

# WWP EN

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WWP || EUROPEAN NETWORK

## Annual Report 2019



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# FOREWORD

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*Florence, 17 December 2019*

Each year, our annual report is a time to look back and reflect on the work we have done in the course of the year. 2019 has been characterised by growth and change.

Beyond the implementation of our core work within the operating grant by the European Commission, we are successfully implementing seven European projects. This has given an extraordinary opportunity of outreach, but it has also tested the limits of our organisational structure. At the end of a rather intense period, we are now in the final phases of setting up the conditions for the organisation to blossom.

New people are joining our team and some people will be leaving – it has been a complicated, but positive evolution. We are saying goodbye to two of WWP EN's "founding fathers": Neil Blacklock, has stepped down from the board after being the organisation's Chair for five years, and Ralf Puchert, will be stepping down from his position of project manager after having led the organisation from its founding as an informal network of partners until 2017. I want to honour their contribution to WWP EN - Neil's legacy of structure, integrity, and processes, and Ralf's richness of connections, capacity of project development and creative problem solving.

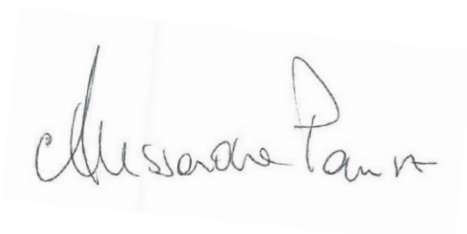
Since we have worked together intensely on this transition phase, the changes are happening smoothly. We are happy to welcome on board our new Chair, Dean Ajdukovič, who has already brilliantly supported WWP EN as interim Chair in the first part of 2019, and Dimitra Mintsidis, an excellent financial and project manager – exactly the right people at the right time in the right place.

We have worked hard with the board to ensure a safe transition of the organisation's leadership as the mandates of long-serving board members are ending. This process will culminate in next year's elections and result in a complete turnover of the board. We are very pleased with the new board members that have joined us and look forward to working with them in the years to come. In 2019, we welcomed Helena Päivinen from the University of Jyväskylä, Finland, Jan Vrkoč from the Federal Association for the Work with Perpetrators of Domestic Violence in Germany (BAG), David Morran from the University of Stirling in Scotland, and Katarína Farkašová from the Alliance of Women in Slovakia. With this new and strong board, as well as Dean's solid leadership, we are ready to face our many challenges.

We are grateful for the encouragement with which you, our members, provide us, and we are heartened to see the mutual support of our members towards one another. This is invaluable in the difficult times we are all facing, knowing how many of our members are struggling and sometimes failing to find stable funding for their programmes. It is our duty as a network to promote the work with perpetrators in a context that is often hostile and uninterested in countering violence against women.

We know our sisters in the women's support sector are also facing the challenges of this adverse climate. We continue to foster our relationships with them in recognition of the essential importance of their work, and keep pursuing the development of a stable and ongoing collaboration with WAVE.

This year, we explored sexualised violence in close relationships as our annual theme. We are continuously committed to making this issue more visible, taking forward the frameworks on accountability that we have developed over the years. With our annual themes, we mean to bring useful contributions to central aspects of perpetrator work. WWP EN constantly strives to listen to you – our members – needs and to respond appropriately. So reach out to us for issues that might be affecting you, and we will find ways to support you. We also encourage you to respond to our surveys as much as possible. I know it might sometimes be cumbersome, but it is an important means for us to understand our members' needs and shape our actions, as well as gather politically relevant information on perpetrator work in Europe. I sincerely hope that through our joint projects and the valuable conversations we have been having over the past two years, we will continue to develop and grow together as a network.



*Alessandra Pauncz, PhD*  
*WWP EN Executive Director*



## WHO WE ARE AND WHAT WE DO

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The European Network for the Work with Perpetrators of Domestic Violence (WWP EN) is a network of organisations across Europe that work directly or indirectly with perpetrators of domestic violence. The network is continuously growing and currently consists of 58 member organisations from 31 different European countries. Our members are involved with perpetrator work and victim support services at various levels. Membership in our network stands for responsible perpetrator work with a focus on victim and child safety.

According to a [study](#) by the EU Agency for Fundamental Rights, 22% of women in Europe have experienced physical or sexual violence and 43% have suffered psychological abuse from a partner in their adult lifetime. Our work and the work of our members addresses a deep-rooted problem that runs through all cultures and social strata. Domestic violence is rooted in and maintained by gender inequality as a systemic factor. We believe that stopping and preventing domestic violence hence needs to be understood not as an individual or family matter but as a responsibility of society as a whole.

WWP EN's overall mission is to prevent violence in close relationships as a gender-based phenomenon and to foster gender equality. More specifically, we seek to improve the safety of women and their children, and others at risk from violence in close relationships. This is done by promoting effective work with those who perpetrate this violence, mainly men.

We are convinced that violence against women can only be tackled by addressing its roots. Challenging destructive masculinity norms and working towards achieving gender equality are therefore core parts of our work. Our victim-centred approach means that we promote that perpetrator programmes prioritise the safety of women and children in their work. As a result, a close collaboration between perpetrator programmes and women's support services is considered essential. Our work is based on the legal principles of the Convention on Preventing and Combating Violence Against Women and Domestic Violence (Istanbul Convention), and specifically Article 16, which states that signatories shall take the necessary steps

“to set up or support programmes aimed at teaching perpetrators of domestic violence to adopt non-violent behaviour in interpersonal relationships”, “to set up or support treatment programmes aimed at preventing perpetrators, in particular sex offenders, from re-offending”, and, in implementing the above, to “ensure that the safety of, support for and the human rights of victims are of primary concern and that, where appropriate, these programmes are set up and implemented in close co-ordination with specialist support services for victims.”

WWP EN works towards these goals through building our members' capacity and training relevant practitioners. To assist our members in providing the best interventions possible, we develop evidence-based best practice guidelines and standards for interventions, and support knowledge transfer between our members.

As the only European network on domestic violence perpetrator work, we are proud to serve as a platform that can draw from a rich pool of expertise among our members and staff, to share knowledge and experience, and to raise awareness for the practical challenges that members encounter.

## NEW AND ONGOING ACTIVITIES

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Next to the WWP EN's core work, we focus on a specific topic each year. These topics form part of a four-year strategic plan and have been selected based on current European challenges and the interests and needs of our members. The focus themes also ensure both diversity and focus within the work of the network and ascertain that we can tap into a growing range of expertise in the future to inform our work. New partnerships and collaborations often grow out of these annual themes.

### Sexualised violence

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This year, WWP EN has focused on a topic that often remains invisible – sexualised violence within intimate relationships. While most people associate sexualised violence with a woman being raped by a stranger, in the majority of cases the perpetrator is [their own partner](#). Especially in close relationships, many incidents of sexual abuse are not reported or even recognised as such. It is often unclear what sexualised violence actually constitutes and that just being in a relationship with someone does not mean that their consent is a matter of course. In most cases, sexualised violence towards the partner is committed next to various other forms of domestic abuse and forms part of the power and control dynamics within an abusive relationship. It is therefore essential to address the topic adequately in domestic violence perpetrator programmes.

This can be challenging as perpetrators but also facilitators often find it difficult to talk about this issue. More than addressing it within a single session, the issue of sexualised violence needs to be structurally embedded in such interventions. It is also essential that such efforts take place within the framework of developing a wider public and institutional response to sexualised violence, e.g. by enforcing higher conviction rates in cases of rape and publicly speaking out against sexualised violence.

WWP EN has therefore dedicated this year's theme to draw attention to sexualised violence in close relationships by raising awareness among public institutions, political stakeholders, the media and the public, and to provide its members with support in adequately addressing this sensitive topic in their perpetrator programmes. The annual conference titled "Let's Talk About It – Advancing Interventions on Sexual Violence in Perpetrator Work" provided space for members to share their experiences in addressing the issue, look at the different factors associated with men's perpetration of sexualised violence, and provided them with practical input for working with their clients. WWP EN has commissioned an expert paper to provide input on addressing sexualised violence with perpetrators, the role of pornography, and what can be done to address this challenge also on a societal level. We have made the topic the theme of our annual campaign, with members organising local events and disseminating materials among the public. Finally, a [webinar](#) on screening for sexualised violence in the context of domestic violence gave members and other interested practitioners the opportunity to receive expert input from Rus Funk, who keynoted our annual conference.



