p> <p>In particular, an Empowerment programme was created to increase women victim's opportunities of social integration through developing skills for finding employment and achieving financial independence that may prevent women's re-victimisation. The programme includes the following activities:</p> <ul style="list-style-type: none"> - <u>collecting information</u> on available literature on victims' labour rights and the possibilities for their protection; - <u>monitoring the labour market</u> and building a database of existing labour mediators and available information on job vacancies; - <u>offering individual empowerment consultancy</u> for supporting victims of violence in the process of searching for a job and providing basic information on the labour market; - <u>assessing the past professional experiences and qualifications</u> of women, their needs for training and expectations and referral of women to qualifying and re-qualifying courses; - <u>establishing contacts with labour mediators</u>, professional information centres and individual employers to effectively refer the women <p>The counselling process may last from 1 to 10 sessions, Additional sessions can be provided both to look for a specific job on the internet or in newspapers and to make telephone calls to employers if women are not able to do it outside the crisis centre. The empowerment work opens spaces for examining and discussing women's fears and negative experiences, to come up with specific ways for overcoming them. The counselling may continue even after the woman has found a job, if she needs support at the work place. Finally, an important aspect of the empowerment programme is the arrangement of</p>		

Practice/service of anti-violence Centres	Brief description of the practice and of the organization	Why can be of inspiration for the toolkit?	Contacts
	<p>meetings by the crisis centre between potential employers and some of the women benefiting from the programme. Women are supported to prepare and send their CV and to have the interview, after which the employer decides whether to employ the woman. Meetings are also organised in cooperation with some partner organisations who have concluded partnership agreements with employers for a certain number of women who fit the profiles requested by specific employers. The partner organisations organise 1- or 2-day events that allow all the employers and women to meet and to make and receive job proposals. Women are also supported to prepare for the working position if they get the job. Usually the whole process takes a few weeks.</p> <p>Around 50 women victims of violence benefit from the empowerment programme per year and about 80% find jobs after being supported through the programme.</p>		
<p>ES - Fundaci3n Mujeres - Socio-occupational motivation programme</p>	<p>Within its activities, Fundaci3n Mujeres developed job service measures and projects, academic-professional orientation, training, job placement, and supported the creation and consolidation of businesses according to a multi-agency approach coordinating with several organisations/institutions dealing with domestic violence (including IPV) and a multidimensional approach that requires to provide several and different services to address the domestic violence and IPV phenomenon.</p> <p>In particular, in the Principality of Asturias it developed the Socio-occupational motivation programme with the main aim of promoting personal, social, and work aspects of women who are victims of different forms of gender-based violence. The Program includes:</p> <ol style="list-style-type: none"> 1. <u>Personal and social encouragement</u>. This activity is aimed at enforcing women's life projects. The workshop of personal motivation has so far been developed in the locality of Langreo. The selection process of women attending workshops was carried out jointly by the Public Employment Service and Fundaci3n Mujeres. Workshops are organised in the form of group actions. Their contents are structured according to different action areas: personal (self-esteem; personal 	<p>This socio-occupational motivation programme can be of use for developing the toolkit addressed to anti-violence centres as regards the realization of specific modules aimed at allowing women to economically empower themselves and getting the financial independence.</p>	<p>Contacts: Maria Fernanda Salazar Rodr3guez, Project Officer in Cooperation and GBV prevention, Fundaci3n Mujeres Address: C/ Ponzano, 7, 4^a planta, 28010 - Madrid Telephone: 91 591 24 20</p>

