

D5.1 EVENT DESCRIPTION SHEET

(To be filled in and uploaded as deliverable in the Portal Grant Management System, at the due date foreseen in the system.

 Please provide one sheet per event (one event = one workpackage = one lump sum).)

PROJECT	
Participant:	3 – WOMEN'S CENTER OF KARDITSA (WCK)
PIC number:	913926144
Project name and acronym:	Cities 4 ELLA: Empowerment, Liberty, Leadership and Awareness for women survivors of GBV — ELLA

EVENT DESCRIPTION			
Event number:	WP5 / D5.1		
Event name:	LABOR MARKET INCLUSION, GENDER BASED VIOLENCE AND NETWORKING MEETING N.1 GREECE		
Type:	workshop		
In situ/online:	In situ		
Location:	Greece, Karditsa		
Date(s):	08.06.2026		
Website(s) (if any):	https://www.wck.gr/event-item/cities-4-ella-empowerment-liberty-leadership-and-awareness-for-women-survivors-of-gbv-ella/		
Participants			
Female:	30		
Male:	9		
Non-binary:	0		
From country 1 Greece:	Greece: 39 (includes 2 staff members)		
Total number of participants:	39	From total number of countries:	1
Description			
Provide a short description of the event and its activities.			
The final event of the working group on “Labour Market Integration, Gender-Based Violence, and Networking” took place on June 8, 2026, in the City Council Hall of the Municipality of Karditsa. The event was organized as part of Work Package 5 (WP5) of the Cities4ELLA project. The event was attended by key organizations and partners of the local multi-stakeholder network, including the Municipality of Karditsa, the Municipality of Ellassona, the Cooperative Bank of Karditsa, the Development Agency of Karditsa, the Trade Union of Karditsa, the General Hospital of Karditsa, the Police Department Office against Domestic Violence of Karditsa, and others. New organizations also participated, such as the School of Higher Vocational Training of DYPA, the Municipality of Limni Plastira, the NGO Apostoli, the Community Center of the Municipality of Mouzaki, scientific advisors of members of parliament, and others. These organizations will either be included in the new, expanded protocol as members or as collaborating organizations. The official event on June 8, 2026, was a continuation of previous meetings and collaborations among the organizations that make up the Karditsa ecosystem and its connection to the existing territorial protocol. Some of these organizations were part of the previous protocol and the Karditsa's Ecosystem, while others are new stakeholders. The event focused on coordinating cross-sectoral collaborations, presenting the project's work priorities, and outlining the actions in which each organization can participate. The event was in line with the objectives of WP5: A. to setting of the priority goals and the implementation during the course of the project B. to strengthen cooperation among the organizations involved in achieving these objectives, as well as engaging other new stakeholders to support the expanded Protocol's objectives. The agenda included a review of previous meetings and the objectives of this meeting, an update on the Working Groups and the “pillars”/priorities of actions to support the integration of women women			

survivors of GBV into the labour market as they have been shaped to date, a presentation of the Cities 4ELLA project, self-presentation of the participants organizations and a discussion on how to develop the strategic plan.

As detailed in the minutes below, the participants discussed the need to make the cross-sectoral synergies permanent through standardized referral procedures, to link counseling support services with funding tools and to establish a monitoring group aimed at integrating women survivors of GBV into a safe work environment.

Key monitoring actions include coordination among WCK and the participants' stakeholders working group, the development of a common system of standardized referral and collaboration procedures among cross-sectoral agencies, the establishment of Contact Points/Antennas at various agencies and Municipalities, training new stakeholders and the contact points/antenna on issues of Gender-Based Violence, exploring new tools such as a training program for specific cross-cutting skills, thematic sessions for future meetings, as well as policy recommendations regarding the economic independence of women who have survived Gender-Based Violence.

Minutes meeting - Work and Gender-Based Violence Table meeting n. 5 – Greece

Agenda

- Presentation of the Cities4ELLA project and its connection to the existing territorial protocol
- Update on the Working Group and Presentation of the proposals/outcomes of the working groups
- "Pillars"/Priorities of actions to support the integration of women survivors/victims of violence into the labor market as they have been shaped to date
- Self-presentation of the participating organizations
- Discussion on how to develop the strategic plan, Definition of priorities and actions

Discussion Points from Participants:

Institutional coordination and governance

- Strengthen cooperation among partner organisations through standardized referral and collaboration procedures.
- Reinforce coordination between WCK, municipalities, public institutions and local stakeholders.
- Establish Contact Points within participating organisations to facilitate referrals and cross-sectoral collaboration.