## Collaboration between NGO-run perpetrator programmes and prison and probation services

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Criminal justice systems are an important element in the national intervention chain against domestic violence – many perpetrators enter intervention programmes this way. Next to the criminalisation of domestic and sexualised violence, some states offer perpetrator programmes within their prison and probation services. These are delivered either by specialised prison and probation personnel, or by NGOs. In other cases, perpetrators are referred to independent NGO-run programmes. One way or another, providing programmes that follow quality standards for safe and effective practice is essential, and this includes close coordination with other services, especially victim support services. While in some countries, perpetrator programmes are well embedded in the national system as integrated services or have established reliable cooperation mechanisms with NGOs, in other countries, cooperation systems are not so well developed. Overall, standards that address the specific challenges in the prison and probation context are still lacking.

Many of the perpetrators that our members work with are referred to them by the criminal justice system. In next year's theme, WWP EN will address how partnerships between perpetrator programmes offered by NGOs and prison and probation services can be built or strengthened. We will identify needs and challenges in cooperation as well as the exchange of good practice. Part of this will be gaining an overview of what is currently offered in the field. A working group has started to discuss some of these aspects and has developed a questionnaire to map perpetrator interventions, both NGO and prison or probation-based, and their collaboration structures. An expert paper and a special meeting are planned to bring together current knowledge and perspectives from different stakeholders, with our work on this theme culminating in our annual conference on the topic.

## Guidance on working with migrant populations

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As many people continue to seek refuge in Europe from war or persecution, working with migrant populations remains as timely as ever. Migrant women and girls are in a particularly vulnerable position and at a higher risk of experiencing gender-based violence. At the same time, working with migrant men can pose a challenge to perpetrator programmes due to different languages, cultural backgrounds, and the loss of social structures that migration often entails. It can be difficult for practitioners to reach out to perpetrators from migrant populations in the first place, but also to develop a culturally responsive way of working with them once they attend a programme. As a European organisation, WWP EN is in an ideal position for both gathering experiences from its European members as well as disseminating information on good practice.

Last year, we have set up a working group on the topic that includes representatives from women's support organisations specialised on migrant women and published an [expert paper](#) on experiences of working with migrant populations in the UK. Throughout 2019, the working group has collected information on needs and good practice on violence prevention, victim support and perpetrator work. We have turned to our members to learn from their experiences by disseminating a questionnaire on current practice and needs. The results form the basis of a needs and best practice paper for working with migrant populations.

Our development of the topic will be further enhanced by the work of the [FOMEN project](#) that started this year. Focusing on the prevention of gender-based violence amongst male migrants, the

project collaborates with experts on gender and masculinity, migration and intercultural education, and violence prevention. The working group had the chance to meet up as part of the FOMEN kick-off meeting that took place in October in Graz, Austria. The topic will be WWP EN's annual theme for 2021.

## Promoting accountability in the work with perpetrators

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Last year, we explored the meaning and the practical implications of accountability in our work. While we strive to integrate the knowledge created through each annual theme into our future work, this has been particularly relevant for last year's focus topic. Accountability is important within perpetrator work for various reasons – firstly, abusive men need to be held accountable for their behaviour and this forms a central part within the perpetrator programmes. Secondly, perpetrator programmes themselves need to be accountable towards women and children in prioritising their safety and making sure that they have access to specialised support services. Ensuring a close collaboration between perpetrator programmes and women's support services is hence essential to safe and responsible perpetrator work.

As a result of our work on the topic throughout 2018, we developed a common methodology on creating accountability structures and processes, the [WWP EN Accountability Framework](#). It built on a [review of documents and working papers](#) and an expert paper commissioned by WWP EN in 2017, and discussions during our last annual conference "Journey to Accountability: Theory and Practice". The document provides practical guidance on promoting accountability with the perpetrator, and ensuring accountable practice of perpetrator programmes in relation to women and children, the women's support sector, and within the workplace. It was finalised in the course of 2019 and approved by membership during the 2019 annual general assembly.

The WWP EN Child Protection Policy, which was presented and approved by members during the annual conference 2018, is the result of ongoing reflections on how to further improve our current practice in relation to promoting accountability.

## Child Protection Policy

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In 2018, we developed a child protection policy that is informed by the Istanbul Convention of the Council of Europe and the United Nations Convention on the Rights of the Child (UNCRC). The policy was presented to and approved by members at the annual general assembly 2018 in Prague, Czech Republic. It has been signed by all WWP EN team members and been implemented over the course of 2019.

WWP EN is fully committed to safeguarding the well-being of all children and young people that may in any way be affected by our work. Although WWP EN is not in direct contact with child victims of domestic violence, through our member organisations we have an indirect ethical responsibility to ensure that all measures are in place to protect children who have experienced domestic violence. The policy specifies procedures, protocols and underlying values to ensure that children and adolescents who are affected by domestic violence have their right to health, safety and well-being protected, and to have their best interests considered a top priority. This includes, for example, behaviour protocols, reporting procedures, communication and media guidelines, supporting age-appropriate counselling and the implementation of strategies to ensure that children have their voices heard.



All WWP EN staff members have read and signed a statement to declare their adherence to its principles and procedures.

The complete [child protection policy](#), as well as a [webinar](#) with Laura Lundy on child participation, are available on our website.

## Annual campaign

From 25 November to 10 December 2019, WWP EN and our members have [used our voices](#) to highlight an overlooked issue in domestic abuse interventions: men's sexualised violence against their partners.

Throughout the [16 Days of Activism against Gender-Based Violence](#), member organisations from Albania, Bulgaria, Bosnia and Herzegovina, Croatia, Cyprus, Czech Republic, Italy and Spain have organised activities to educate the public about misconceptions around sexualised violence in relationships, fight the prejudices towards survivors of sexualised violence in relationships and shift the focus from women being responsible for their safety to what men can do to ensure a safe and consensual sexual relationship.

In response to the positive feedback received on the annual campaign last year, we again developed engaging materials, including a questionnaire postcard that invited reflections on the use of sexualised violence, and a poster that challenged common ideas on the context in which sexualised violence takes place.

Member organisations used the materials in their social media channels and especially the campaign events they organised locally. Sexualised violence within close relationships often remains a difficult topic to engage the public in, but campaigners have organised street actions, workshops and photo exhibitions.



Postcard front and back



Poster

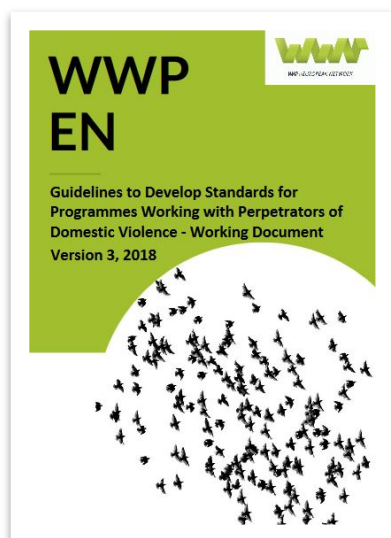
Our [December newsletter](#) summarising all activities can be found on our website.

## IMPACT Outcome Monitoring Toolkit

We continuously work on developing our [IMPACT Toolkit](#) and expanding its use across Europe. The IMPACT Toolkit is a core resource and integral part of WWP EN's work since its inception. It is used to measure the impact of perpetrator programmes on the men they work with by supporting programme staff in (self)monitoring and evaluating their work. Results are obtained through questionnaires both to the perpetrator and to the abused (ex)partner.

Perpetrator programmes are often asked whether their work “makes a difference”. While it can be difficult to measure success in numbers, evaluating the results of the work can help provide indications on what needs to be improved to make programmes more effective. Organisations offering perpetrator programmes often do not have appropriate tools to consistently measure the results of their work. If they do use evaluation tools, the results are not comparable to other organisations or countries due to the use of different methodologies. The IMPACT Toolkit was developed to help address these issues and to establish a coherent Europe-wide dataset that provides a sound basis for improving the quality of perpetrator programmes.

Our Research and Development Manager Berta Vall is responsible for all work related to the toolkit, and has further driven forward its development this year: the use of the toolkit was further rolled out across Europe, adding Russia, Czech Republic and Croatia to the countries in which it is used. The toolkit was hence translated to three additional languages. The information on the IMPACT project



available on our website has been greatly expanded with a separate section dedicated to it and sample reports to be added soon. We have continued to provide reports to members who use the toolkit, gave a webinar training to members on toolkit use, as well as two online trainings as part of the projects A.S.A.P. and CONSCIOUS. Additional trainings for using the toolkit are planned for next year in the countries to where it is newly introduced. We have also started to involve members of WWP EN who are national networks in the dissemination of the toolkit within their countries.

## Guidelines for Standards in Working with Perpetrators

Promoting and supporting perpetrator programmes to be as safe and accountable as they can be is directly linked to our victim- and safety-focused mission. WWP EN provides a set of [guidelines for the development of standards](#) for perpetrator programmes. These include the importance of perpetrator programmes collaborating with specialised victim support services and getting in contact with the (ex)partner to ensure she receives all information that is critical for her in relation to the participation of her (ex)partner in the programme.

