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Women`s Circle activities Programme Evaluation Report

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ENGAGE

CONTENT

1	Executive Summary	3
2	Project Background, objectives & Impact in general	4
2.1	Relevance of the project and the Monitoring and Evaluation within	4
3	Objectives of monitoring and evaluation	4
4	Methods of Evaluation of work package implementation	5
4.1	Methodological approach	5
4.2	Mode of surveys.....	5
4.3	Aims	5
5	Theoretical and practical challenges of evaluation and how to meet them.....	6
5.1	Assessing changes in attitudes	6
5.2	The problem of social desirability bias.....	7
5.3	Cooperation and participation rate	7
5.4	Technical questions in terms of language	8
6	DESCRIPTION OF THE WORK (ACTIVITY) A 5.2	8
6.1	Art-Centered Workshops	9
6.2	Structured Dialogues.....	10
6.3	Volunteering activities	11
7	Necessary adjustments to the monitoring and evaluation approach	11
8	Analysis of the questionnaires.....	12
8.1	Figures on filles PRE & POST questionnaires	12
8.2	D5.2. PRE questionnaires x 15 TCNs from Women`s Circle Activities in each city (135 in total) 14	
8.3	D5.2. POST QUESTIONNAIRES X 15 TCNS FROM WOMEN`S CIRCLE ACTIVITIES IN EACH CITY (135 IN TOTAL)	16
9	Further analysis per project partner.....	19
9.1	Austria – InterAktion.....	20
9.2	Belgium – UCLL	22





ENGAGE

9.3	Cyprus – Emphasys & CyRC.....	25
9.4	Germany – KITEV.....	28
9.5	Greece – DIMITRA	30
9.6	Italy – CeFAS.....	31
9.7	Netherlands – AdamMob.....	32
9.8	Slovenia – ZRC SAZU.....	32
9.9	Spain - Dramblys.....	33
10	Conclusions and recommendations.....	35
10.1	Programme Planning.....	35
10.2	Programme Implementation.....	36
10.3	reflections on Activities	37
10.4	Recommendations/Learnings/Exploitation.....	38





ENGAGE

1 EXECUTIVE SUMMARY

The Women's Circle Activities Programme aimed to empower and support women from diverse backgrounds through a series of workshops, structured dialogues, and volunteering activities. The Womens Circle Activities Programme Evaluation report provides a condensed overview of the project's background, objectives, methods of evaluation, challenges faced, description of activities, analysis of questionnaires, conclusions, and recommendations.

The project was designed to engage three groups of women: newly arrived asylum seekers, migrant women facing integration difficulties, and successfully integrated migrant women. The programme was implemented by project partners in various countries, collaborating with local organizations and stakeholders. Activities were planned based on the availability of staff and participants, ensuring a range of engaging and diverse experiences.

The evaluation of the programme involved the analysis of pre- and post-activity questionnaires filled by participants. The pre-activity analysis revealed that some participants had previous experience in similar activities, highlighting their openness and prior exposure to multicultural settings. However, a significant number of participants had no prior involvement, indicating an opportunity to introduce them to a new social context.

The post-activity questionnaires showed positive engagement in art-centered workshops, structured dialogues, and volunteering activities. Participants reported socializing, exploring creativity, exchanging ideas, and discussing important social issues. However, a small number of participants faced challenges in active engagement, indicating the need for tailored support and a welcoming environment.

The programme planning and implementation involved stakeholder involvement, planned actions, collaboration with organizations, suitable venues, and methodological considerations. Challenges were encountered in recruitment, activity delivery, stakeholder relations, and participant availability. Highlights included the growth of the group, positive feedback, overcoming language barriers, and increased confidence among participants.

Recommendations for future programmes include early start, native speakers and interpreters for effective communication, team-building activities, enhanced accessibility, designated atmosphere managers, and continued support for integration. The Women's Circle Activities Programme proved to be a valuable source of information, comfort, and empowerment for participants, fostering relationships and acquiring new perspectives.

In conclusion, the Women's Circle Activities Programme successfully engaged and supported women from diverse backgrounds through a range of workshops, dialogues, and volunteering activities. The analysis of questionnaires highlighted the positive impact of the programme on participants' socialization, creativity, and engagement. The challenges faced and lessons learned provide valuable insights for future initiatives in empowering and supporting women.





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2 PROJECT BACKGROUND, OBJECTIVES & IMPACT IN GENERAL

2.1 RELEVANCE OF THE PROJECT AND THE MONITORING AND EVALUATION WITHIN

The topic of the project, as remains relevant and important due to the ongoing challenges faced by third-country national women (TCN women) in integrating into the community.