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	<p>self-concept; self-image; communication abilities; personal empowerment); social (empowerment and social leadership; basic social abilities: decision-making, conflict resolution; social networks; management of resources); life project (objectives and goals for the realisation of the life project); family (conciliation; parent empowerment; resources for the management of familial relationships); Health (self-evaluation and diagnosis; healthy habits; emotional health; family health);</p> <p>Citizenship (social conscience; civic participation resources; leadership and social participation).</p> <p>2. Vocational training/education support:</p> <ul style="list-style-type: none"> - <i>Work pre-training:</i> Group activities are aimed at the acquisition of basic social abilities, social resources and abilities that encourage the women's future social and work involvement. - <i>Specific training for the overcoming of the key competency tests necessary to access Level II professional certificates</i> for those clients that have not finished compulsory secondary education. - <i>Job training</i> not managed by Fundación Mujeres, but promoted by the Public Employment Service. They depend directly on the Principality of Asturias and are financed by the ESF or the FIP Plan. Fundación Mujeres identifies in the specific webpage (www.trabajastur.com) all the training courses that are suited to the needs of each one of the women who are clients of the project, notifying them of the possibility of enrolment and/or helping enrol them. The Fundación processes the course access requests of job training taking on client monitoring, tutoring and reinforcement. <p>3. A comprehensive service of improvement of employability (Job counselling, guidance, work intermediation and internship programmes) including the following specific activities:</p> <ul style="list-style-type: none"> - <i>Diagnostic interview:</i> the first phase in which the programme is presented and the level of activation of the clients is evaluated, their competencies analysed, and expectations understood. - <i>Experience in work environments:</i> involvement in internship programmes. - <i>Work intermediation:</i> this last phase of the itinerary should on the 		

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	<p>one hand promoting in the students themselves the responsibility of maintaining an active job search and on the other generating in the businesses located in the area a higher level of social commitment through the job placement of women who have been victims of gender-based violence.</p> <p>- <i>Tutorial initiatives</i>: a space of permanent accompaniment aimed at continuing the intervention by providing the clients with support and motivation.</p>		
<p>FR - Centre d'Information des Droits des Femmes et des Familles (CIDFF) - Support for job search or business creation</p>	<p>The CIDFF established in 1972 by the French State as a first information centre for women that today has become the National Information Centre about the women's and family rights (CNIDFF). Other centres have been developed across France in the following years and today the network of the information centres is composed by 114 local associations run by CNIDFF. CNIDFF pursues a multi-agency approach coordinating with several organisations/ institutions dealing domestic violence and intimate partner violence. Indeed, besides offering general services to promote the social, personal and professional autonomy of women and Gender Equality, it also offers specialised information and accompaniment services for women victims of violence (including IPV) by means of a professional team (lawyers, psychologists, social workers, marriage and family counselors).</p> <p>In particular, it provides discussion groups and training of professionals working with women victims of violence (police, police, social workers, doctors, judges). Their services also aim to allow women to achieve economic independence through a personalized work accompaniment service, including analysis of the employment situation of the victims and support for job search or business creation.</p>	<p>Although not specifically provided by an anti-violence centre, this practice can be of interest for its specific support for women increasing their possibilities to get the financial independence through developing skills for finding employment.</p>	<p>Contact: Centre d'Information des Droits des Femmes et des Familles (CIDFF) 165, Boulevard Sérurier 75019 Paris Telephone: 01 44 52 19 20 E-mail: femmesinfo@cidffdeparis.fr Webpage: www.infofemmes.com</p>

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<p>GR - Women's Centre of Karditsa - Cooperation with the Employment Department and the Centre Care facilities</p>	<p>The Women's Centre of Karditsa has a specific <i>Department of Support for Women victims of domestic violence</i>. The department is staffed with a specialized Psychologist, Social Worker, Sociologist and a Legal Advisor. In according to the <i>multidimensional approach</i>, it provides: support and counseling, both Psychosocial and Legal, with individual and group sessions; empowerment support; information and public awareness initiatives on domestic violence issues; mediation and referrals. In according to the multiagency approach, the Department develops a cooperation network with institutions, both public and private, NGO and other bodies, mediating and referring to hostels, the police, the court, hospitals.</p> <p>Particularly relevant is the cooperation of the Department with the Centres' support and the Employment Department aiming at reintegrating these women in the social arena. The Department for the Promotion of Female Employment is staffed with employment counselors, permanent or external personnel of the entity and their services are addressed to women in general (not only victims of domestic violence). It provides information, counseling and support services to women who are looking for their first job, who want to improve their professional skills, to be reintegrated into the labor market, women who are interested in creating their own business, aiming at their integration in the labor market. Women who are victims of domestic violence (including IPV) can benefit of the Employment Department support. Information service is about: the labor market and employment opportunities; vacancy notices by national or local entities; programs for education and training, support and strengthening entrepreneurial activity; European or national programs to battle unemployment; financial tools. <u>Counseling and support</u> is provided for: orienting in the labor market and shaping professional goals; boosting professional qualifications; the development and implementation of the business idea.</p> <p>In addition to the support of the Employment Department, women victims of violence can also benefit of the Children's Corner for Creative Activities and the nursery which host children of already working women, of women who wish to enter the work arena, and of women who attend training programs.</p>	<p>This practice can be of use for developing the toolkit addressed to anti-violence centres as regards the realization of specific modules on job counselling, guidance and work intermediation aimed at allowing women to economically empower themselves and getting the financial independence. Particularly interesting is the provision of the childcare facilities to allow women to attend training or to work.</p>	<p>Contact: Aikaterini Velessiotou, Women's Centre of Karditsa (Greece) Address: ketivele@gmail.com</p>