WWP EN is continually updating these guidelines. They are available on our website.

## Projects

Next to the core funding we receive from the European Commission and the co-funding received from the OAK Foundation, WWP EN has increasingly focused on expanding its thematic work through projects. Last year, we have successfully applied for funding for three different projects in consortia with other organisations – a number of which are WWP EN members. In combination with the implementation of three projects that started in 2018, this year has been a very busy project year for WWP EN.

Projects that have started this year:

- **Men in Care (MiC)**

Focused on reducing gender inequalities, this three-year projects involving 12 organisations seeks to promote conditions in the workplace that enable men to take over caring roles (caring for partners, children, parents, friends, etc.). [MiC](#) targets seven countries (Austria, Germany, Iceland, Norway, Poland, Slovenia and Spain) and aims to involve workers, trade unions, employers, and families in identifying and sharing best practices for achieving a high

level of work-life-balance for employees. Expected results include the implementation of new workplace strategies to support men in sharing care responsibilities, serving as models to others, and the creation of sustainable multi-level partnerships of stakeholders at European and national levels.

The projects is co-funded by the European Commission under the EaSI Programme (PROGRESS axis).

- **FOMEN**

This two-year project started in September with a consortium of partners from six countries. [FOMEN](#) will focus on innovative approaches to prevent gender-based violence amongst male migrants, developing quality standards for violence-prevention programmes for this both specific and diverse target group. In national workshops, professionals from three different areas (gender/masculinity, migration/intercultural education and violence prevention) will use their expertise to identify and develop ways to address most critical needs. The project is funded by the European Commission under the Rights, Equality and Citizenship Programme.

- **MARVOW**

Multi-Agency Responses to Violence Against of Older Women ([MARVOW](#)) is a two-year project aiming to improve protection and support for elderly victims of gender-based domestic abuse. As older victims often fall into the gap between intimate partner violence and elderly abuse, there are no clear indications for practitioners on how to proceed with victims of this specific group. The six project partners will therefore map the current situation in their countries and analyse the multi-agency approaches to working with perpetrators of this violence. Training materials will be created to highlight a multi-agency model for working with older victims.

The project is co-funded by the European Commission under the Rights, Equality and Citizenship Programme.

Ongoing projects that have started in 2018:

- **ENGAGE**

The [ENGAGE project](#) aims to develop a model for improved cooperation between frontline services and specialised programmes for the referral of perpetrators of domestic violence. In order to ensure a coordinated, evidence-informed, human-rights-based and culturally sensitive response in the provision of services to perpetrators, the project has developed training packages for frontline professionals as well as a comprehensive roadmap. The roadmap supports professionals in increasing both quality and quantity of referrals and assists them, for example, in motivating perpetrators to initiate and persevere in the behavioural change process. Both the training package and the roadmap are currently being disseminated and can be found on our website.

- **A.S.A.P: A Systemic Approach for Perpetrators**

The objective of the [A.S.A.P. project](#) is to define and implement a model to integrate intervention methods applied to victims and to perpetrators of gender-based violence. Given a lack of cooperation between and within different governmental and non-governmental agencies dealing with gender-based violence, the project seeks to foster an efficient network

of prevention and counteraction. The five project partners will do research on working models around services for victims and perpetrators, and their integration and legislation in three countries (Bulgaria, Croatia, and Italy). Project activities will also include the definition of an experimental operational protocol, the testing of the protocol, and the design and application of an evaluation system to measure the impact of the protocol. The final stage of the project will involve the development of a final operational protocol and policy guidelines, and the dissemination of project activities and results.

The project is co-funded by the European Commission under the Rights, Equality and Citizenship Programme.

- **CONSCIOUS**

The 20-months [CONSCIOUS project](#) aims to prevent reoffending of perpetrators of sexual abuse and domestic violence through a model of inter-systemic cooperation between social health authorities, civil society organisations, and the criminal justice system. As social exclusion is one of the factors that leads to increased likelihood of recidivism, this cooperation model aims at supporting social reintegration of offenders through interventions inside and outside of prison. This will be done by e.g. building the capacity of public bodies and professionals involved in the entire intervention process, and by introducing new treatment services for perpetrators of domestic violence and sexual violence both within prison and the social health services.

The project is co-funded by the European Commission under the Rights, Equality and Citizenship Programme.



# NETWORK DEVELOPMENT AND EVENTS

## Annual Conference



Under the theme “Let’s Talk About It – Advancing Interventions on Sexual Violence in Perpetrator Work”, this year’s annual conference took place in Heraklion, Greece, from 23-25 October 2019. It was kindly hosted by our Greek member, the Union of Women Associations Heraklion (UWAH).

The 117 participants came from over 30 countries from Europe, Latin America and beyond, representing organisations involved or interested in the work with perpetrators. The conference was also joined by the President of the Board of the Women Against Violence Europe Network (WAVE).

A long-time activist on gender justice and consultant on healthy masculinities, Rus Ervin Funk provided the keynote speech and a joint workshop. The conference also featured a variety of workshops by members and WWP EN’s Annual General Assembly, where the 2019 board elections took place. The workshops were accompanied by a poster presentation of 15 member organisations and a presentation of EUROsocial, with delegates from Uruguay and Guatemala.

With a number of political representatives of the Hellenic government and parliament present, the **opening** of the annual conference was also attended by his Eminence the Archbishop of the Orthodox Church of Crete. The President of the host organisation UWAH highlighted the fact that it is the first time in Greece and in Crete that the discussion about the perpetrators treatment is opened at a formal and organised level.



On behalf of WWP EN, the Executive Director Alessandra Pauncz opened the annual conference and gave the word to this year's conference moderator, WWP EN's Communication Manager Anna McKenzie.



In his **keynote speech** “Responding to and Preventing Intimate Partner Sexual Violence”, Rus Funk covered some basic concepts of sexual violence and invited participants to explore the question: “How one can say yes, when they can't say no?” Among other topics, he addressed the role of pornography and described influencing factors and interventions across the social ecology of society. The keynote speech was live-streamed via WWP EN's Facebook page.

The **World Café** was organised in order for participants to discuss challenges and needs when addressing sexualised violence in the work with perpetrators, and social factors that contribute to men's perpetration of sexual violence. At different tables, groups of around five people discussed sets of predefined questions on these topics. Through rotation, each participant was able to exchange on different questions with a different set of people.

Following the World Café, participants had the opportunity to get to know each other's work more closely during an interactive viewing of members' posters. They presented their work and specific areas of interest within perpetrator work. In parallel, a focus groups session took place that concentrated on receiving more in-depth feedback from membership on the work of WWP EN, and a meeting on national networks within WWP EN.



During the joint dinner, EUROsociAL and their Latin American delegation briefly presented their work on awareness raising and combating domestic violence.

The second day was fully devoted to a **joint workshop** by Rus Funk and **individual workshops provided by participants**. In an interactive session with small groups, Rus invited participants to share personal reflections on sexual violence. It was noted that, just like participants wanted to make each other feel comfortable when sharing experiences during the session, often programme facilitators try to make the perpetrator feel at ease in order to more



easily talk about the sexual violence committed. However, it was concluded that it is acceptable to leave space for uncomfortableness in the perpetrator. Rus then briefly explored the difference between empathy and compassion, and looked at different ways of developing accountability across



the social system as part of a community-based response to sexual violence. He also highlighted the role of pornography in the perpetration of sexual violence as it reinforces men's sense of entitlement, disinhibits men's empathy for women, reinforces visions of sexual assault and creates a sense of social approval. The workshops closed by an extensive feedback session in which participants discussed the adaptability of the speaker's input to their interventions and the local social context.

The [WWP EN Annual General Assembly](#) took place on the second day of the conference.

In a **joint discussion session**, board member Olga Persson and Executive Director Alessandra Pauncz looked at key aspects of the expert paper on sexualised violence that WWP EN had commissioned and linked it to discussions that took place during the annual conference, in particular referring to the issue of accountability. Participants voiced the need to agree on language describing this form of violence, the need to increase the focus on children in dealing with sexualised violence, and to expand on recommendations in the practical work.

From "Let's talk about it" to "Let's do something about it": Presenting key **conclusions** from the conference discussions, moderator Anna McKenzie invited participants to move to action with the input and suggestions made in the course of the conference. Participants gave positive feedback and commented on the conference as being very productive, targeted and open to new ideas.

Find here the full report on the annual conference by host organisation UWAH.

## Study visit

The study visit WWP EN organises each year is a much-valued opportunity for organisations to learn first-hand how their fellow network members work. For two days, a small group of seven participants from different member countries is introduced to the context and working methods of the hosting programme and share their own approaches.

