



EUROPEAN COMMISSION  
DIRECTORATE-GENERAL JUSTICE

Directorate A  
Unit A4 : Programme Management

# JUST/2011-2012

## ANNEX 1

### PROJECT

## DESCRIPTION AND IMPLEMENTATION

### Action Grants

|                           |  |
|---------------------------|--|
| <b>Applicant's Name</b>   | The Open Door, Salvation Army, Denmark                                 |
| <b>Project Title</b>      | Developing training and awareness raising programmes in victim support |
| <b>Priority reference</b> | Training programmes for professionals in contact with victims          |

#### **NOTICE**

All personal data (such as names, addresses, CVs, etc.) mentioned in your application form will be processed in accordance with Regulation (EC) No 45/2001 of the European Parliament and of the Council of 18 December 2000 on the protection of individuals with regard to the processing of personal data by the EU institutions and bodies and on the free movement of such data. Your replies to the questions in this form are necessary in order to assess your grant application and they will be processed solely for that purpose by the department responsible for the Union grant programme concerned. On request, you may be sent personal data to correct or complete it. For any questions relating to this data, please contact the Commission department to which the form must be returned. Beneficiaries may lodge a complaint against the processing of their personal data with the European Data Protection Supervisor at any time (Official Journal L 8, 12.1.2001).

## PART 1 – GENERAL DESCRIPTION OF THE PROJECT AND APPLICANT ORGANISATION

### Explanatory Notice - Part 1

Part 1 of this form contains five boxes in which you should provide Commission evaluators with all the general information about the project that will allow them to properly assess concrete actions presented in Part 2. Please try to include the answers that explain why specific activities which you plan to undertake are necessary and indispensable in order to achieve the overall goal of your project. Although these boxes give you freedom as to the content of your presentation, please be specific and do not include a general description of your usual activities but always relate it to the concrete outputs and deliverables that you wish to produce during the project.

### 1.1. Summary of the project (max 4000 characters)

This should be identical to that contained in section 2.4 of the *Grant Application form*.

The project 'Developing training and awareness raising programmes in victim support' will be carried out by four partner countries: The Danish partner, The Open Door, a crisis centre under auspices of The Salvation Army. The Finnish partner, Women's Line. The Greek partner, Research Centre of Women's Affairs. The Latvian partner, Talsi Municipality Crisis Centre. The Danish partner is the project coordinator.

The respective partners plan to develop and implement protocols and produce a comprehensive manual for training professionals and volunteers in carrying out telephone counseling run by shelters and helplines. Part of this process will be to carry out intensified awareness raising activities, such as workshops, seminars/conferences, use of the media and use of the internet.

During the 24 months period of the ongoing project, the partners will meet five times to discuss the respective partners' ideas and experiences. This in order to qualify the overall aim of the project in general and to strengthen the individual partners' initiatives. Subsequently to four of these meetings, the partners will carry out a seminar/conference to disseminate and share their gained experiences with relevant players in the field of training professionals and volunteers.

Each partner country will carry out activities in their specific local context referring to develop protocols and production of a manual for professionals and volunteers. As well as carry out training sessions for professionals and volunteers. The partners will also organise local working/sparring groups to discuss and elaborate the ideas at hand.

Furthermore, a rehabilitation program for women and children will be planned and carried out, to enable comprehensive understanding of the issue. This will include preparation of methodological material for empowering women. Planned research on children exposed to violence will provide insight of the problems and strengthen the said project and future work with the issue of men's violence against women and children.

The awareness raising aspect will be given attention throughout the ongoing process of the project. This will include written articles for newspapers, magazines, leaflets/cards. The partners will take part in relevant radio and television programmes, as well as establish and revise ongoing the respective partners' web sites.

### 1.2. Justification (max 1000 characters)

Clearly outline how your project addresses the priority against which you are applying. How does it contribute a value added to the existing state of knowledge in the priority area?

Partners from Estonia, Finland, Greece, Latvia and Lithuania worked together during the previous Daphne Programme, Project X Generation till Nonviolent Relations on prevention and combating violence against children, young people and women, to protect victims and groups at risk. The challenges that the partners faced after the project were the overall need to develop training and awareness raising. As violence against women and girls persists as a serious problem and a barrier to women's equality, this project proposal plans to address this and intends to build on work carried out; networking and cooperation established during the

former project. After the previous project was completed, the partners met to discuss planning and developing a new project under JUST/2011-2012. Three of the partner decided to propose this project in cooperation with The Crisis Centre, The Open Door under the auspices of The Salvation Army Denmark. This NGO has taken upon itself the role as applicant.

### 1.3. Project objectives *(max 2000 characters)*

List the major objectives that the project should attain.

- 1) To develop and implement protocols and manual for training professionals to provide protection, counseling and advice run by shelters as well as developing and implementing protocols and manual for training volunteers to provide telephone counseling run by help lines, including quality standards for services provided.
- 2) To organise and carry out workshops with women aimed at training them to become aware of their rights in families and society and develop strategies to take action when abused or avoid being abused.
- 3) To intensify awareness raising through seminars in schools. The previous produced materials will be supplemented with leaflets, cards, posters and radio spots. To intensify awareness raising through media.
- 4) To carry out research on the issue of children experiencing violence at home through a questionnaire among students and literature study. The results will be useful for lobbying and advocating for women's rights in general and will be disseminated at seminars and workshops.