Labour market inclusion and economic empowerment

- Develop concrete pathways to support the labour market integration of women survivors of GBV.
- Strengthen cooperation with employment services, employers and labour market actors.
- Improve matching between women's skills and local labour market opportunities.
- Promote entrepreneurship and financial literacy initiatives through collaboration with specialised organisations.

Capacity building

- Design training programmes for new partner organisations and Contact Points on gender equality, GBV and labour market inclusion.
- Organise future thematic sessions on economic violence, workplace interventions, social cooperative enterprises and women's economic empowerment.

Community engagement and networking

- Strengthen collaboration with municipalities, Community Centres, NGOs and local organisations.
- Promote awareness-raising activities within local communities, including rural areas.
- Expand the local multi-stakeholder network by involving new organisations and strengthening existing partnerships.

Innovation and future development

- Explore digital tools to facilitate coordination among partner organisations.
- Develop shared policy recommendations to improve the socio-economic empowerment of women survivors of GBV.
- Establish a common monitoring approach to support the implementation of the Strategic Planning Document.

Main Challenge/Key Issues:

- clarify mapping, role, training, and referral procedures between

- better connect and focus on women's employment and vulnerability survivors of GBV
- to move beyond welfare-based approaches of gender-based violence and to move toward a sustainable local or regional path to employment based on the needs of both women and local companies

Decisions / Actions Taken:

Establishment of standardized referral procedures: collaboration among different actors (whether via official protocols or via collaborative networks)

- Categorize organizations into a two-level network based on their legal authority, capacity, and proximity to the survivor's immediate safety. This separation ensures that the core protocol remains fast and secure, while the wider network provides comprehensive, long-term integration tools.
- Have to agree with mandatory participating rules
- Must legally commit to appointing a dedicated, trained Connect Point
- Create unified, anonymized referral templates that outline a survivor's professional skills, scheduling constraints, and security needs without exposing sensitive case details.
- Establish strict "service-level agreements"
- Hold quarterly evaluation meetings with focal points/ antennas from all participating organizations to review referral procedures, update localized services, and address gaps in survivor placement

Establishment of Contact Points/Antennas in organizations

- The contact points must have the right professional placement and personal aptitude to handle sensitive data.
- Document exactly what they are responsible for doing—and what they are not allowed to do
- Their role is strictly to provide immediate comfort, explain WCK's free services, secure the person's explicit consent, and directly hand over the contact to the AVC of WCK

Agreed on the importance of:

- Designing training programs for new members or partner organizations on issues of equality, GBV and access to the labour market
- Planning/designing detailed thematic sessions for future working group meetings, e.g., economic violence, workplace interventions, inclusion, organizing training to establish social cooperative enterprises
- Defining shared objectives in relation with cross sectoral synergies
- Developing concrete pathways for women's economic empowerment
- Improving engagement with local or regional employer organizations
- Ongoing initiatives on financial education, anti-discrimination, skills trainings

Confirmed the strategic relevance of:

- Strengthen collaboration between WCK's AVC and new partners organization
- Improving engagement with local or regional employer organizations
- Improve matching mechanisms between labor demand and supply

Acknowledged key gaps:

- Low participation of employers' associations, small-scale manufacturing companies in the region, individual employers

To Do / Follow-up

- **Institutional Coordination:** Establishment of standardized referral procedures between the AVC at the Karditsa Women's Center, partner organizations, and agencies implementing the protocol, with:
 - Mapping of support organizations and services that will either participate in the expanded protocol or remain part of the collaboration network
 - Creation of standardized, anonymous referral templates that describe the survivor's professional skills, time constraints, and safety needs, without disclosing sensitive details of the case.
 - Establishment of strict "service level agreements"
- **Operational Tools:** establishment of Contact Points/Antennas
 - Contact points must have the appropriate professional training and personal skills to handle sensitive data.
 - Their responsibilities—and what they are not permitted to do—must be clearly documented.
 - Their role is strictly limited to providing immediate comfort, explaining WCK's free

services, obtaining the individual's explicit consent, and immediately referring the case to WCK's AVC