The WWP EN Study Visit this year took place in Helsinki, Finland, on 5-7 June. The event was hosted by WWP EN and Ensi- ja turvakotien liitto ry (The Federation of Mother and Child Homes and Shelters, FMS) which has been working against domestic violence in Finland for 40 years.

The Federation of Mother and Child Homes and Shelters is an NGO-based welfare organisation that helps children and families in difficult and insecure situations and prevents domestic violence. The Federation is the central organisation for its 31 member associations.



As an integral part of each study visit, the host organises excursions to their partner organisations or other relevant institutions. This time, the delegation visited

- the Helsinki Shelter Association, which has a *Supported Accommodation Unit* and a *Domestic Violence Unit*;
- Miessakit Association, a non-governmental expert organisation established to support the mental, psychological and social growth of men;
- Maria Akatemia, a non-profit organisation for research, development and education working on issues such as gender specificity, violence prevention, and work community wellbeing; and
- Shelter Haaga, which is one of the tree shelters operated by the Helsinki Shelter Association.

Participants got a good impression of the work of FMS and its members through a variety of presentations, e.g. on the implementation of the Istanbul Convention by FMS's Development Director Sari Laaksonen, on the Jyväskylä model of working with family violence, on the *Alternative to Violence* programme for domestic violence perpetrators by FMS member Lyömätön Linja, or on post-separational stalking. Through a "speed dating session" with





member organisations of the FMS network, participants could learn more about the work with migrant populations, FMS's work with children, with victims, and with perpetrators.



At various occasions throughout the study visit, participants shared and compared approaches, ideas and practice. Looking at the particular situation in Finland, they felt that there is a high degree of trust in the social system, and people on average are more likely to receive the support needed. This could be seen in how the clients are served and dealt with.

It was also noted with interest that there is no court practice of referring perpetrators to specialised domestic violence programmes. Therefore, the programmes mainly work with clients who come to the programme voluntarily. According to excursions and discussions, one of the reasons for this could be the client-oriented approach to counselling and assistance practice in Finland.

One of the issues addressed in the discussion on the Istanbul Convention was that when talking about violence against women, it is common to avoid using gender-based language and instead use gender-neutral expressions, such as violence in close relationships, domestic violence or intimate partner violence. FMS, among the other non-governmental organisations, is concerned that during implementation, the terminology of gender-based violence against women and domestic violence as used in the Convention will be transformed into gender-neutral terminology.

Participants gave very positive feedback on the study visit, finding it inspiring, insightful and particularly well organised.

For the full report by the Federation of Mother and Child Homes and Shelters, please visit the [study visit section](#) on our website.

## Working groups

### WWP EN IMPACT Outcome Monitoring Toolkit Steering Group

The work on the WWP EN IMPACT Toolkit is supervised by a steering group composed of WWP EN members and staff, including three board members. Board member Professor Marianne Hester from the University of Bristol provides scientific oversight over the development of the toolkit, and a representative from a member organisation specialised in research provides further expertise. The group has held three Skype meetings this year in which it discussed the further roll-out of the toolkit and some changes made to it after finishing the pilot phase. The steering group also made some strategic decisions about the dissemination and validation of the toolkit.

### Balkan Initiative for Work with Perpetrators (BIWWP)

The working group serves as a focal point for the promotion of regional cooperation in the Balkan and South-East European region. It focuses its activities on three main areas: capacity building and best practice exchange; awareness raising initiatives; and advocacy and lobbying.

Together with member organisation OPNA from Serbia, WWP EN organised a wider Eastern and

South-Eastern European meeting that took place in Belgrade in May of this year. It gathered 29 participants from the region and donor organisations interested in project work there. The event was very successful in discerning the regional specifics and common challenges among the countries and gave the opportunity to explore possibilities for joint future projects. It also helped clarify the role of WWP EN in supporting the work of its members in the region.

### **Working Group on Cooperation between NGO Perpetrator Programmes and Prison and Probation Services**

The working group was established in 2018 to start our work on the theme for 2020. In order to gain an overview of existing practice, the group has started gathering and mapping information on practice of perpetrator programmes in the prison and probation (referral) context across Europe (i.e. programmes on domestic violence and sexual violence). The group identifies and analyses current challenges and good practice regarding the collaboration between prison and probation services and NGOs offering perpetrator programmes. Expert input and discussions at the annual conference will feed into the development of policy recommendations for establishing a collaboration framework between relevant agencies and programmes.

### **Working Group on Working with(in) Migrant Populations**

This working group was set up in 2018, drawing from the WWP EN membership and involving representatives from the European Network of Migrant Women (ENOMW), Centre Anna in Russia (also a WAVE network member), and the Russian universities MGIMO and RANEPa. Currently, organisations from Russia, Italy, Albania, Austria, Croatia, Greece, Italy, UK and Finland (+ WWP EN) are involved in the working group.

Working group members direct the work, give input based on their experiences with working with perpetrators from migrant populations, and provide feedback on papers or other materials that are produced within the theme's framework. The first meeting was held in December 2018, with two further meetings in 2019. An [expert paper](#) on working with migrant perpetrators in the UK was published last year, highlighting DVIP's work in London and Safer Families Edinburgh's work. Additionally, ENOMW held a [webinar](#) on the topic. Current activities of the working group include a needs and best practice report for working with migrant populations in violence prevention, victim support and perpetrator work, as well as a [framework document](#) on the basics of working with(in) migrant populations. It is foreseen that the working group will develop best practice guidelines on working with migrant perpetrators, as well as policy recommendations to the European Commission. The group will also help with the preparation of WWP EN's 2021 Annual Conference on working with(in) migrant populations.

### **Equality Sub-Committee**

The Equality Sub-Committee addresses issues pertaining to equality and human rights, gender mainstreaming and discrimination in all areas of the work of the Network as well as the Network itself. All members, board or staff are invited to bring forward concerns or suggestions related to these issues that they would like Committee to address. The Committee has presented a report on

the topics it has dealt with at the annual general assembly in Crete. Among these were the proposed Statute change presented to members in preparation of the annual general assembly, and issues around the fair economical treatment of staff.

### **Quality Assurance Working Group**

As part of its efforts to ensure that WWP EN's work is relevant and accessible to our members, the Quality Assurance Working Group has been set up in 2018 to evaluate the events, communication, and documents the Network produces and their practical impact on the work of our members. In three Skype meetings that the group has had this year, it explored various options on how to measure this impact, discussed the feedback of the last annual conference as well as the input from members given during focus group session at the conference. This feedback fed into the preparations of the annual conference that took place this year. The group is composed of one board member, one staff member and one person from membership.

### **Project Evaluation Working Group**

The board has decided to activate this working group to support decision-making around the selection of projects on an ad-hoc basis.

### **Working group on “Building and strengthening partnerships with victims’ services in work with perpetrators to prevent violence against women and children”**

The working group has produced key documents on good practice ([2017 WWP EN Good Practice Report](#)) and building and strengthening partnerships ([2016 WWP EN Mapping Report](#)), and organised training events on accountability of perpetrator programmes towards victims in the last couple of years. The results of its work continuously inform the work of WWP EN, e.g. the development of the WWP EN Accountability Framework.

In line with WWP EN's victim-centred approach as a fundamental part of responsible and accountable perpetrator work, the group focuses on the following areas of work:

- Attending to victim (women and children's) safety;
- Services for women whose (ex)partners are on a perpetrator programme; and
- Improving and strengthening the collaboration of perpetrator programmes with women's support services.



## New members

We are glad to report that our network has continued its growth also in 2019. Five new full members have joined us, of which two are from countries that had not yet been represented among the WWP EN membership.

Our new members are:

### **SIT – Center for Counseling, Social Services and Research**

[SIT](#) is a non-governmental and non-profit organisation in Kosovo with the mission to provide professional counseling services, do research and prevent negative impacts on health and social welfare. Among other areas, they focus on violence prevention, reintegration of perpetrators, positive parenting and sexual and reproductive rights.



### **Competence Center in Mental Health Advancement (NGO VAITER)**

[NGO VAITER](#) is an Estonian organisation founded in January 2018. The organisation provides social and healthcare services, as well as therapy. Additional activities include support groups, trainings and domestic violence prevention work. Thanks to NGO VAITER, the intervention programme "Caring Dads" is being implemented in Estonia, Latvia and Slovenia.

### **Oradea Penitentiary**

Re-established in 1983, [Oradea Penitentiary](#) is a public institution that is part of the system of defence, public order and national security of the Romanian state. Through individual and group therapy, psychologists and social workers aim to reduce the psychological and social vulnerability of inmates with psychological disorders, and aggressive and addictive behaviours. As part of a specialised department within the prison, they offer a domestic violence perpetrator programme and a programme for sexual offenders.