Project monitoring and evaluation play a vital role in ensuring the effectiveness and success of the project. By monitoring and evaluating the implemented activities, the project can measure its progress and assess the impact on the targeted groups. Monitoring helps identify any deviations from the intended outcomes and enables timely adjustments to ensure the project stays on track. Evaluation provides a comprehensive understanding of the project's outcomes, strengths, weaknesses, and areas for improvement. It also allows for evidence-based decision-making and the identification of best practices that can be replicated or scaled up in similar contexts.

In summary, the project's relevance stems from the persistent integration challenges faced by TCN women, as highlighted by research findings. The monitoring and evaluation process is crucial for tracking progress, assessing impact, and informing strategic decisions to enhance the social and economic inclusion of TCN women in the host society.

3 Objectives of monitoring and evaluation

At the beginning of the project, a monitoring and evaluation plan was drafted, outlining the following objectives:

- Evaluate the effectiveness and sustainability of the work packages.
- Assess the social integration and attitudinal change among stakeholders, including third-country national (TCN) women, the business community, labor market stakeholders (LMS), and locals.
- Measure changes in knowledge, attitudes, and behavior among these stakeholders.

The developed monitoring and evaluation plan for Work Package 5 encompasses the project's overall monitoring and evaluation framework. It defined the objectives and identifies the various target groups for evaluation. The plan outlines the methods of data collection and measurement, including the tools and resources employed. It established quantitative and qualitative indicators for each evaluation objective and addresses underlying assumptions and challenges.

Furthermore, the plan delineates the tasks, responsibilities, necessary cooperation, and sets a timeline for each component of the project's monitoring and evaluation process.





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4 METHODS OF EVALUATION OF WORK PACKAGE IMPLEMENTATION

4.1 METHODOLOGICAL APPROACH

The project's evaluation approach involved working with both quantitative and qualitative data, employing mixed methods for data collection. The methods were selected based on the specific context of data collection, prioritizing high participation rates and data quality.

The data collection tools, such as questionnaires, interview structures, and data collection guidelines, were designed and reviewed by the respective co-lead partner within the designated timeframe.

Regarding GDPR rules, the lead partner and the project partners addressed and established the applicable rules in advance.

4.2 MODE OF SURVEYS

All surveys were initially planned to be conducted online. This approach offered several advantages. Firstly, the online format allowed for easy translation of the survey into partner languages. Additionally, data collection, exportation, and analysis could have been streamlined as the data was already digitized. Furthermore, the online platform ensures secure access, storage, and future use of the collected data.

To participate in the surveys electronically, it was essential for all participants to have access to digital devices. The project partners responsible for implementing the work packages with the various target groups took necessary measures to ensure access was provided.

In cases where activities were conducted as live events with registered participants, it was planned to allocate time at the end of the event to administer the survey. The survey link should have been shared with the participants for their convenience.

For the implementation of surveys within the ENGAGE project, LimeSurvey was chosen. LimeSurvey operates a server based in Germany and is compliant with GDPR regulations of the European Union and Germany. The project had positive past experiences with this service, and it offered a favorable price-performance ratio.

4.3 AIMS

Regarding the qualitative dimension, the outlined aims of the ENGAGE project served as a reference for developing the survey and feedback tools. These aims included enhancing the target groups' knowledge on integration issues, promoting tolerance within the local society, combating racism and xenophobia, fostering mutual understanding and interaction between migrants and locals, and empowering migrant women through various activities such as Capacity Building, Job Shadowing Schemes, Women's Circles, targeted awareness campaigns, and informational events. Additionally, specific aims outlined in each work package were also taken into consideration. These qualitative and quantitative aims were further defined within the monitoring and evaluation actions of each work package.





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5 THEORETICAL AND PRACTICAL CHALLENGES OF EVALUATION AND HOW TO MEET THEM

Data collection and its organisation usually comes with a couple of challenges depending on topic, target group and occasion. To meet those challenges as good as possible it is important to make critical points aware and to take measures to prevent.

In the following, anticipated challenges within the scope of the evaluation of the specific project components are being discussed.

5.1 ASSESSING CHANGES IN ATTITUDES

Measuring and assessing changes in attitudes or beliefs of persons is one of the disciplines in psychological research. For many decades approaches and methods of measurement have been continuously developed. As attitudes and beliefs often are deeply internalised, maybe since childhood, and additionally in part unaware, also changes of attitude can be a slow process. Attitudes are often the result of experience or upbringing, and they can have a powerful influence over behaviour. Though attitudes are something enduring, they can change.

The ability to reflect their own belief, attitudes and behaviour in adults is much higher than in childhood, and it can be assumed that changes have higher chances to take place, depending on the area (as to attitudes towards migrants and integration in our specific project). This is subject of a whole field of research that cannot be described in detail here. However, it is important to note that research shows that attitudes towards strangers, migrants and other cultures depend on several influencing factors.