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IE -SONAS	<p>Sonas is the largest provider of frontline services to women and children experiencing domestic abuse in the greater Dublin region. As of 1 January 2015, all their activities are funded by Tusla - The Child and Family Agency. It pursues a <i>multi-agency approach</i> coordinating with several organisations/institutions dealing domestic violence including IPV.</p> <p>Their services specifically concern: <i>refuge</i> for women escaping the violence; <i>information service/counselling about legal matter and procedures</i>; <i>visiting Support & Crisis Intervention services</i> to provide psychological and informative support; <i>Crisis intervention service</i> which is a specific support for women and children experiencing domestic violence (including IPV) and who are in homeless services.</p> <p>In particular, Sonas provides a significant Housing Programme since 1992 when established the Sonas Housing Association, a specialist social housing organisation which provides accommodation and/or support to women and their children who are homeless primarily because of domestic violence (including IPV). At the moment there are four on-site supported housing service with approximately <u>50 housing units</u> in the Dublin area. Sonas Housing also supports the provision of transitional housing in rural areas, in partnership with local frontline services responding to domestic violence. Women are provided with housing for a period of up to two years.</p>	<p>Housing constitutes an important element in the provision of long-term services for victims of violence. Finding accommodation may be especially difficult for poor and single women who have often been prevented from building up or accessing financial resources. For these reasons having a housing programme for centres is crucial to allow women victims of violence to start an autonomous and independent life.</p> <p>This practice has developed a unique model of transitional and permanent housing for women and their children who have left their own homes as a result of domestic violence (including IPV). It can be of use in the discussion at Thessaloniki in order to include the "housing topic" in the toolkit.</p>	<p>Contact: Sonas, Fiona Ryan (CEO); Cristina Hurson, Head of Services Telephone: 0879525217 Webpage: http://www.domesticabuse.ie/</p>

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<p>IT - Casa delle donne maltrattate di Milano</p>	<p>This association of women was created in 1986. In 1992 the first shelter was opened and now the association manages 5 shelters hosting women.</p> <p>It pursues a multi-agency approach coordinating with several organisations/institutions dealing with intimate partner violence and managing services and/or interventions. In particular, this association is part of national (D.i.R.e.), regional and local anti-violence center's networks.</p> <p>Given the multidimensional features of the violence against women phenomenon, this association aimed at tackling these issue according to a multidimensional approach looking at the phenomenon from different perspectives, and trying to provide several and different answers/services. Indeed, it provides information, training and awareness raising activities addressed to schools, teachers, firms, institutions and professionals, but its primary objective is to lead women victims of violence towards autonomy and independence. To achieve this goal are provided many services and kinds of support, such as: listening phone service; legal counseling and support; psychological support; social inclusion support; counselling service on the economic violence; financial support (a sum of money) for immediate help; job counselling, guidance to look for a job; counselling/housing intermediation services to find an apartment at the conclusion of the hospitality project.</p> <p>In particular, it also provides support for business creation. Within the <i>"Ri-Milano Ricaricarsi e Ripartire project"</i>, a social cooperative - the <i>"Six petals cooperative"</i> - was established. The cooperative carries out activities aimed at providing employment for women coming out of gender-based violence episodes and who need re-enter in the labour market. The goal is to promote, rebuild, renew and upgrade the professional skills of women, through field activities.</p>	<p>Developing entrepreneurship may be the road to economic self-sufficiency. Women who are victims of violence can actually rebuild themselves through business creation that can also contribute to enable women's development on a social and personal level especially increasing their confidence in themselves.</p> <p>The "Six petals cooperative" created by the women who are victims of violence can be a significant example for developing a module on entrepreneurship within the toolkit.</p>	<p>Contact: Manuela Ulivi Telephone. 02.55015519 02.55019609 E-mail: info@cadmi.org Webpage: www.cadmi.org</p>