### **Union Women Center (UWC)**

The [Union Women Center](#) in Georgia, with special ECOSOC Status at the UN, works in the area of domestic violence prevention, victim protection, research and policy dialogue. Additionally, UWC is active in the health sector, legislation, and it supports the government with the national action plan, as well as the police, social workers, government employees and other NGOs with training programmes. Other areas of work include licensing and re-certifying health care providers, screening for impacts of domestic violence on children and pregnant victims. UWC operates a medical centre that provides services to victims.

### **Centre for Child Wellbeing and Protection**

The [Centre for Child Wellbeing and Protection](#) at the University of Stirling in Scotland consists of a number of academic researchers, social workers and other professionals with a wide range of experience in research on the issue of the impact of domestic abuse upon families and children. They also have a longstanding experience of working in, providing training and consultancy, and conducting research into, various aspects of the work of perpetrator programmes in the UK and in Ireland.

We also welcomed four new [affiliate members](#) (Zhu Lin, Engin Firat, Maja Loncarevic, and Damian Carnell) into our network.

## Partnerships and collaboration with other organisations

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An effective response to gender-based violence requires concerted efforts on various political and social levels. Only by joining forces with other organisations, institutions and networks can we make a change for a safer world for women. Fostering our partnerships and building new ones has therefore been a key interest of WWP EN also in 2019.

This year, WWP EN has geared up its advocacy work on a regional and international level, with WWP EN's Executive Director Alessandra Pauncz becoming a member of the [Regional Civil Society Advisory Group](#) (CSAG) for UN Women Europe and Central Asia. In this position, she will promote collaborations with other non-statutory organisations working in the field and strengthen WWP EN and its members' voices in the international arena.

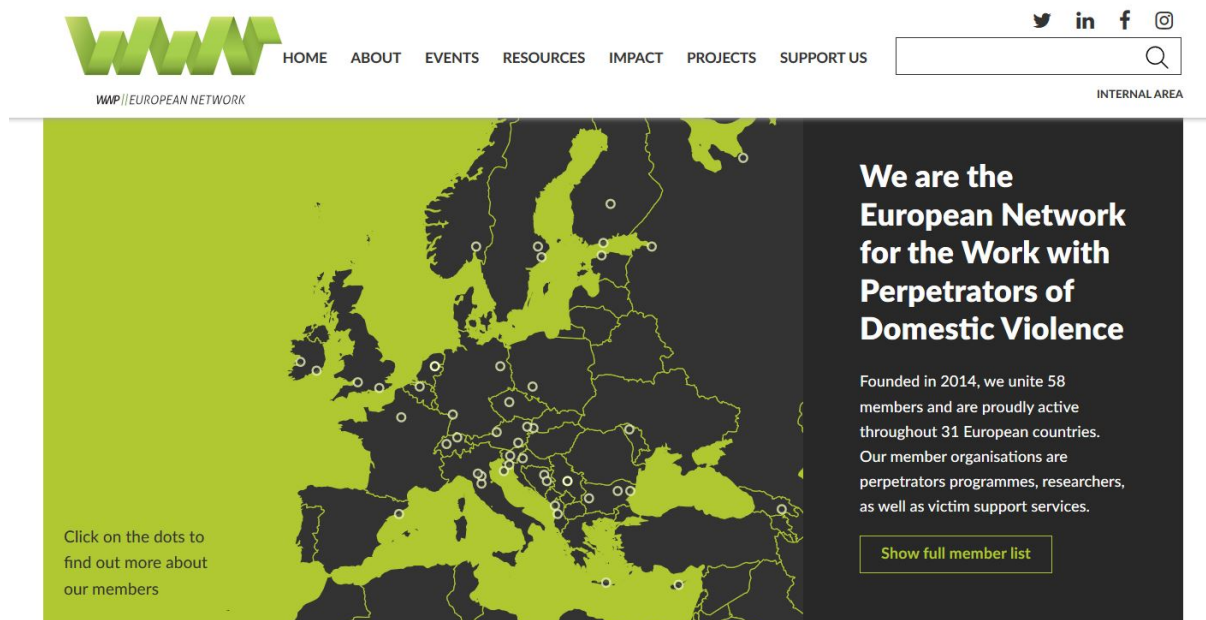
We continue to strengthen and uphold our connections with the women's support sector, in particular working with the input and perspectives of Women Against Violence Europe (WAVE) network, and engaging with the work of the European Women's Lobby (EWL) through participation in the joint Coalition to End Violence Against Women and Girls. Having three board members who represent organisations that have victim support as their core activity ensures that the perspective and concerns of the women's support sector are integrated into our work.

The representative of one of WWP EN's member organisations has recently become the Vice-President of the GREVIO Commission, which will support a closer engagement with WWP EN and the Commission. As part of the Steering Committee of MenEngage Europe, we are able to link our work more closely to other efforts towards advancing gender equality and shifting discourses on masculinity.

Within the framework of preparations for the annual theme next year, we have pursued cooperation with the Confederation of European Probation (CEP). We also continue our membership with the International Society for the Prevention of Child Abuse and Neglect (ISPCAN) in order to access relevant expertise on issues of child abuse and protection. In mid-2019, we signed a Memorandum of Understanding with IAMANEH Switzerland to formalise our collaboration and have since cooperated in enabling a training for WWP EN members in the Balkan region. Envisaged for 2020 is a Memorandum of Collaboration with EUROsocial to support closer engagement, coordination and sharing of resources.

# COMMUNICATION AND PUBLIC RELATIONS

## Website



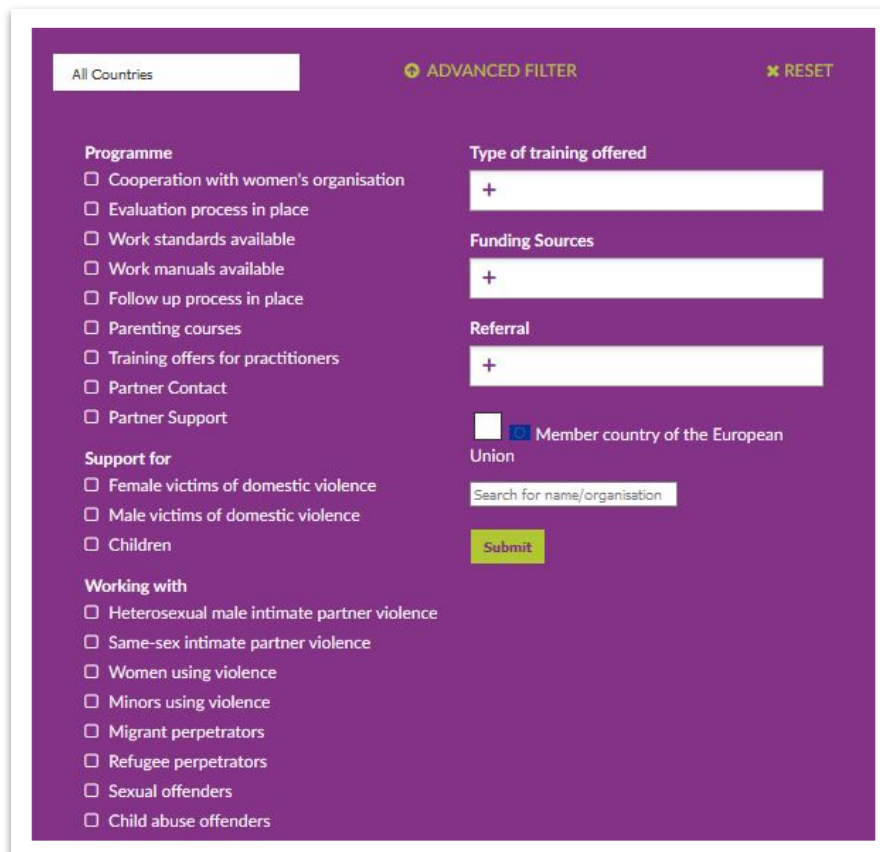
As part of our continuous efforts to improve our online presence, the [website](#) is now even more informative, user-friendly and engaging than before. After the complete makeover of the website and its relaunch in 2018, a section on the IMPACT Toolkit has been added. It provides more specific information on this evaluation tool, with sample reports to be added soon. Interested organisations or individuals can now find more information on the great benefits that a membership with us entails. With the rising number of projects WWP EN participates in, the project section on the website has been expanded with brief descriptions of project contents and available results or publications. The website now also features a donation button and a section with job and internship opportunities at WWP EN.

An FAQ area on gender-based violence and perpetrator work, up to date statistics on gender-based violence in Europe, and separate sections with information for victims, for perpetrators, and for bystanders of gender-based violence are all in the final stages of development and will be added to the website soon. As an important website addition last year, we continue to link our activities on social media with our website through the newsfeed. The feed can also be accessed by visitors who do not have a social media account in order to cater to all users and needs.

