

WORKSHOP

Labor inclusion of women victims of gender-based violence: Exchange of best practices between Spain and Norway

Monday, 2nd, June 2015
Meeting room 2nd floor
37, Calle Alcalá, Madrid
9:00 a.m. – 11:15 p.m.

AGENDA

Restricted **Workshop** to get in-depth information regarding the work done in Norway and by Fundación Integra in relation to care support and employment intermediation with women victims of gender-based violence and companies.

- 09:00 - 10:00** **Presentation of the work done by Fundación Integra** and answers to questionnaire sent by Norway, attached as ***annex I***
Q & A
- 10:00- 10.15** **Break**
- 10:15 - 11.15** **Presentation of the work done in Norway**, answers to questionnaire sent by Spain, attached as ***Annex II***
Q & A

ANNEX I

LABOUR INCLUSION OF VICTIMS OF GENDER-BASED VIOLENCE EXCHANGE OF GOOD PRACTICES SPAIN / NORWAY

Questionnaire to Spain

- In Norway we define violence following:
 - Physical violence
 - Psychological violence
 - Sexual violence
 - Material violence
 - Forced marriage
 - Female genital cutting/female genital mutilation
 - Trafficking

Is the definition the same in Spain?

How do you criteria to participate in the program, related to the definition of violence?

- Are children in families with violence as part of the project?
- After one year in the program, does all the help stop?
- What are the key elements in the contracts between the state and the enterprises? What are the key elements in the contracts between the state and the ladies?

ANNEX II

LABOUR INCLUSION OF VICTIMS OF GENDER-BASED VIOLENCE EXCHANGE OF GOOD PRACTICES SPAIN / NORWAY

Questionnaire to Norway

Taking into consideration the share of information and knowledge regarding social and labour inclusion of victims of gender based violence, please find here below some of the areas of interest for Spain that might be taken into consideration regarding the upcoming events under the bilateral relations.

1. How is Norwegian system of social care for victims of gender-based violence? Is it led by the state or is it delegated to communities or regions?
2. What kind of collaboration and coordination exists between social entities and public administration?
3. Is there any administrative requirement that victims have to meet in order to access to care and support services?
4. Is there any measure to promote the labor integration of women victims of gender based violence? E.g. collaboration relationships with companies, specific occupational training, internships, etc.
5. How is the coordination between the social services and the public employment services for the labor integration of especially vulnerable groups of people?
6. What actions are driven from the Administration to promote equality measures in companies' corporate social responsibility (CSR)?
7. What kind of action areas are prioritized by companies in their CSR policies?
8. Are there any incentives or other benefits for companies hiring people from vulnerable groups? In case of a positive answer, what kind of incentives and / or benefits?
9. What means are available for women to leave the violence? For example, specialized care phone, shelters, special police services, specific courts, etc.
10. How different areas of primary care coordinate?
11. How is the support to children of victims of gender-based violence?
12. What are the areas of essential support to guarantee that women will successfully get out of the circle of GBV?
13. How does Norway work to regain self-esteem and self-confidence of women victims of gender-based violence?
14. Is there a care service for abusers?
15. What kind of related protocols exist within the police?
16. What are the options if a woman does not want to formally denounce?
17. What is the typical profile of women who report?
18. How legal assistance is articulated? What are the deadlines to get the restraining order and common demands?
19. What happens with women who have no restraining order?