Practice/service of anti-violence Centres	Brief description of the practice and of the organisation	Why can be of inspiration for the toolkit?	Contacts
<p>IT - D.i.R.e (Women's Network against violence) - Professional training and placement of victims of violence (CAMST)</p>	<p>The National Association D.i.R.e (Women's Network against violence) was founded in 2008 and is the first Italian Association of independent women's centres and shelters against violence, whose aim is to constitute the first National Coalition to develop and promote the different experiences of all local centres against violence in Italy. D.i.R.e coordinates 66 Centres against violence and Women's Shelters. These Centres, in their twenty-year activity throughout Italy, have given aid and support to thousands of women and their children, have promoted knowledge, research, strategies and practices in order to strengthen the center's and shelter's activities and facilitate a cultural change on violence against women in Italian society.</p> <p>It pursues a <i>multi-agency approach</i> coordinating with several organisations/institutions dealing with domestic violence (including IPV) and a <i>multidimensional approach</i> looking at the domestic violence (including IPV) phenomenon from different perspectives, and trying to provide several and different answers/services. Specific attention to the victim's economic independence topic has been devoted for years.</p> <p>Recently (in January 2016), at <i>Women's International Home</i> in Rome, the association D.i.Re organised the first two training days targeted at anti-violence centres' practitioners in order to promote and spread specific competencies on job guidance, empowerment and support to job placement for the women going to the anti-violence centres. At first, the training activities involved 30 women from all over Italy but during the year other training and exchange sessions will be provided to activate and support job guidance services in all centres that are members of the D.i.Re network.</p> <p>Furthermore, thanks to the GUESS Foundation a contribution will be also possible to activate work grants to women, available at 10 selected centres throughout the country.</p> <p>D.i.R.e has also been committed for these years in supporting the job placement of women who have been victims of gender-based</p>	<p>This practice increases the women possibilities to get the financial independence through both specific job placement activities and training addressed to professional in order to promote and spread specific competencies on job guidance, empowerment and support to job placement for the women going to the anti-violence centres.</p> <p>Both activities can be of use for developing specific modules on women's job placement and how to realize training courses for professionals covering the financial independence issue within the toolkit.</p>	<p>Contact: D.i.Re - Donne in Rete contro la violenza Telephone: +39 392 720 0580 Email: progetti.direcontrolaviolenza@women.it</p>