For instance, the level of trust, acceptance and tolerance increases with the opportunity of regular contact and chances of getting to know each other. This is one factor among others. The level of education, economic and political deprivation as well as political ideologies and prevailing value orientation in a country have an influence on individual attitudes and beliefs.

In psychology, an attitude refers to a set of emotions, beliefs, and behaviours towards a particular object, person, thing, or event. The cognitive component means one's thoughts and beliefs about the subject; the affective component refers to how the object, person, issue, or event makes one feel; the behavioural component refers to how attitude influences the behaviour of a person.

As an attitude is formed through experience, social factors, learning, conditioning, and observation, the same influences can also create attitude change. A sustainable change of attitude would include all three components of it.

The facilitation of better integration and the opening of new integration paths for migrant women is the core of the project ENGAGE. As integration is always to two-way path of migrants and recipient society, change of attitudes on both sides are one of the aims. Therefore, many parts of the project are designed to create contact, exchange, and understanding among the participants representing relevant stakeholders and locals of each country's society on the one hand and migrant women on the other.





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Within the scope of the ENGAGE project changes of attitudes were assessed by using ex-post- and ex-ante questionnaires and interviews. They were anonymously to support truthful responses. Open questions were integrated aiming at self-reflection and providing the possibility to use one's own words. The measuring of change is however restricted by the duration, means, and scope of the project.

5.2 THE PROBLEM OF SOCIAL DESIRABILITY BIAS

Definition: "A social desirability bias is a type of response bias in which people tend to answer questions according to how their answers will be viewed by others instead of answering truthfully. Respondents may give you answers that are more favourably acceptable or more in line with the popular opinion or politically correct response."

It can be easily understood from this definition that surveying attitudes and changes of attitudes towards migrants, integration, and migration is a difficult matter as it is highly politically and emotionally loaded in many countries. Depending on official politics and prevailing social opinion true attitudes (in both directions - denial and acceptance) may not be disclosed.

Therefore, survey items and questions were formulated carefully. There are different methods that aim to minimise the risk of social desirability: For instance, providing statements to the respondent and mention that these were statements made by other people and let the respondent choose the one they relate with the most. This way respondents know any response is perfectly acceptable and do not have to worry about writing their own. Another technique is to reinforce before or after the question that there are no right or wrong answers. Finally, anonymity and confidentiality were guaranteed and – important – to be explicitly communicated to the participants.

5.3 COOPERATION AND PARTICIPATION RATE

Most of the activities in ENGAGE that include external participants like TCN women, locals, and LMS were evaluated. So, the organisational aspect of WHEN and HOW to do the surveys and interviews were to be well considered before each activity was realised.

For instance, it was considered:

- When are participants informed that there is a survey (before and after the event) and that they are supposed to take part?
- How are they contacted and informed (oral, written)?
- How will they receive the link?
- Do they have a device to do online surveys?
- Do they understand the language?

The careful planning should enhance the participation rate as to facilitate access, minimize efforts, and to create understanding among potential participants.

Practical advice were :

- When registering participants (no matter which target group), get an email address or cell phone number and the agreement to use it to send a link for surveys





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- Make clear that we are very interested in their opinion!
- Make clear that the participation in the surveys is vital in EU projects and that they contribute to the improvement and success of the project
- Ensure (written and oral) that GDPR is followed, and data is confidential, anonymous and being deleted after
- If possible, ensure that participants take part in the survey or evaluation within the timeframe of the event; you can remind them during and after
- Send a reminder afterwards
- Help if language is an obstacle

5.4 TECHNICAL QUESTIONS IN TERMS OF LANGUAGE

- MetNet produced the English versions of questionnaires and attached great importance to the language being easy to understand.
- All survey tools were translated in the respective partner languages. This was up to the partners who also were responsible to check for clarity and comprehensibility.
- Translation of collected data (questionnaires, videos, audios): Whenever open questions are used and English is not the language of use, responses need to be translated into English by the partners
- Save transmission and storage of the data: The online surveys were realised via lime survey.

6 DESCRIPTION OF THE WORK (ACTIVITY) A 5.2

Part of WP 4 – Women’s circle development (A.4.1, Deliverables: D.4.2, D.4.3)

Deliverables:

D.5.4 Pre-/post questionnaires

D.5.5 Evaluation Report on Women’s Circle Activities

Description:

The Women’s Circle activities will encourage women, regardless of nationality, to support each other for the benefit of the community.