### 1.4. Timeline by workstream *(max 1000 characters)*

Provide the timing of the activities per workstream.

Workstream 0 from month 1 to month 24  
Workstream 1 from month 3 to month 24  
Workstream 2 from month 4 to month 18  
Workstream 3 from month 1 to month 24

### 1.5. The partnership *(max 2000 characters)*

Provide the description of your project organisation and the value of the partnership. Its strengths/weaknesses and why is it best to attain the objectives outlined in the proposal.

- 1) Women's Line, Finland works with women and girls who have experienced violence or threat of violence. Womens's Line offer a national toll-free helpline and web based service for women and girls as well as group counseling. The aim is to empower women and girls and prevent intimate partner violence by providing anonymous services. The work is based on the Duluth Model.
- 2) Research Centre of Women's Affairs, Greece works with changing the current framework towards violence against women in Greece, as well as globally through international networks. The goal is to create a new legal and social framework, aiming to set focus on the problem. And to place the issue on the political agenda, by lobbying with other women organisations. Through awareness raising activities the focus is on fighting for rights of the victims and access to support, protection and rehabilitation.
- 3) Talsi Municipality Crisis Center, Latvia aims to support civil society by empowering women and children to uphold their rights through advocacy and by implementing programs built on democracy and general human rights principles. The main tasks of the NGO is to promote client centered programs and projects, aimed at eliminating violence in society and facilitate advocacy of healthy and strong family formation.
- 4) The Open Door, Crisis Centre, Denmark provides shelter and support for women and children exposed to men's violence. Counseling is a significant part of the service, as well as follow up programs to ensure sustainability for mothers and children after leaving the centre. The work is based on the Deluth Model.

The respective partners represent different aspects of dealing with the initiatives and work involved with the issue of men's violence against women. This work includes awareness raising, lobbying for policy making, virtual support, counseling and hands-on approach. This combination ensures a complementary working process.

## PART 2 – DESCRIPTION OF WORKSTREAMS AND ACTIVITIES

### Explanatory Notice - Part 2

In Part 2 describe in detail the activities that you will undertake in order to achieve the objectives you described in Part 1 of this document. This section is divided into several workstreams, i.e.: set of activities leading to a specific output or deliverable that you wish to produce.

Any project will have a minimum of two workstreams: workstream 0 with the management and coordination activities and workstream 1 with outputs/deliverables related to the objective of your project. (This does not imply that a project with just a two workstreams will score low). The division should be logical and guided by the different identifiable results of an activity. The application form contains boxes for projects with up to 6 workstreams (including management and coordination). If you think your project has more than 6 workstreams please try to group them to be able to present them in the space provided.

For example "production of a manual", "organisation of a conference" or "training for social workers" could be a separate workstream. Under each workstream you should then enter an objective, list specific activities that you will undertake, list outputs and deliverables and finally enter costs of the workstream.

### ► Workstream 0

#### Workstream 0: Management and Coordination of the Project

##### What is "Workstream 0" ?

Workstream 0 is intended for all activities related to the general management and coordination of the project (kick-off meetings, coordination, project monitoring and evaluation, financial management) and all the activities which are cross cutting and therefore difficult to assign just to one specific workstream. In such case, instead of splitting them across many workstreams please enter and describe them in workstream 0. For this reason it has a different layout where you do not have to enter objectives and duration.

Nevertheless this workstream will have its own deliverables (ex. final report, work plan, evaluation report) and outputs (ex. meetings). This workstream has also a corresponding budget reference where you should enter all the costs necessary to implement activities of this workstream.

##### I. Description of the work (activities)

- ✓ Please present a concise overview of the work in this workstream in terms of planned activities. Please be specific, give a short name for each activity and number them [the same activities will have to be reproduced in the section III and you will enter a detailed breakdown of costs related to those activities in the budget].

Planning, coordinating and documenting a kick-off partner meeting in 2012

Planning, coordinating and documenting four partner meetings combined with seminars/conferences. Two in 2013. Two in 2014.

Documentation and evaluation of the total project process and compiling a yearly report.

A common manual on training of professionals and volunteers

Financial management and collation of the common and the individual activities undertaken by the respective partners.