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	<p>violence.</p> <p>A significant example is the action carried out within the “<i>E’ ora di cambiare tono</i>” Project, along with the CAMST company.</p> <p>The CAMST company offers work placements at its production facilities (kitchens, self-service, canteens, etc.) located throughout Italy for women escaping from IPV and domestic violence. The economic self-determination is crucial to build a new life free of violence. This is the first experience of this kind in Italy and 32 women were hired.</p> <p>The inclusion in the company has been promoted through an agreement with the anti-violence centres of D.I.Re. Network (Women Against Violence Network) which includes no less than 65 women's refuges.</p> <p>The operators of the centres follow the women in the path of integration (tutoring) and ensure security and confidentiality.</p> <p>The CAMST constitutes a socially responsible company and a “sensitive” environment in which processes of awareness on violence against women have also been prepared</p> <p>As part of the project it has also created the site www.puntodonne.it, supported by CAMST and produced by COSPE which has two objectives: to inform on legislation and initiatives concerning women's rights and, at the same time, offering practical tools to women in need who seek support and protection to escape the spiral of everyday violence.</p>		
<p>UK - The Haven Wolverhampton</p>	<p>The Haven Wolverhampton is a charitable organisation which provides practical and emotional support to women and children affected by domestic violence (including IPV) and one of the largest refuge providers in UK.</p> <p>It pursues a <i>multi-agency approach</i> coordinating with several organisations/institutions dealing domestic violence and IPV.</p> <p>In particular, the Haven Wolverhampton Financial Inclusion Project in the United Kingdom began in 2009 with support from the private Nationwide Foundation Investors Programme. The initiative provided financial support to women affected by domestic violence and IPV and delivered training to help women make informed</p>	<p>This practice is very specialist and tackles the issue of achieving economic independence for violence victims through a set of integrated support ranging from counselling, guidance and training. It also offers examples of practical tools (the money advice game and the Guide) that can be of use in the discussion at Thessaloniki.</p>	<p>Telephone: 01902 572140 email: info@havenrefuge.org.uk Webpage: http://www.havenrefuge.org.uk</p>

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	<p>choices when dealing with financial institutions. The project also offered advice and guidance on budgeting, money management, support and signposting. Women had the opportunity to access small grants and volunteer to promote their independence. The Project also provided training to financial sector professionals to improve their knowledge and understanding of financial abuse toward developing best practice guidelines for effectively supporting victims.</p> <p>In detail, among their activities:</p> <ul style="list-style-type: none"> - FREE specialist debt advice and guidance on budgeting and money management; - Money advice game; - Guide to achieving economic independence after the abuse; - Training program in workplace. <p>At the moment, the project offers a specific financial support, the “Financial Empowerment Services”, that includes a Debt Management Officer who is able to:</p> <ul style="list-style-type: none"> - provide face to face debt advice to clients being supported by The Haven Wolverhampton. - deliver the ‘Moving on through Economic Empowerment’ Course to develop and enhance client skills in areas such as Budgeting, Saving, Employment and Housing. <p>The Financial Empowerment Service also includes a Telephone Debt Advisor who is able to:</p> <ul style="list-style-type: none"> - Provide a telephone based money and debt advice service to women who are vulnerable to domestic violence, homelessness and abuse. - Empower women to live financially independent lives, creating better futures for themselves and their children. 		
<p>UK – Women’s Aid – Change that last Program</p>	<p>The national domestic abuse charity Women’s Aid, in wider partnership with domestic abuse charity SafeLives, has launched a new comprehensive approach and scheme to tackle domestic abuse</p>	<p>This practice is of particular interest because to design it, Women’s Aid has reviewed current</p>	

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	<p>(including IPV) called 'Change that Lasts'. 'Change that Lasts', which is funded by the Big Lottery Fund's Women and Girls Initiative, will be piloted in Northumbria, Nottinghamshire and Surrey to help women experiencing domestic abuse receive support earlier, and help them to achieve long-term recovery and independence.</p> <p>Change that Lasts' is formed of three main schemes within which will work together to get victims of domestic abuse to safety, freedom and independence quickly: 'Ask Me', 'Trusted Professional' and 'ExpertSupport Services'.</p> <p>'Ask Me', a community-based campaign, aims to create communities in which victims can disclose abuse early, and access support quickly. The scheme will create safe spaces in local business and community settings where women experiencing coercive control and other forms of domestic abuse can talk to someone and get help they need quickly. 'Ask Me' appeals for residents who work in jobs that interact frequently with local communities to become an 'Ask Me Ambassador' and help spot victims of domestic abuse and signpost women for additional help to their local services.</p> <p>'Trusted Professional', a campaign centred around support and professional services, will provide specific training to those working in a service that are likely to have contact with victims of domestic abuse (including IPV) – for example a health visitor, children's centre, drug/alcohol support, housing and family intervention. The training will help these professionals to identify the signs of domestic abuse and violence, provide support and advice including safety-planning and signpost victims accordingly.</p> <p>'Expert Support Services', a specialist domestic violence services focussed scheme working with local services to adopt a strengths-based, needs-led, trauma-informed approach, reflective of the Change That Lasts model.</p>	<p>approaches to tackling domestic abuse and the systems in place which are currently not working effectively. Victims frequently report to Women's Aid that opportunities to help them were missed. The charity has therefore proposed a new model to provide a framework that facilitates the shortest, and/or most effective route to safety, freedom and independence for each victim. This programme will put the victim at the heart of it, basing the support given on their individual situation and the resources available to them; for example, support from her friends, workplace, or a family network.</p>	
<p>US - Sanctuary for Families Network - Sanctuary's economic empowerment programme (EEP)</p>	<p>By 1985 Sanctuary for Families Network is dedicated to the safety, healing and self-determination of victims of domestic violence (including IPV) and related forms of gender violence (they also expanded our activity in sex trafficking and female genital and mutilation fields).</p>	<p>This is a very interesting practices carried out in the United States. The economic empowerment Programme has achieved remarkable results in terms of</p>	<p>Contacts: Angelo J. Rivera Director, Economic Empowerment Program</p> <p>Address: PO Box 1406</p>