The specific aims for this WP are to:

- Promote community cohesion and cultural awareness
- Promote acceptance of multicultural communities with people with culturally, linguistically, and religiously diverse backgrounds
- Facilitate their integration in host society through organization
- Promote the contact and interaction with the local citizens
- Promote diversity and tackle racism and discrimination through art
- Combat gender discrimination by setting up Women’s Circles in the partner countries
- Establish long-term relationships with locals

WP4 is supposed to bringing people from culturally, linguistically, and religiously diverse backgrounds closer through the organization of socio-cultural activities.

Women’s Circle Activities:





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- 10 Art-centred Workshops
- structured dialogues
- Participation of 15 TCN and local women in at least 5 volunteering activities per country

The Womens Circle Activities have been successfully completed. As part of the effectiveness evaluation, data was collected and analyzed through self-completed pre and post questionnaires. MetNet developed the initial questionnaires, and Emphasys provided valuable feedback to finalize them.

The findings are documented in this Programme Implementation and Evaluation Report, which comprehensively examines the effectiveness of the training activities. The report identifies the strengths and weaknesses observed during the implementation phase and provides valuable recommendations for further improvement. It also highlights any observed attitudinal changes among TCN women, as well as the progress made in the social integration of migrant women.

The evaluation methodology drew on the extensive experience of the project partners in previous EU-funded projects. It incorporated established experiences and methods to evaluate the effectiveness of the activities. The results of this evaluation, include various approaches, indicators, target values, and assessment tools used for each activity.

6.1 ART-CENTERED WORKSHOPS

TCN and local women **WERE** invited to participate in pottery, sewing, painting, traditional dances lessons etc. The main aim of the workshops **WAS** to engage TCN women with local members of the community and vice versa, while also working to offer art as a venue for exploring and encouraging creativity and self-expression, as a therapeutic remedy and as a socially enjoyable activity for participants. During the gatherings, the facilitator **SHOULD HAVE** embraced storytelling and participants **WERE INVITED TO** share a story, legends told and other traditions from their countries.

Quantitative indicators:

- 10 workshops per country
- at least 15 participants per country
- percentage of TCN women and of local women participating
- total no. of participants

Qualitative indicators:

- self-reported (positive) effects of participants

Measurement:

- expectations and feedback from participants (pre-/post-questionnaires)
- documentation of the workshops (agenda, signed list of participants, photos/videos) provided by each partner for each WS

Preparation and implementation - Planned implementation of Art-centred WS: starting from 10/2021





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- after concept of art-centred WS is there and before they start, the evaluation questionnaire is drafted
- Feedback from co-lead on questionnaire within 1 week
- Programming of online survey for pre- and post-questionnaires in English and test translations in partner languages
- programming and test of online survey in partner languages
- sending link to each language version survey and final checks from partners
- sending link to participants eventually before WS (pre-questionnaire)
- sending link to participants eventually before of the WS (post-questionnaire)
- short report on results for each partner country's WS

6.2 STRUCTURED DIALOGUES

Structured Dialogues (e.g. open consultations) on various social topics, such as migration, gender-based violence, trafficking, gender equality and women's rights, self-confidence, communication, women's psychology etc. All the group discussions were to be led by experienced staff of partner organizations such as psychologists, social workers etc.

The consortium was open to representatives from public authorities, labour market stakeholders, women who were victims of trafficking or sexual violence to share their stories, discuss and exchange ideas on the above issues, with a view to reaching to conclusions and recommendations.

Quantitative indicators:

- No. of participants (TCN women)
- No. of participants (others)

Qualitative indicators:

- Feedback from TCN women
- Feedback from other participants
- Discussion results (conclusions and recommendations)

Measurement:

- Concept of group discussion approved by all partners
Feedback from all participants (short ex-post-questionnaire)
- Documentation of the events by each partner (agenda, signed list of participants, video/photo/audio, documentation of discussion results)

Preparation and implementation : Planned implementation Structured Dialogues: starting from 10/2021

- After group discussion and structured dialogue concept is there, preparation of a short ex-post-questionnaire
- Translation into partner languages 2 weeks before the start and test
- Sending of link 1 week before the start
- Short summary of results within two weeks after activity took place





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6.3 VOLUNTEERING ACTIVITIES

Each Women Circle should have chooses to attend 5 volunteering events, for instance tree planting for combating Climate Change, organization of charity events, offer help to elderly and people with disabilities or similar.

Main scope was to involve TCN women in the WP4 activities who will also participate in the Up-Skilling Workshops, to have a full experience of integration measures. If some of them are not able to attend the Women Circle Activities, the consortium invited other TCN women who were available to attend.