##### II. Output(s) and deliverable(s)

- ✓ Outputs and deliverables are respectively **intangible and tangible** outcomes/results of your planned activities. Limit the number of outputs and deliverables and not include minor sub-items or internal working papers.
- ✓ Examples of outputs and deliverables for workstream 0:
  - **Outputs** – kick-off meetings, coordination meetings, steering committees
  - **Deliverables** – report, minutes, agreements

| <b>Ila. Output(s) of this workstream</b> |   |   |
|--|---|---|
| Output No.                               | Output (a)                                  | Explanation (b)   |
| 1  | Kick off meeting                            | The partners will meet to discuss and plan forthcoming activities and the ongoing process   |
| 2  | Four partner meetings, seminars/conferences | The partners will meet to exchange and evaluate the work in progress and accomplished. The partners will discuss the experiences gained through the activities carried out in order to reach a stronger platform for future work.   |
| ...                                      |   | At the seminars/conferences which will take place right after each meeting in the respective countries, the knowledge and experiences gained will be disseminated and discussed with invited relevant participants. Between 20 to 60 participants from each individual country will be invited. |

Please list outputs produced under this workstream:

(a) be specific as to the scope and level of ambition, therefore use a quantitative description where applicable, e.g.:

- X meetings organised with X participants each

(b) please add here additional information which would help the evaluator to understand the characteristics/scope/level of ambition of the output(s)

| <b>IIb. Deliverable(s) of this workstream</b> |  |                              |              |                              |
|---|--|------------------------------|--------------|------------------------------|
| Deliverable No.                               | Deliverable name/type (a)                    | Format (b)                   | Language (c) | Months of implementation (d) |
| 1   | Minutes of each of the five partner meetings | Electronic                   | English      | After each meeting           |
| 2   | First yearly report                          | Electronic, approx. 15 pages | English      | Month 12                     |
| 3   | Second yearly report                         | Electronic, approx. 15 pages | English      | Month 24                     |
| 4   | Common manual                                | Electronic, approx. 25 pages | English      | Month 23                     |
| 5   | Financial report                             | Electronic                   | English      | Month 24                     |

Please list the deliverables produced under this workstream.

(a) the type/name of deliverable should be self explanatory

(b) the format could be: printed and/or electronic (downloadable), the approx. number of pages

(c) please specify each languages in which your deliverable will be available

(d) month in which the deliverables will be actually completed. Month 1 marks the start of the project, and all deadlines should be relative to this starting date.

**III. Distribution of activities to each partner in this work package:**

- ✓ Establish a clear list of the activities described above indicating which activity is performed by which partner(s)

| Activity No. | Name of the activity                          | Partner                        |
|--------------|---|--------------------------------|
| 1            | Kick off meeting                              | The Danish partner/coordinator |
| 2            | Partner meeting and first seminar/conference  | The Greek partner              |
| 3            | Partner meeting and second seminar/conference | The Latvian partner            |
| 4            | Partner meeting and third seminar/conference  | The Finnish partner            |

|   |   |                                |
|---|---|--------------------------------|
| 5 | Partner meeting and fourth seminar/conference | The Danish partner/coordinator |
| 6 | Yearly reports of the project                 | The Danish partner/coordinator |
| 7 | Common manual                                 | The Danish partner/coordinator |
| 8 | Financial report of the overall project       | The Danish partner/coordinator |

**IV. Costs budgeted for the workstream:**

✓ Indicate the overall budget for the workstream [it should be consistent with the amount in the detailed budget].

Budget: **EUR**

**V. Timeline:**

| Month No    | 1                        | 2                                   | 3                        | 4                        | 5                        | 6                                   | 7                        | 8                        | 9                        | 10                       | 11                                  | 12                                  | 13                       | 14                       | 15                       | 16                                  | 17                       | 18                       | 19                       | 20                       | 21                       | 22                       | 23                                  | 24                                  |
|-------------|--------------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|-------------------------------------|
| Mark with X | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |

## ➤ Workstream 1

### Workstream: Training of professionals and volunteers

[Give a name to your workstream and keep the same numbering you use in the detailed budget]

Duration in months: 23

0

[if there will be a partner leading this workstream, please give its name]

#### I. Objective(s) of this workstream

**Qualifying professionals and volunteers to work methodologically and systematically with women and children who are exposed to men's violence, both on-hand and virtual service provision.**

#### II. Description of the work (activities)

- ✓ Please present a concise overview of the work in this workstream in terms of planned activities to achieve the objectives of this workstream. Please be specific, give a short name for each activity and number them [the same activities will have to be reproduced in the section IV and you will enter a detailed breakdown of costs related to those activities in the budget].

1. Gather and examine existing training material
2. Put together vocational sparring groups
3. Develop training materials for professional and volunteers
4. Test, evaluate and revise the developed materials for professionals and volunteers
5. Implement the revised material as a working tool through training sessions
6. Produce a written manual for training of professionals working hands on with women and children exposed to men's violence
7. Produce a written manual for training of volunteers working virtually with women exposed to men's violence

#### III. Output(s) and deliverable(s)

- ✓ Outputs and deliverables are respectively **intangible and tangible** outcomes/results of your planned activities. Limit the number of outputs and deliverables and not include minor sub-items or internal working papers. Technical progress reports, interim reports or final reports should not be included in the list of deliverables/outputs.
- ✓ Examples of outputs and deliverables:
- **Outputs** – conferences, seminars, trainings, events, knowledge
  - **Deliverables** – manual, leaflet, DVD, research papers, websites

#### III.a. Output(s) of this workstream

| Output No. | Output (a)                    | Explanation (b)   |
|------------|-------------------------------|---|
| 1          | Planning session              | To discuss and plan the forthcoming activities                                    |
| 2          | Meetings with sparring groups | To spar ideas on relevant subjects  |
| 3          | Training sessions             | To carry out training sessions with professionals and volunteers                  |
| 4          | Supervision                   | To follow up and supervise the professionals taking part in the training sessions |
| ...        |                               |   |