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	<p>Currently it employs nearly 200 lawyers, clinicians and support staff, and operates out of 19 locations throughout New York City. They were providing shelter to 35 women and children each night and operating a day-care program (shelter to over 500 women and children are annually provided).</p> <p>According to a multidimensional approach, they offer a comprehensive services for the victims and their children through outreach, education, individual consultancy (psych-social support), advocacy (legal support) and economic empowerment services.</p> <p>In particular, since 2011 this network has adopted the Sanctuary's economic empowerment programme (EEP) which includes seven core principles⁵⁵ and a “seven career keys” approach⁵⁶ to workforce development adopted by the network in order to resolve structural and individual barriers.</p> <p>More in detail the seven career keys approach to workforce development include:</p> <ol style="list-style-type: none"> a. Professional development, b. Literacy (10th grade or higher), c. Intermediate English proficiency, d. Secondary education, e. Intermediate IT skills, f. Occupational skills and g. Work experience <p>The EEP curriculum comprises two core workshops and additional training components:</p> <ol style="list-style-type: none"> 1. Career Readiness Workshop (CRW) <ol style="list-style-type: none"> a. Four-week program, 25 hours per week b. Career development and planning c. Resume and cover letter writing d. Interview skills e. Job search process 2. Office Operations Workshop (OOW) <ol style="list-style-type: none"> a. 14-week program, 25 hours per week 	<p>capacity to meet the victim's need as regards their economic independence.</p> <p>Their activities can be of use for developing specific modules on women's training and job placement within the toolkit.</p>	<p>Wall Street Station New York, NY 10268 Telephone: (212) 349-6009 Fax: (212) 349-6810 E-mail: info@sffny.org Webpage: https://www.sanctuaryforfamilies.org/about-us/our-team/</p> <p>More information on details of the project and the Sanctuary's economic empowerment programme (EEP) can be found in the following link: http://www.sanctuaryforfamilies.org/wp-content/uploads/2016/03/EEP_Report_FINAL_FEB-29_NON-PRINT-for-web.pdf</p>

⁵⁵ The seven core principles include 1. Getting “just any job” is not a pathway to self-sufficiency, 2. Activating “a belief system”, 3. Focus training on upgrading office technology skills, 4. Meet the living-wage labour market on its terms, 5. Unleash the power of the social work profession, 6. Poverty alleviation gives the poorest New Yorkers the space they need to complete intensive training, 7. Supportive services are critical.

⁵⁶ The seven career keys approach to workforce development include: a. Professional development, b. Literacy (10th grade or higher), c. Intermediate English proficiency, d. Secondary education, e. Intermediate IT skills, f. Occupational skills and g. Work experience.