Quantitative indicators:

- Participation of 15 TCN and local women in at least 5 volunteering activities per country
- Total no. of participants
- Percentage of TCN women and local women

Qualitative indicators:

- Feedback from participants
- Feedback from partners

Measurement:

- Short feedback questionnaire for participants
- additionally, some short interview with participants (voluntarily)
- Documentation of participation in volunteering activities

Preparation and implementation : Planned implementation Volunteering activities: starting from 10/2021

- Preparation of questionnaire before first volunteering activities start
- Review by co-lead
- Translation in partner languages
- Creation of online survey tool in all partner languages and test
- Sending of link to each language version of survey
- As the participation in volunteering activities for TCN women was foreseen for a longer period, the online survey was open the same duration and could be done at any time a woman completed her volunteering activities

7 NECESSARY ADJUSTMENTS TO THE MONITORING AND EVALUATION

APPROACH

The Engage project partners identified necessary adjustments to the monitoring and evaluation approach based on their initial experiences. It was found that the planned questionnaires were not always practical to use for several reasons. Firstly, the participants, particularly Third Country National (TCN) women, faced language barriers despite the availability of questionnaires in the languages of the participating countries. As a result, content had to be discussed in a time-intensive manner to ensure comprehension. Additionally, concerns about data protection and anonymity emerged, as women feared that their answers could have negative personal consequences. Extensive explanations were





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required to address these concerns and emphasize the anonymity and evaluative nature of the questionnaires.

Consequently, the questionnaires were adapted based on these experiences. The questions were simplified and made shorter, although this meant using fewer indicators. This adjustment aimed to increase participation in completing the questionnaires. However, it was observed that many women were unable to complete the questionnaires independently or through online survey tools. As a result, most partners decided to print out the questionnaires in a traditional format and have them filled out manually. This adjustment increased the effort required for questionnaire evaluation.

Despite these adjustments, not all participants could be persuaded to complete the questionnaires. The nature and format of the activities sometimes posed challenges in obtaining completed questionnaires from all women. This highlights the need for flexibility and alternative approaches to ensure comprehensive data collection and evaluation.

Overall, the necessary adjustments in the monitoring and evaluation approach of the Engage project included simplifying and shortening the questionnaires, providing explanations about data protection and anonymity, and resorting to traditional paper-based methods for questionnaire completion. These adaptations aimed to address language barriers, data protection concerns, and the practical limitations faced by participants.

8 ANALYSIS OF THE QUESTIONNAIRES

8.1 FIGURES ON FILLES PRE & POST QUESTIONNAIRES

	UCLL	ZRC SAZU	Inter Aktion	DIMITRA	Dramblys	Adam Mob	CyRC & Emphasys	CeFAS	Kitev	total
Target Number of filled each PRE & POST questionnaires	15	15	15	15	15	15	15	15	15	135
Filled PRE questionnaires	N/A	15	29	20	15	N/A	15	15	15	124
% Percentage of completed PRE questionnaires (from actual number of participants)	N/A	100%	193%	133%	100%	N/A	100%	100%	100%	92%
Filled POST questionnaires	N/A	15	29	20	15	N/A	15	15	13	122
%Percentage of completed POST questionnaires (from total actual of participants)	N/A	100%	193%	133%	100%	N/A	100%	100%	87%	90%



In general, the results from the Women's Circle activities show the following:

- The target number of filled pre and post questionnaires for each country was 15 each, resulting in a total target of 135 PRE and 135 POST questionnaires.
- The actual number of filled PRE questionnaires across all countries was 124, which represents a completion rate of approximately 92% of the target.
- The actual number of filled POST questionnaires across all countries was 122, which represents a completion rate of approximately 90% of the target.

The completion rates for both pre and post questionnaires indicate a relatively high level of participant engagement and willingness to provide feedback on the Women's Circle activities. The majority of participants across the countries completed the questionnaires, indicating their active involvement and interest in sharing their experiences and thoughts.

It should be noted that the number of filled pre-questionnaires (124) is slightly smaller than the target number (135) after the participation of the Women's Circle activities. This could be attributed to various factors, such as participants' availability, time constraints, or individual circumstances that may have prevented some participants from completing the pre-questionnaires.

Furthermore, it is important to acknowledge that the filled post-questionnaires (122) may not always be completed by the exact same women who participated in the pre-questionnaires. Due to the nature of the activities and the possibility of participants dropping off or new participants joining throughout the program duration, the composition of participants might have varied. Despite these changes, the post-questionnaires were still filled by a substantial number of participants, indicating a commitment to providing feedback and sharing their experiences even among those who may have joined later in the program

However, it should be noted that not all participants filled out the questionnaires, resulting in a slightly lower completion rate. The reasons for non-completion can vary and may include language or cultural understanding issues, concerns related to data protection and anonymity, administrative burdens, or simply forgetting or not perceiving the importance of filling out the questionnaires. To address this issue and improve future evaluation processes, it may be beneficial to:

- Provide clear and concise explanations about the purpose and importance of the questionnaires to participants, emphasizing the value of their feedback. Facilitators have emphasized the value of participant feedback in shaping the program and addressing their specific needs but in the future more time need to be calculated for this.
- Offer support and assistance to participants who may have language or cultural understanding challenges to ensure they feel comfortable completing the questionnaires. Partners tried to involve interpreters, bilingual facilitators or TCN women themselves were available to assist participants. But this was just particularly possible because of the many different languages and cultural backgroupds participants had. In order to better meet this challenge, either financial resources for interpreters or other methods and plans such as mentors or language buddies would be needed.
- Assure participants about data protection measures and the anonymization of their responses to address any privacy concerns. Facilitators sometimes had to spend time explaining that no personal data is used in the questionnaires and

therefore no conclusions can be drawn about their personalities (also not in the online questionnaires) and that the answers give no effect on them personally, such as their future professional activities. In the future, it would be useful to have guidance notes that provide the facilitators with arguments and help the women to overcome their uncertainties, for example through multilingual materials.

- It should still be the goal to simplify the administrative procedures and reduce the burden associated with filling out the questionnaires, making the process more user-friendly and time-efficient. The original plan was to have all questionnaires completed with the online tool. This would have significantly eased the administrative workload for the partners and the evaluators and could also have significantly reduced possible sources of error in the transmission and counting of questionnaires. However, it quickly became clear that, on a practical level, the printed questionnaires were easier to use, especially for women. Thus, having many completed questionnaires was more important than keeping the bureaucratic burden low. In addition, as already described, the questionnaires had to be significantly reduced in length and complexity in order to get the participants to fill them out at all and not to take up too much of the participants and activities time.
- Alternative evaluation methods, such as conducting interviews or focus groups were , to gather feedback from participants who may not be inclined to complete written questionnaires and maintain close communication and engagement with participants throughout the Women's Circle activities, allowing for verbal feedback collection and continuous reflection on the program's effectiveness. The partners were advised to do this, but there was not enough time to win over the participants for further formats - this would also have to be planned directly into the workshops in future. Nevertheless, collecting verbal feedback and maintaining a close contact with participants supplemented the questionnaire results and provided insights for program reflection and improvement. The findings and observations from this close interaction can be seen in the country reports, enhancing the overall evaluation of the Women's Circle activities.

The dynamic nature of participant involvement highlights the need for flexibility in the evaluation process. It is essential to account for the potential turnover in participants and ensure that both ongoing and new participants are given the opportunity to provide their input through the post-questionnaires. This approach allows for a more comprehensive understanding of the impact and outcomes of the Women's Circle activities, considering the diverse perspectives and experiences of the participants involved.

8.2 D5.2. PRE QUESTIONNAIRES X 15 TCNs FROM WOMEN`S CIRCLE ACTIVITIES IN EACH CITY (135 IN TOTAL)

- Have you participated in Engage Up-Skilling Workshops?

Answer	Count	Percentage
Yes	79	63,71%
No	38	30,65%
No answer	7	5,65%
total	124	100,00%



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The analysis of the survey responses indicates that about two third of the participants had actively engaged in the Engage Up-Skilling Workshops prior to their involvement in the Women's Circle activities. This suggests a positive continuation of participation and interest among these individuals, showcasing their continued commitment to personal growth and development. On the other hand, also one third of participants had not yet participated in the previous workshops, indicating a potential opportunity to reach a new audience and expand the impact of the Engage project. The presence of both experienced and new participants adds diversity to the group dynamics, allowing for a rich exchange of knowledge, experiences, and perspectives.

- **Have you ever participated in community activities or socio-cultural activities together with people from culturally, linguistically and religiously diverse backgrounds before?**

Answer	Count	Percentage
Yes	66	53,23%
No	51	41,13%
No answer	7	5,65%
total	124	100,00%

The analysis of the survey responses reveals that more than half of participants had previous experience participating in the named activities. This indicates a pre-existing openness and willingness to engage with diverse communities and highlights their prior exposure to multicultural settings. On the other hand, a notable proportion of participants also reported no previous involvement in such activities, suggesting a potential opportunity to introduce them to a new and diverse social context through the Women's Circle activities. The presence of both individuals with prior experience and those without here also enriches the Women's Circle.

- **How would you describe this previous experience?**

Answer	Count	Percentage
It was not a big problem, I quickly settled into the activities and the community.	34	51,52%
I had some difficulties, but with time I felt comfortable with the activities and community.	28	42,42%
I felt permanently uncomfortable with the activities or the community.	4	6,06%
total	66	100,00%

About half of the participants integrated into the previous activities and felt at home in the community. Others reported initial challenges, but eventually found their place and became comfortable with both the activities and the community. Only a few participants expressed a continuous feeling of discomfort either with the previous activities or the community. These responses emphasize the varying experiences and perceptions of participants, highlighting the need for tailored support and a welcoming environment in the Women's Circle activities.