## Programme database

The WWP EN programme database on our website is a resource that provides information on perpetrator programmes across Europe. Practitioners, researchers and those seeking help can consult the database to find partners for projects, to inform their research, or to find a point of contact within their country.

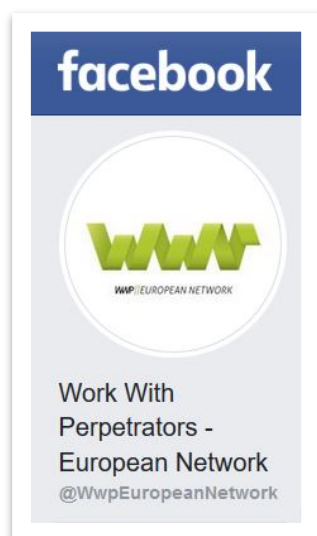
To ensure usability, we continually optimise the filter system of the database. With the General Data Protection Regulation (GDPR) having entered into force last year, we have had to get renewed consent of the programmes to be listed on our website. We continue to add programmes to the database as we receive consent forms in line with the new regulation.



The screenshot shows a search interface for the Programme database. It features a purple background with white text and form elements. At the top, there is a dropdown menu set to 'All Countries', a link to 'ADVANCED FILTER', and a 'RESET' button. The main area is divided into two columns. The left column contains several sections of checkboxes: 'Programme' (Cooperation with women's organisation, Evaluation process in place, Work standards available, Work manuals available, Follow up process in place, Parenting courses, Training offers for practitioners, Partner Contact, Partner Support), 'Support for' (Female victims of domestic violence, Male victims of domestic violence, Children), and 'Working with' (Heterosexual male intimate partner violence, Same-sex intimate partner violence, Women using violence, Minors using violence, Migrant perpetrators, Refugee perpetrators, Sexual offenders, Child abuse offenders). The right column contains three input fields with '+' icons: 'Type of training offered', 'Funding Sources', and 'Referral'. Below these is a checkbox for 'Member country of the European Union' and a search bar labeled 'Search for name/organisation'. A green 'Submit' button is at the bottom right.

Programme database search screen

## Social media



### Facebook

On the WWP EN [Facebook page](#), we share news on masculinities, domestic violence and feminism from all over Europe and beyond. Additionally, we use it to show our members' activities and events WWP EN is hosting, such as the annual conference, webinars and the study visit.

The Facebook page is host to a growing WWP EN community and we are very happy to report an increased engagement with content, as well as a continuous rise in followers (now about 1500). The #ResponsibleTogether Campaign keeps drawing in Facebook users interested in gender equality and perpetrator work, as do the webinars – which draw a large number of participants from Facebook.



### Instagram

Since its launch in August 2018, the WWP EN [Instagram page](#) has become a lively space for sharing information on upcoming and past events, member activities and the different publications on our website.

The more informal nature of Instagram allows for a fun way of interacting with followers, as well as sharing insights into the everyday of WWP EN. As last year, we asked member organisations to take over the WWP EN Instagram account during the #ResponsibleTogether Campaign, enabling them to engage directly with a European audience.



### LinkedIn

WWP EN started a [LinkedIn](#) company page in January of 2018. We use the company page to share interesting job openings with WWP EN member organisations and international NGOs. Furthermore, we share news on upcoming conferences, WWP EN events, projects, calls for papers and other content useful for members, such as newly published journals and resources.

The LinkedIn page has been successful with followers regularly engaging with the content. We will continue our efforts to use LinkedIn to reach those groups of the public who are not on Facebook, but use LinkedIn professionally.



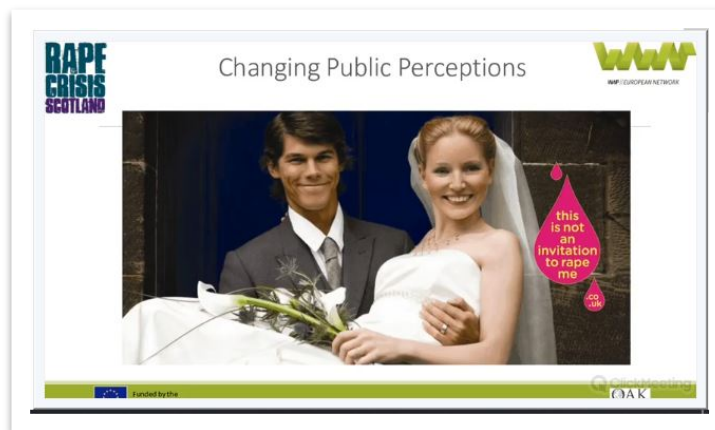
## Twitter

The WWP EN [Twitter](#) account offers concise insights into important news, as well as members' activities and WWP EN events. Through the WWP EN Twitter account, we are involved in informational campaigns (e.g. with the newly joined Coalition Against Stalkerware) and engage directly with international actors and stakeholders such as the European Institute for Gender Equality (EIGE), MenEngage and the European Women's Lobby (EWL).

## Webinars

Given the geographical spread of the network with members from over 30 different countries, webinars have proven a useful interactive tool for capacity building by and for our members. Our webinars are led by professionals with expertise in specific areas within perpetrator work or victim support. The publicly accessible webinars have this year covered the following topics:

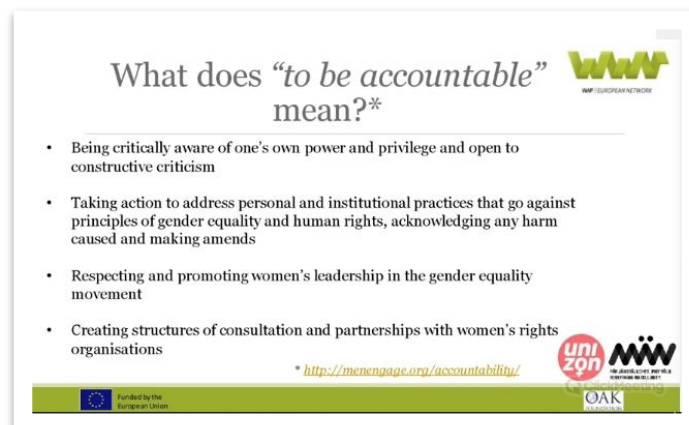
### Sandie Barton – Rape Crisis Centres and the Special Role of Sexual Violence in Perpetrator Work



In this webinar, Sandie Barton, a qualified cognitive behavioural psychotherapist and currently the Director of Operations at Rape Crisis Scotland explored Rape Crisis Centres – their necessity, their specific work and their European context. She considered the intersections of domestic abuse and sexual violence as she has experienced them in her work, and how these intersections have been treated thus far. She shared inputs on how to treat sexual violence in perpetrator programmes taken from her decades of experience working with survivors.



## Natalia Batenkova and Vidar Vetterfalk – Step by Step: Men’s Accountability Towards Women As An Ongoing Process



What does “to be accountable” mean?\*

- Being critically aware of one’s own power and privilege and open to constructive criticism
- Taking action to address personal and institutional practices that go against principles of gender equality and human rights, acknowledging any harm caused and making amends
- Respecting and promoting women’s leadership in the gender equality movement
- Creating structures of consultation and partnerships with women’s rights organisations

\* <http://menengage.org/accountability/>

Logos: WWP, UNIZON, MÄN, OAK FOUNDATION, Funded by the European Union

The two organisations Unizon and MÄN (Sweden) have been cooperating for many years. But has it always been an accountable cooperation? During this webinar, Natalia Batenkova and Vidar Vetterfalk shared a recent example that damaged the cooperation between the organisations and talked about the important practical steps and lessons learned on the way to developing more accountability. They described what “to be accountable” means and presented guiding principles for men’s accountability. The presenters explained how actively listening to hear the other’s perspective and needs as well as asking questions was an important first step towards accountability, but also how difficult and fragile the process of re-establishing trust can be.