- **Planning/designing Thematic Sessions:** thematic sessions for future working group meetings, e.g. economic violence, workplace interventions, inclusion, organizing training to establish social cooperative enterprises, with structure of each meeting as an action-oriented workshop
- **Training:** Designing training programs for new members or partner organizations on issues of equality, GBV and access to the labour market such as:
 - Foundational Literacy; e.g. Gender Equality & GBV
 - trainings based on what each partner needs to do differently in their daily operations to support survivors
 - training the partners on how to execute the standardized referral procedures safely
- **Stakeholder Engagement:**
 - Linking counseling support services with funding tools
 - Improving cooperation with local and regional employer organisations through roundtables and the signing of Memoranda of Understanding (MoUs).
- **Extended Version of Strategic Planning Document,** as the operational roadmap for transitioning survivors of gender-based and economic violence from crisis and psycho-social support to complete financial autonomy and labor market integration
- Policy and advocacy recommendations for integrating Gender-Based Violence (GBV) survivors into the labour market, focus on identifying the gaps, removing barriers and building secure work environment
- **Monitoring and Governance:**
 - Organize quarterly evaluation meetings with the coordinators/representatives of all participating organizations to review referral procedures, update local services, and address gaps
 - Establish a regular meeting calendar to ensure continuity of the Working Group

The event reached **39 participants from Greece**, meeting the lump-sum target range of 25-50 participants for a national in-situ event. Attendance records and disaggregated participant data are retained separately in the project documentation for audit purposes. Personal data, signatures and names are not included in this public Event Description Sheet.

Within WP5, a number of preparatory meetings took place that have been essential for the work WCK had done on Work and GBV:

- 1) In the frame of T5.1, 9 meetings took place; 4 of them in March 2026 and 5 in April 2026. We met more than 50 people, from various organizations, such as Municipalities-Karditsa, Limni Plastira, Argitheia, Municipal Directorate of Social Welfare of Karditsa, Community Centers, NGOs, Employers, Cooperative Bank of Karditsa, Trade Union, General Hospital of Karditsa, Karditsa's Police Office Against Domestic Violence. In these meetings we presented the ELLA Project to the possible or already existing stakeholders, and gathered their needs and suggestions prior to the meeting of the next table
- 2) T5.2 took place on 15th May 2026, in situ and was the coordination meeting between 16 people from 11 organisations. The meeting was organized under the term to participate in it only 1 person per organisation, capable to represent and take commitments it. In this round table were representatives of the 3 Municipalities, the Development Agency, the General Hospital, The Police Department, the Cooperative Bank, the Trade Union, the State Organisation for Employment. From the AVC of WCK 3 persons of the Scientific staff; Psychologist, Social Worker, Employment's Counselor. Main decisions that have been taken were the establishment of standardized procedures for the referral of women between WCK's AVC and network/protocol bodies/agencies and vice versa, the definition of standardized procedures within cooperating organizations, CSO bodies, enterprises and the creation of contact points for inter sectoral synergies and financial literacy and for the Municipalities, creation contact points and how will be also a mobile

Following the lump sum event, WCK, Municipality of Karditsa with the cooperation of the involving organizations developed the Pillars of the Strategic Planning Document*:

- Pillar 1 - Strengthening Institutional Coordination of the Karditsa Network, Standardized

- Procedures, Contact Points/Antennas
- Pillar 2 - Intensifying cross-sectoral synergies in order to promote women survivors economic independence with new paths
 - Pillar 3 - Engaging Employers and Labor Market Actors
 - Pillar 4 - Building, Shared, Transfer Knowledge

*with some key actions to be taken during the ELLA project and some with a more long-term vision.

Post-event follow-up was conducted through:

- a. the internal evaluation questionnaire, and
- b. the EU survey on “Justice, Rights, and Values”

Both questionnaires were distributed to participants for completion. The responses to the internal evaluation confirmed the relevance and usefulness of the event in relation to the interests of the representatives of the organizations. For participants, what worked best was networking —that is, building partnerships and synergies through established procedures among different stakeholders (AVC, banks, public bodies, institutions, etc.).

Following the presentations and discussions, the representatives stated that they feel better enabled to coordinate with other services and that they have a clearer understanding of how they can support the integration of women survivors into the labour market.

HISTORY OF CHANGES

VERSION	PUBLICATION DATE	CHANGE
1.0	01.04.2022	Initial version (new MFF).