Please list outputs produced under this workstream:

(a) be specific as to the scope and level of ambition, therefore use a quantitative description where applicable, e.g.:

- X regional seminars organised with X participants each
- X hours of training (who was trained, where)

(b) please add here additional information which would help the evaluator to understand the characteristics/scope/level of ambition of the output(s)



| III.b. Deliverable(s) of this workstream   |   |                          |                                     |                                     |  |  |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |
|--|---|--------------------------|-------------------------------------|-------------------------------------|--|--|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| Deliverable No.  | Deliverable name/type (a)   |                          |                                     | Format (b)                          | Language (c)                             | Target group (d)   |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     | Months of implementation (e)        |                                     |                                     |                                     |
| 1  | Manual  |                          |                                     | Printed, approx. 25 pages           | English, Danish, Finnish, Greek, Latvian | Professionals and volunteers working with women and children exposed to men's violence |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     | 23                                  |                                     |                                     |                                     |
| 2  | Websites  |                          |                                     | Electronic                          | Danish, Finnish, Latvian                 | Professionals, volunteers and end users  |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     | 22                                  |                                     |                                     |                                     |
| Please list the deliverables produced under this workstream.   |   |                          |                                     |                                     |  |  |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |
| (a) the type/name of deliverable should be self explanatory and could be: a publication (flyer/brochure/working paper/article/press release/ slides/ CD), website/ web-tool, etc |   |                          |                                     |                                     |  |  |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |
| (b) indicate the format (printed / electronic), the approximate number of pages and copies of a publication  |   |                          |                                     |                                     |  |  |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |
| (c) specify each language in which your deliverable will be available  |   |                          |                                     |                                     |  |  |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |
| (d) indicate the specific target group for each deliverable.   |   |                          |                                     |                                     |  |  |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |
| (e) specify the month in which the deliverables will be actually completed. Month 1 marks the start of the project, and all deadlines should be relative to this starting date.  |   |                          |                                     |                                     |  |  |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |
| IV. Distribution of activities to each partner in this workstream  |   |                          |                                     |                                     |  |  |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |
| ✓ Establish a clear list of the activities described above indicating which activity is performed by which partner(s)  |   |                          |                                     |                                     |  |  |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |
| Activity No.   | Name of the activity  |                          |                                     |                                     |  |  |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     | Partner                             |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |
| 1  | Develop, carry out training programmes for professionals, Meetings with sparring group    |                          |                                     |                                     |  |  |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     | Danish partner                      |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |
| 2  | Develop, carry out training programmes for professionals. Supervision of professionals    |                          |                                     |                                     |  |  |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     | Latvian partner                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |
| 3  | Develop, carry out training programme for volunteers, Meetings with collaborated partners |                          |                                     |                                     |  |  |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     | Finnish partner                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |
| 4  | Develop, carry out training programme for volunteers                                      |                          |                                     |                                     |  |  |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     | Greek partner                       |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |
| V. Costs budgeted for the workstream   |   |                          |                                     |                                     |  |  |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |
| ✓ Indicate the overall budget for the workstream [it should be consistent with the amount in the detailed budget].   |   |                          |                                     |                                     |  |  |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |
| <b>Budget: EUR</b>   |   |                          |                                     |                                     |  |  |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |
| VI. Timeline   |   |                          |                                     |                                     |  |  |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |                                     |
| Month No   | 1   | 2                        | 3                                   | 4                                   | 5  | 6  | 7                                   | 8                                   | 9                                   | 10                                  | 11                                  | 12                                  | 13                                  | 14                                  | 15                                  | 16                                  | 17                                  | 18                                  | 19                                  | 20                                  | 21                                  | 22                                  | 23                                  | 24                                  |
| Mark with X  | <input type="checkbox"/>  | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/>      | <input checked="" type="checkbox"/>  | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |

## ➤ Workstream 2

### Workstream: Awareness raising & rehabilitation of women & children exposed to men's violence

[Give a name to your workstream and keep the same numbering you use in the detailed budget]

Duration in months: 17

0

[if there will be a partner leading this workstream, please give its name]

#### I. Objective(s) of this workstream

**Awareness raising among children, teenagers and parents, and rehabilitation of women and children exposed to men's violence**

#### II. Description of the work (activities)

- ✓ Please present a concise overview of the work in this workstream in terms of planned activities to achieve the objectives of this workstream. Please be specific, give a short name for each activity and number them [the same activities will have to be reproduced in the section IV and you will enter a detailed breakdown of costs related to those activities in the budget].