## Heinrich Geldschläger – Training Frontline Professionals to Engage Male Perpetrators of Domestic Violence



conexus ENGAGE Roadmap engage

**GOALS:**

- The goal of the roadmap is to assist the intervention of **frontline professionals** in health care, social and child protection services, police, and others, coming into contact with male service users who are violent or abusive to their female partners
- One of the most common requests from victims is **for someone to work with their partner**, to help him change and to keep them and their children safe from violence
- Working with these men to change their behaviour is a **key step towards preventing domestic violence**

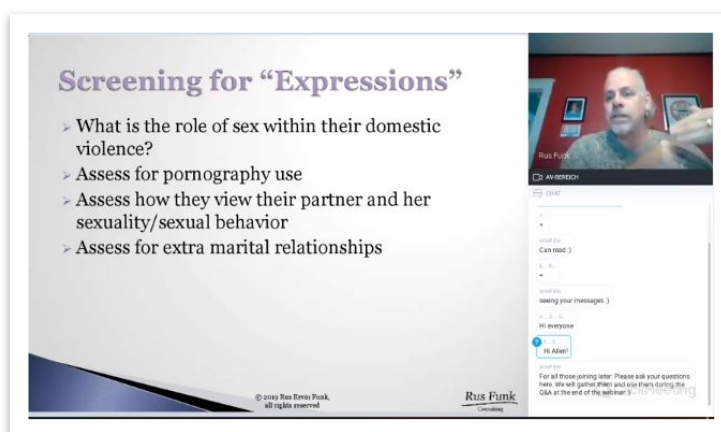
engage Roadmap for frontline professionals working with male perpetrators of domestic violence and abuse

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Heinrich Geldschläger is a WWP EN Board member and Treasurer, and a German psychotherapist with over 20 years of experience with perpetrator interventions. In this webinar, he shared the roadmap and training developed within the framework of the ENGAGE project. The project trains

frontline professionals (e.g. healthcare workers) to engage, motivate and refer perpetrators to perpetrator programmes. The session also looked at lessons learned and evaluation results from the ENGAGE pilot implementation in France, Italy and Spain - enabling participants to critically evaluate their own referral and training procedures, and to gain an understanding of unused potentials.

## Rus Ervin Funk: Screening for Men's Use of Sexualised Violence in the Context of Domestic Violence



In this webinar, Rus Funk, keynote speaker at our annual conference and long-time activist on promoting gender equality and violence prevention, shared his expertise on sexualised violence. Sexualised Violence is a common aspect of intimate partner violence. While it is a common dynamic, it is poorly understood by practitioners (both those who support victim/survivors, and those who work with men who perpetrate violence) and rarely addressed. The webinar provided an overview of sexualised violence within intimate partner violence, the dynamics in the context of intimate partner violence, and ways practitioners can screen for the presence of intimate partner sexualised violence. During the session, Rus also shared some strategies and techniques to support men to examine their use of sexualised violence as a part of their violence perpetration.

More information on our past [webinars](#) is available on our website.

## Newsletter

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We put great efforts into keeping our members and the interested public informed about our work. Next to our website and our profiles on Facebook, Twitter, Instagram and LinkedIn, we share information through our quarterly electronic newsletters. They feature updates on our activities and projects, calls for tenders, events and other news, job offers and links to online resources. All our [newsletters](#) are accessible via our website.



## Presentations at conferences

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Being the only European network on domestic violence perpetrator work means it is all the more important for us to share the knowledge and experience we gather through our members, and to offer our expertise at conferences and other events. Next to raising awareness for our core topics and informing professional practice, it gives us the opportunity to draw attention to the interests and needs of our members. Finally, attending and presenting at conferences has been very useful for initiating partnerships and collaboration with experts from a wider field.

The following is a list of the conferences and events at which we gave presentations, keynotes, or participated in panel discussions.

**Meeting of the Eastern Partnership Platform 1 – Strengthening Institutions and Good Governance, Brussels, Belgium – 19 February 2019**

At the meeting, WWP EN Project Development Manager Ralf Puchert provided information on early stage interventions in domestic violence, e.g. on the training of frontline professionals in recognising cases of domestic violence and the importance of low threshold access routes and networking for early intervention.

**Webinar on WWP EN, organised by the CEASE Consortium – 25 February 2019**

The French organisation Fondation Agir Contre l'Exclusion (FACE) invited Executive Director Alessandra Pauncz to hold a webinar presenting WWP EN's concepts and activities. The webinar took place within the framework of the CEASE project, which seeks to create a European network of companies and public institutions engaged against violence against women. The presentation by Alessandra was followed by a Question & Answers session.

**Conference “In-visibile, in-dicibile, in- affrontabile?”, Parma, Italy – 5 May 2019**

The conference addressed the issue of violence against women in a plural society, and was organised by the University of Parma in collaboration with women's NGOs and NGOs working on deconstructing masculinities in Italy. The focus of the event was on strategies for countering and preventing violence. WWP EN was invited to give a European overview on the work with perpetrators and aspects linked to denial and minimisation.

**2019 Annual Conference – European Network on Gender and Violence, Freiburg, Germany – 17 - 19 July 2019**

WWP EN Project Development Manager Ralf Puchert participated in a panel discussion on interventions with perpetrators, providing an overview of WWP EN's current activities and projects.

**36<sup>th</sup> International Congress on Law & Mental Health, Rome, Italy – 21 - 26 July 2019**

Executive Director Alessandra Pauncz was part of a panel on 24 July hosted by Lenore Walker and her team working at Nova Southeastern University in Florida. The presentation *Battered Women Syndrome and Sexual Violence* she gave focused on gender violence and culture, and specifically the Italian and European socio-cultural factors in gender violence services. It was a great opportunity to give international visibility to the work that WWP EN is doing in Europe.

**3<sup>rd</sup> European Conference on Domestic Violence, Oslo, Norway – 4 September 2019**

Board member Heinrich Geldschläger and Executive Director Alessandra Pauncz gave a presentation on how to provide support and training to frontline professionals in screening for perpetrators of domestic violence. They focused on the important role of frontline professionals in recognizing such

cases and referring perpetrators to specialised programmes. The presentation also gave an outline of the various other work streams WWP EN engages in.

**3<sup>rd</sup> Edition of a Meeting on the National Plan for Gender Equality (“III Edizione Stati Generali Delle Amministratrici – Piano Nazionale per L’Uguaglianza di Genere”), Bologna, Italy – 11 November 2019**

The conference aimed at designing a new national plan on gender equality and WWP EN intervened in the afternoon round table on actions in countering violence against women. It focused on perpetrator interventions in Italy and Europe, and the WWP EN activities were briefly outlined with a specific focus on evaluation and the IMPACT Outcome Monitoring Toolkit.

**Conference “Violence conjugales, masculinités, rapport de genre. Approches comparatives”, Strasbourg, France – 4-5 December 2019**

The conference was organised by the University of Strasbourg in the context of developing a better understanding in France of the functioning of perpetrator programmes in other parts of Europe. WWP EN was invited to keynote at the conference, emphasizing the importance of standards in perpetrator work and providing an overview of factors important in the development of standards.

## INTERNAL DEVELOPMENT

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### Staff news

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Our team had already grown significantly last year, and this trend has continued throughout 2019. We have received one new permanent addition to our team, and with the expansion of our focus on projects, we could welcome three additional persons as project staff. Sadly, we have had to see our valued colleague Nina George leave, who has helped to make WWP EN what it is today. We were glad to have Berta Vall in our team who was ideally suited to take over Nina’s position.

**Nina George** has worked for WWP EN almost since its very beginning. In her role as Research and Development Manager and as a person, she provided an invaluable contribution to driving forward the development of WWP EN towards a strong and diverse network. Her work on advancing the development of the IMPACT Outcome Monitoring Toolkit has been indispensable to the quality the toolkit has today. In March this year, we had to say goodbye to Nina and wish her all the best for the future!



**Berta Vall Castelló**, PhD took over Nina's position as Research and Development Manager. Based in Spain, Berta had joined us as research assistant for the IMPACT Toolkit in 2018, and now leads the implementation and further development of the IMPACT Toolkit.



**Marc Gärtner**, PhD, joined us in April and supports the implementation of the Men in Care (MiC) project. Based in Berlin, he works as a sociologist at the Institute of Men and Gender Research in Graz/Austria and cooperates with organisations in politics, science, business and NGOs in Germany, Austria and other EU countries. He researches, teaches and advises mainly on the topics of work, organisation and gender. Marc regularly publishes on topics such as diversity management, work-life issues and organisations and is co-author of the first European comparative Study on the Role of Men in Gender Equality.



**Francesca Elsey** joined us in April and has supported the WWP EN communication activities. Since recently, she is responsible for our communications as part of two of our current projects (MiC and CONSCIOUS). Before joining our office in Berlin, she completed her Bachelor in German and Political Science at the University of Leeds in 2017 and worked in journalism. She has a strong interest in gender-based challenges and is passionate about gender equality and ending harmful perpetuations of patriarchal norms. Francesca is currently pursuing an MA in Political Science at the Freie Universität Berlin.



**Daliah Vakili** has joined us within the framework of the FOMEN project as a researcher and trainer. She has been working in the humanitarian field as a Gender Empowerment, Equality & Sexual and Gender Based Violence (SGBV) advisor, specialised on refugee assistance in Lesvos as well as Sahel and MENA region. Daliah is experienced in working with sexual and gender-based violence and human trafficking victims under heavy environments and uses an intersectional approach in her work where she aims for justice and equality for all. She has an MSc degree in Violence, Conflict and Development from the School of Oriental and African studies (SOAS, University of London).