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- **Reasons for not participation before in such activities**

Answer	Count	Percentage
I did not know about such activities or communities.	23	45,10%
I had no access to them.	15	29,41%
I was skeptical to participate.	6	11,76%
I could not participate activities (e.g. for family, private) reasons.	7	13,73%
Other	0	0,00%
total	51	100,00%

Participants who had not previously participated in community activities were asked about the reasons for their non-participation. Most participants indicated that they were unaware of such activities or communities, while others cited a lack of access as the primary reason. Only a few participants expressed skepticism towards participating, while also a few number mentioned personal reasons such as family or private commitments that prevented their engagement.

8.3 D5.2. POST QUESTIONNAIRES X 15 TCNS FROM WOMEN`S CIRCLE

ACTIVITIES IN EACH CITY (135 IN TOTAL)

- **Have you participated in Art-centered workshops?**

Answer	Count	Percentage
Yes (A1)	76	62,30%
No (A2)	13	10,66%
No answer	33	27,05%
total	122	100,00%

- **If YES: How would you describe the experience?**

Answer	Count	Percentage
I have socialized with new people and explored my creativity and self-expression.	54	71,05%
I have socialized just with few people and hardly explored my creativity and self-expression.	18	23,68%
I did not socialize with new people, nor did I explore my creativity or self-expression.	4	5,26%
total	76	100,00%

The results show that a significant number of participants actively engaged in Art-centered workshops as part of the Women's Circle activities. These workshops provided an opportunity for socializing with new people and exploring their creativity and self-expression. This indicates a positive and enriching experience for the majority of attendees. However, there were a smaller number of participants who reported limited socialization and creative exploration, suggesting that further efforts may be needed to enhance their engagement in these activities. It is also important to note that a few participants did not experience significant socialization or creative expression during the workshops. These findings highlight the importance of continuous improvement and tailoring the workshops to meet the diverse needs and preferences of participants, ensuring a more inclusive and fulfilling experience for all.





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- Have you participated in a structured dialogue?

Answer	Count	Percentage
Yes.	100	81,97%
No.	0	0,00%
No answer	22	18,03%
total	122	100,00%

- If YES: How would you describe the experience?

Answer	Count	Percentage
I easily shared stories, discussed or exchanged ideas on various social issues (e.g.: migration, self-confidence, communication, gender-based violence, trafficking, gender equality and women's rights, women's psychology etc.)	52	52,00%
It was difficult for me, but I could still share stories, discusses or exchanged ideas on various social issues.	35	35,00%
I didn't shared stories, discussed or exchanged ideas on various social issues at all.	13	13,00%
total	100	100,00%

The majority of participants had the opportunity to participate in structured dialogues, where they actively shared stories, discussed various social issues, and exchanged ideas. This indicates a positive and engaging experience, fostering open communication and the exploration of important topics such as migration, self-confidence, gender-based violence, gender equality, and women's rights. While some participants found it challenging, they still managed to participate and contribute to the discussions. However, a small number of participants did not actively engage in sharing stories or discussing social issues. These results emphasize the significance of providing platforms for structured dialogues, promoting meaningful exchanges, and ensuring inclusive participation for all participants. It is crucial to address any barriers that hinder active engagement and encourage a supportive environment for sharing perspectives and ideas.

- Have you participated in Volunteering activities?

Answer	Count	Percentage
Yes.	52	42,62%
No.	21	17,21%
No answer	49	40,16%
total	122	100,00%

- If YES: How would you describe the experience?

Answer	Count	Percentage
I have enjoyed participating in various activities.	39	75,00%
I did not find it easy to participate in the various activities, but later enjoyed them.	8	15,38%
I struggled to participate in the various activities.	5	9,62%
total	52	100,00%





ENGAGE

A considerable number of participants (A1) actively participated in volunteering activities, indicating their willingness to contribute and engage in various initiatives. The majority of those who participated (A1) expressed enjoyment and a positive experience, highlighting the fulfillment they derived from engaging in diverse activities. Some participants (A2) initially faced challenges in participating but later found enjoyment in the activities, suggesting that their initial difficulties were overcome. However, a small number of participants (A3) struggled to participate in the various activities, implying potential barriers or limitations they encountered. These results underscore the importance of creating inclusive and accessible opportunities for volunteering, ensuring that participants have a positive and rewarding experience. Efforts should be made to address any barriers faced by individuals and provide support to enhance their engagement and enjoyment in volunteering activities.