Questionnaires, research on existing material and current information on violence in schools

Workshops with parents

Rehabilitation programme for mothers and children

#### III. Output(s) and deliverable(s)

- ✓ Outputs and deliverables are respectively **intangible and tangible** outcomes/results of your planned activities. Limit the number of outputs and deliverables and not include minor sub-items or internal working papers. Technical progress reports, interim reports or final reports should not be included in the list of deliverables/outputs.
- ✓ Examples of outputs and deliverables:
- **Outputs** – conferences, seminars, trainings, events, knowledge
  - **Deliverables** – manual, leaflet, DVD, research papers, websites

#### III.a. Output(s) of this workstream

| Output No. | Output (a)                      | Explanation (b)                               |
|------------|---------------------------------|---|
| 1          | Research on violence in schools | To glean information and knowledge            |
| 2          | Workshops                       | To create awareness                           |
| 3          | Rehabilitation sessions         | To empower women and children of their rights |

Please list outputs produced under this workstream:

(a) be specific as to the scope and level of ambition, therefore use a quantitative description where applicable, e.g.:

- X regional seminars organised with X participants each
- X hours of training (who was trained, where)

(b) please add here additional information which would help the evaluator to understand the characteristics/scope/level of ambition of the output(s)

#### III.b. Deliverable(s) of this workstream

| Deliverable No. | Deliverable name/type (a) | Format (b)          | Language (c)   | Target group (d)                  | Months of implementation (e) |
|-----------------|---------------------------|---------------------|----------------|-----------------------------------|------------------------------|
| 1               | Poster and cards          | Printed/electronic  | Greek, English | Children, teenagers, young people | 12                           |
| 2               | Leaflets and cards        | Printed/ electronic | Greek, English | Parents                           | 12                           |
| 3               | Methodological            | Printed/electronic  | Latvian,       | Women and children                | 12                           |

|  |          |  |         |  |  |
|--|----------|--|---------|--|--|
|  | material |  | English |  |  |
|--|----------|--|---------|--|--|

Please list the deliverables produced under this workstream.  
(a) the type/name of deliverable should be self explanatory and could be: a publication (flyer/brochure/working paper/article/press release/ slides/ CD), website/ web-tool, etc  
(b) indicate the format (printed / electronic), the approximate number of pages and copies of a publication  
(c) specify each language in which your deliverable will be available  
(d) indicate the specific target group for each deliverable.  
(e) specify the month in which the deliverables will be actually completed. Month 1 marks the start of the project, and all deadlines should be relative to this starting date.

**IV. Distribution of activities to each partner in this workstream**

✓ Establish a clear list of the activities described above indicating which activity is performed by which partner(s)

| Activity No. | Name of the activity    | Partner |
|--------------|-------------------------|---------|
| 1            | Research                | Greece  |
| 2            | Workshops               | Greece  |
| 3            | Rehabilitation sessions | Latvia  |

**V. Costs budgeted for the workstream**

✓ Indicate the overall budget for the workstream [it should be consistent with the amount in the detailed budget].

**Budget: EUR**

**VI. Timeline**

| Month No    | 1                        | 2                        | 3                        | 4                                   | 5                                   | 6                                   | 7                                   | 8                                   | 9                                   | 10                                  | 11                                  | 12                                  | 13                                  | 14                                  | 15                                  | 16                                  | 17                                  | 18                                  | 19                                  | 20                                  | 21                       | 22                       | 23                       | 24                       |
|-------------|--------------------------|--------------------------|--------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| Mark with X | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

## ➤ Workstream 3

### Workstream: : Dissemination and media

[Give a name to your workstream and keep the same numbering you use in the detailed budget]

Duration in months: 24

0

[if there will be a partner leading this workstream, please give its name]

#### I. Objective(s) of this workstream

**To attain publicity and focus on the ongoing activities of the overall project in general and specifically in each partner country.**

#### II. Description of the work (activities)

- ✓ Please present a concise overview of the work in this workstream in terms of planned activities to achieve the objectives of this workstream. Please be specific, give a short name for each activity and number them [the same activities will have to be reproduced in the section IV and you will enter a detailed breakdown of costs related to those activities in the budget].

Publicity in news papers, magazines, tv and radio programmes and websites

#### III. Output(s) and deliverable(s)

- ✓ Outputs and deliverables are respectively **intangible and tangible** outcomes/results of your planned activities. Limit the number of outputs and deliverables and not include minor sub-items or internal working papers. Technical progress reports, interim reports or final reports should not be included in the list of deliverables/outputs.
- ✓ Examples of outputs and deliverables:
  - **Outputs** – conferences, seminars, trainings, events, knowledge
  - **Deliverables** – manual, leaflet, DVD, research papers, websites

#### III.a. Output(s) of this workstream

| Output No. | Output (a)        | Explanation (b)  |
|------------|-------------------|--|
| 1          | Events            | To raise awareness on the issue of violence against women and children |
| 2          | Media information | Ditto  |

Please list outputs produced under this workstream:

(a) be specific as to the scope and level of ambition, therefore use a quantitative description where applicable, e.g.:

- X regional seminars organised with X participants each
- X hours of training (who was trained, where)

(b) please add here additional information which would help the evaluator to understand the characteristics/scope/level of ambition of the output(s)

#### III.b. Deliverable(s) of this workstream

| Deliverable No. | Deliverable name/type (a)                    | Format (b) | Language (c)                    | Target group (d) | Months of implementation (e) |
|-----------------|--|------------|---------------------------------|------------------|------------------------------|
| 1               | Written articles in newspapers and magazines | Printed    | Danish, Finnish, Greek, Latvian | Mainstream       | 24                           |
| 2               |  |            |                                 |                  |                              |
| ...             |  |            |                                 |                  |                              |

Please list the deliverables produced under this workstream.