**Dimitra Mintsidis** is our latest addition to the team. As an expert in project design and management, she is joining us to support our work in finances and projects. Through her previous work, Dimitra has experience in research, technical and social innovation, and advancing current growth models. She is a graduate in Economics with a specialisation in development sustainability, and attention to social justice and well-being indicators.



## Developments within the WWP EN Board

With the WWP EN board elections this year, we welcomed a number of new faces to our board. At the occasion, Neil Blacklock resigned from his position as Chair of the board. Neil has guided the strategic and operational development of WWP EN since 2014, leading it from its very beginning through challenging periods and towards what WWP EN is today – quite an achievement! We are glad he continues to form part of our work through member organisation RESPECT.

At the board elections during the WWP EN Annual General Assembly in Greece, board members Atila Uligaj and Dean Ajdukovič were voted into their second term, and four new persons were elected to the board. We look forward to the new input and perspectives of these new additions.

The new board elected Dean Ajdukovič as new Chair, and confirmed Heinrich Geldschläger and Atila Uligaj as Treasurer and Secretary, respectively.



**Katarína Farkašová** established the Alliance of Women in Slovakia 25 years ago. Together with its daughter organisation Alliance of Women, it deals with women's human rights, violence against women, and the provision of support, counselling and other services for survivors of gender-based violence and their children. Katarína is also a member of ASPEKT, the first feminist educational and publishing organisation in Slovakia, and has studied film and TV, Human Rights, International Gender Research and Feminist Politics. She makes use of media to change public awareness and effect equal status for women.



**David Morran** is a lecturer in Social Work at the University of Stirling in Scotland. David was directly involved in setting up the CHANGE Programme, the first court-mandated group-work programme for male domestic violence perpetrators in the UK. He developed and delivered the men's programme for a period of nine years and co-wrote its manual. David has published widely on aspects of practice with abusive men. His contribution to practice in this field was acknowledged in the guidelines for the 'Building Better Relationships' programme developed by the National Offender Management Service (NOMS) in England and Wales. He is presently a co-investigator in two UK research

projects examining innovative systemic responses to domestic abuse perpetrators, victim/survivors and children.



**Helena Päivinen** is a researcher and clinical psychologist who works in Jyväskylä, Finland. Her research focuses on constructing and deconstructing gender in the context of intimate partner violence interventions. She has been working as a group facilitator in a violence treatment program at the Psychotherapy Research and Training Center at the Department of Psychology, University of Jyväskylä for several years. Helena has actively participated in the continuous development of the gender sensitive approach in this program. Currently, she is also involved in a European project that develops training on gender-based violence for school professionals with the aim of increasing awareness and building capacity to recognise, prevent and counter gender-based violence at school.



**Jan Vrkoč** is a social worker and frontline professional living and working in Munich, Germany. He is a board member of the Bundesarbeitsgemeinschaft Täterarbeit Häusliche Gewalt (BAG TäHG), the Federal Association for the Work with Perpetrators of Domestic Violence in Germany, which developed a standard for the work with perpetrators of domestic violence, endorsed by the German government. Jan's professional background lies in the gender reflective work with boys. His view on domestic violence as a gender-based phenomenon always includes the focus on gender-specific socialisation in a patriarchal society.

## Board meetings

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The three board meetings held this year have all required a greater time investment of board members which reflects the growing amount of exciting opportunities but also complex challenges that WWP EN faces.

The various network-internal and operational developments have led the board to reflect on a number of core aspects regarding the further direction of the network. The continuing growth of the network is encouraging, but has meant that the strategic considerations on membership development initiated last year have become increasingly urgent. The board has reflected on sustainable solutions and will address this issue further in early 2020.

By providing valuable input and directions for the implementation of the annual theme, the board has accompanied the successful realisation of the planned activities – be it the content preparation of the annual conference on sexualised violence or the annual campaign on the topic. In addition, board members have activated their networks and provided contributions for the preparation of the

next annual theme of strengthening collaborations between NGO perpetrator programmes and prison and probation services.

Plans on the further development and use of the IMPACT Outcome Monitoring Toolkit have taken on a new momentum throughout 2019. The board discussed and decided on ideas on expanding the use of IMPACT, its integration into projects, and generating income through the provision of reports and

of trainings on using the toolkit. The expansion of our project work from three projects last year to six projects this year has required additional strategic planning by the board on the distribution of staff resources and future project applications. The board has looked at how existing partnerships with other networks and organisations can be fostered and reinforced, and how WWP EN's political voice can be strengthened on a wider stage by forming additional alliances.

The board has also provided support in preparing the change in the WWP EN Statutes and has taken steps to prepare a smooth transition to the new board throughout 2019 and 2020. With the new strategic plan to be developed for 2022, the board has looked further ahead and provided strategic indications and ideas for development possibilities. These will be further discussed throughout 2020 in the new board composition.

## Annual General Assembly

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The WWP EN Annual General Assembly (AGM) is an important opportunity for the board and staff to communicate to our members the advancement and challenges of the year, to hear their perspectives and opinions, and to jointly decide on strategic matters. This year, the board elections marked a particularly important moment for members to participate in WWP EN decision-making processes.

After the WWP EN Election Committee confirmed that the General Assembly is quorate, WWP EN's Chair Neil Blacklock initiated the AGM with a report on the network's 2019 activities on its various work strands. It became clear that as we tie our conclusions from the past annual theme into the current and future themes, our work becomes more informed and overall reflective of the various facets of perpetrator work. An important milestone has been the formal acceptance by members of the WWP EN Accountability Framework later on at the AGM.

After the review of the 2019 activities, Neil announced that he will step down from the WWP EN Board with immediate effect. In the name of the board, staff and members, Executive Director Alessandra Pauncz thanked him for his excellent leadership in driving forward the development of WWP EN throughout the past couple of years. Neil will continue to be closely involved with WWP EN's work through RESPECT.

WWP EN Treasurer Heinrich Geldschläger gave a positive summary of the financial situation of the network, reporting on an increase in budget of 15% in 2018 and almost 40% in 2019 due to the increase in projects that WWP EN implements. By the end of 2019, WWP EN has an estimated reserve of more than €85.000. The accounts were accepted by membership.

The proposal for a change of the Statutes related to the composition of the board was unanimously accepted by all attending members. At least elected two seats will now be reserved for organisations

where victim/survivor support is the core activity. The WWP EN 2019 board elections started with a brief presentation of the six nominees. All nominees, including two current board members up for re-election, were voted onto the board. After the WWP EN Accountability Framework was presented and then approved by members, Alessandra went on to present the report of the Equality Sub-Committee. The four full members and four affiliate members that joined WWP EN in 2019 were introduced to all attending members. Finally, we presented the new WWP EN staff members.

## CONCLUSION

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The last two years have been characterised by such a range of new developments that it seems a veritable success to be able to keep track of them all. However, we are more than happy to be facing this challenge because it is a sign that the network is alive and well.

We continue to grow together as a network, both in size and expertise. This year, we were able to welcome five new full members, with two from countries not yet represented among membership, and four associate members.

We have addressed an important but challenging topic by making sexualised violence in close relationships more visible and equipping ourselves with better skills to adequately work with it. Our annual campaign materials have featured content that engages the audience to look beyond the stereotypical context of sexualised violence and recognise its far more common use in intimate partnerships. We succeeded in mobilising a dedicated crowd of members to join our campaign during the 16 Days of Activism Against Gender-Based Violence.

We have expanded our project work and, by sharing the knowledge and outputs with membership, have all of us benefit from them. We significantly advanced with the development of the IMPACT Outcome Monitoring Toolkit and – with a look towards 2020 – have developed exciting visions and concrete plans for its future.

Although they are usually not in the spotlight, the working groups continue to do their essential preparatory and consolidative work that ensures that what WWP EN produces has rhyme and reason. We warmly invite you to use this opportunity to participate in WWP EN's operational work, as this is an excellent chance to enrich our efforts with your expertise in a specific field.

Your contributions and perspectives help us to produce critical, well-informed and relevant outputs. We therefore strongly encourage you to keep yourselves engaged in our work as we seek to strengthen our voice on the international stage and advocate for the importance of perpetrator work and its safe and effective delivery.

We look forward to what the next year has in store for us, with an exciting but complex theme – strengthening cooperation between NGO perpetrator programmes and prison and probation services. 2020 will also involve developing ideas for the next strategic plan 2022-2025 as an important milestone in shaping the further direction of the network.

With new faces in our board and office team, we look forward to hear new perspectives and ideas that support us in moving forward on some important challenges waiting to be addressed.