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	<ul style="list-style-type: none"> b. Information technology training c. Microsoft Office Certification d. Reading and math literacy skills building e. Professional development f. Civic and community engagement g. Additional training and support h. Certificate programs i. Adult education courses j. Internships k. Mentoring <p>The network also provides <u>children's services</u> for women victims of IPV with children, which is one of the most important services and assistance for women victims of IPV with children. They also underline that for victims of IPV, getting <i>"just any job"</i> is not a <i>pathway to self-sufficiency</i>. This is very important when it comes to women victims of IPV. The aim should be to assist women in finding long-term employment in contrast to a low-skills job with no growth potential that will not provide them with financial independence and possibly send them back to the cycle of violence and poverty. Finding just any job to women victims of IPV is probably perpetuating the current situation currently faced by women victims of IPV. By providing a holistic approach to women victims of violence from skill training to finding the right job will also relieve the system of public assistance.</p> <p>Over the past five years, EEP has grown into a highly successful career and hard skills training program that has served more than 500 domestic violence victims to date, with an impressive 88% program completion rate.</p> <p>The program has consistently achieved placement rates of 66% and one-year retention rates of 65% for program graduates.</p> <p>EEP graduates have attained jobs with wages 57% higher than New York State's minimum wage – including numerous graduates who obtained significant raises and promotions.</p>		
US - Allstate Foundation - The	Research shows that lacking financial knowledge and resources are the main factors that keep victims in relationships with their	The Allstate Foundation Domestic Violence Program provides victims	Contact: Allstate Foundation Webpage:

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<p>Moving Ahead Through Financial Management Curriculum and Career empowerment curriculum</p>	<p>abusers. In this perspective, the Allstate Foundation Domestic Violence Program working together with Allstate Financial provides victims with the financial knowledge, skills and resources they need to get safe and stay safe.</p> <p>According to the multiagency approach, they partner with the National Network to End Domestic Violence (NNEDV)⁵⁷ which offers a range of programmes and initiatives to address the complex causes and far-reaching consequences of domestic violence. Through cross-sector collaborations and corporate partnerships, NNEDV offers support to victims of domestic violence who are escaping abusive relationships (IPV)- and empowers victims to build new lives. This collaboration underlines the importance of building strong coalitions and along the way, filling the gaps that one organisation cannot provide to women victims of IPV.</p> <p>More in details the Foundation helps women experiencing violence to be prepared for the future by helping them better understand and manage their personal finances and it offers tools and resources to achieve these goals.</p> <p>1. Moving Ahead Through Financial Management Curriculum It includes strategies for addressing the complex financial and safety challenges of ending a relationship with an abusing partner, information on how to protect personal and financial safety in an abusing relationship. After leaving an abusive relationship, it covers methods for dealing with the misuse of financial records and tools to help people of all incomes and earning power work towards long-term economic empowerment, including budgeting tools. This curriculum is also provided on-line. These downloadable materials are available free of cost and any personal information of the victims is protected and not shared.</p> <p>In addition, Webinars series to expand the victim’s knowledge of important financial topics are provided.</p> <p>2. The Career Empowerment Curriculum It was designed by Women Employed and The Allstate Foundation</p>	<p>with the financial knowledge and skills (to manage their personal finances) and resources to support women in their career empowerment (search for a job and job retention).</p> <p>All their activities can be of use for developing specific modules on the financial independence issue within the toolkit.</p> <p>Moreover, this practice is particularly interesting because “The Moving Ahead Curriculum Through Financial Management” was created so that advocates and programs could use it in multiple ways to reach and meet the needs of those they serve.</p>	<p>https://www.allstatefoundation.org/foundation_overview.html</p>

⁵⁷ <http://nnedv.org/about.html>.

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	<p>particularly for victims of domestic violence, to help them feel safe and confident throughout the process of getting a job, to help them elevate their thinking from "just getting a job" to "starting a career," and to do so in a way that fully acknowledges the particular challenges that victims often face. The curriculum refers to many different career types - blue collar and white collar - and is relevant for victims with any skill set. The curriculum covers five key topics: Being Safe During the Job Search and at Work; Choosing and Planning for the Career You Want Getting Started in Your Career; Preparing for Your Job Search; Sharing Information and Communicating throughout the Job Search and at Work.</p>		

Produced with the financial support of the Rights, Equality and Citizenship (REC) Programme of the European Union. The contents are the sole responsibility of ActionAid International Italia Onlus and the project partners and can in no way be taken to reflect the views of the European Commission.



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