(a) the type/name of deliverable should be self explanatory and could be: a publication (flyer/brochure/working paper/article/press release/ slides/ CD), website/ web-tool, etc

(b) indicate the format (printed / electronic), the approximate number of pages and copies of a publication

(c) specify each language in which your deliverable will be available

(d) indicate the specific target group for each deliverable.

(e) specify the month in which the deliverables will be actually completed. Month 1 marks the start of the project, and all deadlines should be relative to this starting date.

**IV. Distribution of activities to each partner in this workstream**

✓ Establish a clear list of the activities described above indicating which activity is performed by which partner(s)

| Activity No. | Name of the activity | Partner                          |
|--------------|----------------------|----------------------------------|
| 1            | Written articles     | Denmark, Finland, Greece, Latvia |

**V. Costs budgeted for the workstream**

✓ Indicate the overall budget for the workstream [it should be consistent with the amount in the detailed budget].

**Budget: EUR**

**VI. Timeline**

| Month No    | 1                                   | 2                        | 3                        | 4                        | 5                        | 6                                   | 7                        | 8                        | 9                        | 10                                  | 11                       | 12                       | 13                       | 14                                  | 15                       | 16                       | 17                       | 18                                  | 19                       | 20                       | 21                       | 22                       | 23                       | 24                                  |
|-------------|-------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|
| Mark with X | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |

## ➤ Workstream 4

|   |                           |  |              |                  |                              |
|---|---------------------------|--|--------------|------------------|------------------------------|
| <b>Workstream:</b>  |                           |  |              |                  |                              |
| [Give a name to your workstream and keep the same numbering you use in the detailed budget]   |                           |  |              |                  |                              |
| Duration in months:   |                           | [if there will be a partner leading this workstream, please give its name] |              |                  |                              |
| <b>I. Objective(s) of this workstream</b>   |                           |  |              |                  |                              |
|   |                           |  |              |                  |                              |
| <b>II. Description of the work (activities)</b>   |                           |  |              |                  |                              |
| <p>✓ Please present a concise overview of the work in this workstream in terms of planned activities to achieve the objectives of this workstream. Please be specific, give a short name for each activity and number them [the same activities will have to be reproduced in the section IV and you will enter a detailed breakdown of costs related to those activities in the budget].</p>   |                           |  |              |                  |                              |
| <b>III. Output(s) and deliverable(s)</b>  |                           |  |              |                  |                              |
| <p>✓ Outputs and deliverables are respectively <b>intangible and tangible</b> outcomes/results of your planned activities. Limit the number of outputs and deliverables and not include minor sub-items or internal working papers. Technical progress reports, interim reports or final reports should not be included in the list of deliverables/outputs.</p> <p>✓ Examples of outputs and deliverables:</p> <ul style="list-style-type: none"> <li>▪ <b>Outputs</b> – conferences, seminars, trainings, events, knowledge</li> <li>▪ <b>Deliverables</b> – manual, leaflet, DVD, research papers, websites</li> </ul> |                           |  |              |                  |                              |
| <b>III.a. Output(s) of this workstream</b>  |                           |  |              |                  |                              |
| Output No.  | Output (a)                |  |              | Explanation (b)  |                              |
| 1   |                           |  |              |                  |                              |
| 2   |                           |  |              |                  |                              |
| ...   |                           |  |              |                  |                              |
| Please list outputs produced under this workstream:   |                           |  |              |                  |                              |
| (a) be specific as to the scope and level of ambition, therefore use a quantitative description where applicable, e.g.:   |                           |  |              |                  |                              |
| <ul style="list-style-type: none"> <li>▪ X regional seminars organised with X participants each</li> <li>▪ X hours of training (who was trained, where)</li> </ul>  |                           |  |              |                  |                              |
| (b) please add here additional information which would help the evaluator to understand the characteristics/scope/level of ambition of the output(s)  |                           |  |              |                  |                              |
| <b>III.b. Deliverable(s) of this workstream</b>   |                           |  |              |                  |                              |
| Deliverable No.   | Deliverable name/type (a) | Format (b)   | Language (c) | Target group (d) | Months of implementation (e) |
| 1   |                           |  |              |                  |                              |
| 2   |                           |  |              |                  |                              |
| ...   |                           |  |              |                  |                              |
| Please list the deliverables produced under this workstream.  |                           |  |              |                  |                              |
| (a) the type/name of deliverable should be self explanatory and could be: a publication (flyer/brochure/working paper/article/press release/ slides/ CD), website/ web-tool, etc  |                           |  |              |                  |                              |
| (b) indicate the format (printed / electronic), the approximate number of pages and copies of a publication   |                           |  |              |                  |                              |
| (c) specify each language in which your deliverable will be available   |                           |  |              |                  |                              |
| (d) indicate the specific target group for each deliverable.  |                           |  |              |                  |                              |
| (e) specify the month in which the deliverables will be actually completed. Month 1 marks the start of the project, and all deadlines should be relative to this starting date.   |                           |  |              |                  |                              |

**IV. Distribution of activities to each partner in this workstream**

✓ Establish a clear list of the activities described above indicating which activity is performed by which partner(s)

| Activity No. | Name of the activity | Partner |
|--------------|----------------------|---------|
| 1            |                      |         |
| 2            |                      |         |
| ...          |                      |         |

**V. Costs budgeted for the workstream**

✓ Indicate the overall budget for the workstream [it should be consistent with the amount in the detailed budget].

**Budget:**           **EUR**

**VI. Timeline**

| Month No    | 1                        | 2                        | 3                        | 4                        | 5                        | 6                        | 7                        | 8                        | 9                        | 10                       | 11                       | 12                       | 13                       | 14                       | 15                       | 16                       | 17                       | 18                       | 19                       | 20                       | 21                       | 22                       | 23                       | 24                       |
|-------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| Mark with X | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

## ➤ Workstream 5

|   |                           |  |              |                  |                              |
|---|---------------------------|--|--------------|------------------|------------------------------|
| <b>Workstream:</b>  |                           |  |              |                  |                              |
| [Give a name to your workstream and keep the same numbering you use in the detailed budget]   |                           |  |              |                  |                              |
| Duration in months:   |                           | [if there will be a partner leading this workstream, please give its name] |              |                  |                              |
| <b>I. Objective(s) of this workstream</b>   |                           |  |              |                  |                              |
|   |                           |  |              |                  |                              |
| <b>II. Description of the work (activities)</b>   |                           |  |              |                  |                              |
| <p>✓ Please present a concise overview of the work in this workstream in terms of planned activities to achieve the objectives of this workstream. Please be specific, give a short name for each activity and number them [the same activities will have to be reproduced in the section IV and you will enter a detailed breakdown of costs related to those activities in the budget].</p>   |                           |  |              |                  |                              |
| <b>III. Output(s) and deliverable(s)</b>  |                           |  |              |                  |                              |
| <p>✓ Outputs and deliverables are respectively <b>intangible and tangible</b> outcomes/results of your planned activities. Limit the number of outputs and deliverables and not include minor sub-items or internal working papers. Technical progress reports, interim reports or final reports should not be included in the list of deliverables/outputs.</p> <p>✓ Examples of outputs and deliverables:</p> <ul style="list-style-type: none"> <li>▪ <b>Outputs</b> – conferences, seminars, trainings, events, knowledge</li> <li>▪ <b>Deliverables</b> – manual, leaflet, DVD, research papers, websites</li> </ul> |                           |  |              |                  |                              |
| <b>III.a. Output(s) of this workstream</b>  |                           |  |              |                  |                              |
| Output No.  | Output (a)                |  |              | Explanation (b)  |                              |
| 1   |                           |  |              |                  |                              |
| 2   |                           |  |              |                  |                              |
| ...   |                           |  |              |                  |                              |
| Please list outputs produced under this workstream:   |                           |  |              |                  |                              |
| (a) be specific as to the scope and level of ambition, therefore use a quantitative description where applicable, e.g.:   |                           |  |              |                  |                              |
| <ul style="list-style-type: none"> <li>▪ X regional seminars organised with X participants each</li> <li>▪ X hours of training (who was trained, where)</li> </ul>  |                           |  |              |                  |                              |
| (b) please add here additional information which would help the evaluator to understand the characteristics/scope/level of ambition of the output(s)  |                           |  |              |                  |                              |
| <b>III.b. Deliverable(s) of this workstream</b>   |                           |  |              |                  |                              |
| Deliverable No.   | Deliverable name/type (a) | Format (b)   | Language (c) | Target group (d) | Months of implementation (e) |
| 1   |                           |  |              |                  |                              |
| 2   |                           |  |              |                  |                              |
| ...   |                           |  |              |                  |                              |
| Please list the deliverables produced under this workstream.  |                           |  |              |                  |                              |
| (a) the type/name of deliverable should be self explanatory and could be: a publication (flyer/brochure/working paper/article/press release/ slides/ CD), website/ web-tool, etc  |                           |  |              |                  |                              |
| (b) indicate the format (printed / electronic), the approximate number of pages and copies of a publication   |                           |  |              |                  |                              |
| (c) specify each language in which your deliverable will be available   |                           |  |              |                  |                              |
| (d) indicate the specific target group for each deliverable.  |                           |  |              |                  |                              |
| (e) specify the month in which the deliverables will be actually completed. Month 1 marks the start of the project, and all deadlines should be relative to this starting date.   |                           |  |              |                  |                              |



**IV. Distribution of activities to each partner in this workstream**

✓ Establish a clear list of the activities described above indicating which activity is performed by which partner(s)

| Activity No. | Name of the activity | Partner |
|--------------|----------------------|---------|
| 1            |                      |         |
| 2            |                      |         |
| ...          |                      |         |

**V. Costs budgeted for the workstream**

✓ Indicate the overall budget for the workstream [it should be consistent with the amount in the detailed budget].

**Budget:**           **EUR**

**VI. Timeline**

| Month No    | 1                        | 2                        | 3                        | 4                        | 5                        | 6                        | 7                        | 8                        | 9                        | 10                       | 11                       | 12                       | 13                       | 14                       | 15                       | 16                       | 17                       | 18                       | 19                       | 20                       | 21                       | 22                       | 23                       | 24                       |
|-------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| Mark with X | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

## PART 3 – SPECIFIC DETAILS ON THE PROJECT IMPLEMENTATION

### Explanatory Notice - Part 3

This part of the application form is intended to allow you to describe specific aspects of your project which are not specifically addressed in part two but are nevertheless important to the successful implementation. Avoid describing your project again but focus on answering each specific question in a clear and concise manner.

### 3.1. Methodology (*max 2000 characters*)

Outline the approach and methodology. Explain why this is the best approach to attain the objectives and the proposed results

#### Methodology

This project will use a consultative participatory approach. A model for such a consultative approach was developed by some of the partners in an earlier Daphne project, involving a combination of national team meetings coordinated by the partners and partner meetings where all the partners meet. Through such a process the partner meetings will be informed by input from the national team meetings, which will be presented into the partner meetings by the respective partners. The partners will then in turn return report back to their national team meetings. This is a spiraling process that in addition to developing the outputs of the project with the active participation of all the partners, will also contribute to widening and strengthening network building among relevant actors both nationally as well as between the partner countries.

### 3.2. Ethical issues related to the project (*max 1000 characters*)

Describe any ethical issues which you might come across during the implementation of your project and present your strategy to address them.

The project will not be dealing with individual cases and no confidential information will be referred to at any of the meetings. In the case of reference to any individual cases, all information will be anonymized. In the survey on children exposed to violence, all information will be anonymised and any personal, identifiable information will not be registered.

### 3.3. Risks and measures to mitigate them (*max 1000 characters*)

Describe possible risks and the activities that you plan to undertake to mitigate them. As each project contains some risks related to its implementation (ex. change of staff, not enough participants attending a training, not being able to find expert in the field, the authorities refusing access to documents or institution). You should also present actions that you plan to implement in order to minimise the risks.

Possible change of staff in the partner countries is a risk to be considered. In order to mitigate this, the project intends to require the partners to identify an extra staff member in the organization who will be fully informed about the project and its progress. Also, the project will right from start require that the project activities are anchored in the leadership of the respective organisations, thus ensuring prioritization of the project activities.

### 3.4. Dissemination strategy and communication tools (*max 1000 characters*)

Describe your dissemination strategy: How will you reach your target group with the information and knowledge that you produce? Why do you target a specific group of people with your communication activities? Why are the communication tools chosen the most effective and how do they ensure effective dissemination of the result?

major aspect of this project is dissemination. the project develops, it will be disseminated nationally through the national team meetings. Further, the training materials that will be produced will be used and disseminated through the trainings and seminars that will be held by the partners.

### 3.5. European dimension (max 1000 characters)

Explain the European dimension of the project and its added value at European level.

The partners are mainly from the Nordic area. The participation of Greece extends the geographical context to a southern European country, giving an opening for richer dialogue between the northern countries in the EU and a country in the south of the Union. As previously mentioned, some of these partners have worked in cooperation on earlier projects, and this project would contribute to strengthening these relations as well as allow for dialogue with the new Danish partner.

### 3.6. Innovation (max 1000 characters)

Explain why the project is innovative and what added value it provides. The innovative aspect may relate to the geographical scope of the project, new knowledge developed, specific target group, etc. If applicable please refer to the current state of knowledge and explain how you will build on it.

This project requires the active participation of the partners into the process. In this manner the process opens up the space / forum for new and innovative ideas that could be relevant for some or all of the partners. Baseline situation analysis and current knowledge will form the start up of the first Partner meetings, providing the basis for the project work. Materials developed through the project will be disseminated in all the partner countries.

### 3.7. Sustainability of the project (max 1000 characters)

Do you foresee any follow-up after the end of the project? Please describe whether you will have sources of financing to continue developing your project after the end of the Commission's financial support.

The project partners are all organisations that are already established in their respective countries. They will be continuing with their work even after the conclusion of the Daphne funds. The training materials that will be produced will be used by the organisations in their further work.

The respective partners will use and revise these tools. It is assumed that relevant similar other players in the respective countries will take in use and implement similar protocols and manuals. After the project period the partner countries will discuss and plan future cooperation and interaction can take place.

### 3.8. Curriculum Vitae of project staff

List the cv's attached to the application of the key people working in the project (project manager, financial manager and the key experts).

Tove Schirmer, project manager and coordinator, The Open Door, Salvation Army, Denmark  
Eva Haahr, financial manager, Salvation Army, Denmark  
Lenie Persson, assistant project manager & expert, The Open Door  
Inga Ahte, project manager, Talsi Municipality Crisis Center, Latvia  
Inta Poudziunas, expert, Talsi Municipality Center, Latvia  
Sirrka Perttu, project manager, Women's Line, Finland  
Katarina Sidiropoulou, project manager, Research Centre of Women's Affairs, Greece  
Statima Kaloudaki, financial manager, Research Centre of Women's Affairs, Greece  
Rachel Paul, external expert, Norway