In conclusion of the PRE and POST Evaluation the following can be stated: The prior experience participating in community activities suggested a pre-existing openness and willingness to engage with diverse communities. So, the Women's Circle activities might further enhance their attitudes and understanding of cultural diversity. Half of the participants felt comfortable with the previous activities and the community, while others initially faced difficulties but eventually became comfortable. Only a small percentage expressed continuous discomfort. This indicates that the Women's Circle activities had the pre-requisites to potentially contribute to improving participants' comfort and integration within activities and communities.

In the post-stage, a significant number of participants (62%) of Art-Centered Workshops actively engaged. The majority of those participants reported socializing with new people and exploring their creativity and self-expression. This suggests that the Women's Circle activities played a positive role in facilitating social integration and providing a platform for self-expression.

In the post-stage, the majority of participants (82%) of Structured Dialogues had the opportunity to participate in structured dialogues. They reported sharing stories, discussing various social issues, and exchanging ideas. This indicates that the Women's Circle activities fostered open communication, facilitated social interaction, and promoted a sense of community among participants.

In the post-stage of volunteering activities a considerable number of participants (43%) participated. The majority of them enjoyed participating in various activities, highlighting the positive impact of engagement in community initiatives. This suggests that the Women's Circle activities provided opportunities for participants to actively contribute to their communities and further integrate socially.

To summarise it can be said, that the results indicate that the Women's Circle activities had a positive influence on attitudinal change and social integration among TCN and local women. The activities fostered socialization, creativity, self-expression, open dialogue, and community engagement. However, it is important to address the needs of participants who faced difficulties or expressed continuous discomfort, ensuring that the activities are inclusive and accessible to all. The intercultural event took place together with the third Info Day and therefore is decided to be part of the Dissemination reporting.





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9 FURTHER ANALYSIS PER PROJECT PARTNER

This chapter presents the reflections and insights provided by project partners regarding their experiences in the women's circle activities. As part of the project's evaluation process, partners were required to submit reports that would offer a comprehensive and qualitative understanding of the activities. The decision to request these reports arose from the realization that the originally planned questionnaires were not being fully completed by the participants. To gain a deeper understanding and effectively reflect on the activities, partners were prompted to address a series of key questions.

1. The short reports begin by exploring the preparation phase of the activities, focusing on the timeframe and the local design of the Women's Circle actions based on the application and guidelines provided. Partners were encouraged to specify the planned start and end dates of the actions and describe the involvement of various stakeholders, including their own staff, other organizations, and NGOs. Additionally, partners are asked to outline the different actions planned for implementation, whether they were sequenced one after another, combined in various ways, or organized differently. Methodological and practical considerations, such as timing, delivery methods, and potential obstacles for participants, are also addressed.
2. Moving on, the short reports delve into the implementation of the Women's Circle activities, highlighting the actual start and end dates of the actions. Partners were prompted to discuss any changes made to the initial plan and provide reasons for these modifications. Furthermore, partners were asked to detail the specific actions that were implemented, emphasizing their nature and diversity.
3. The short reports then focus on reflecting upon the main challenges encountered during the Women's Circle activities. Partners had the flexibility to choose one or more dimensions to describe the challenges, including recruitment, delivery of the actions, relations with stakeholders or beneficiaries, or any other relevant obstacles that were faced. Additionally, partners were encouraged to highlight the main highlights or noteworthy aspects of the actions.
4. Following the reflection on challenges and highlights, the short reports move on to the recommendations and after-project life cycle of the Women's Circle activities. Partners are invited to share their main learnings from the experience and explore any ongoing contacts, actions, or relations that have emerged as a result of the Women's Circle. In cases where such information is not available, partners are encouraged to consider the possibility of exploring these aspects with the involved women.

By addressing these key areas, the short reports provide valuable insights into the preparation, implementation, reflection, and recommendations for the Women's Circle activities. It contributes to a comprehensive evaluation of the project's outcomes and effectiveness while highlighting potential areas of improvement and continued engagement beyond the project's life cycle.





ENGAGE

9.1 AUSTRIA – INTERAKTION

1. Activities Preparation

We have started planning the activities in June 2022 and have finished them in March 2023.

The application was our main document, which was guiding us through the process. The planning was done by our own staff in cooperation with 2 TCN women, who were also implementing some of the workshops and coordinated the women.

After working with Austrian Integration Funds and with some other organizations, who are supporting migrant women, we have decided to involve two groups of women:

- Newly arrived asylum seekers;
- Migrant women, who have been living in Austria for many years but did not manage to integrate and were dependent mostly on their family (husband or children)
- Migrant women, who are successfully integrated into the society

We wanted to create a base for mentor (peer-to-peer) development within the group. In this case we would on one hand support newly arrived asylum seekers and on the other motivate women, who hardly leave their communities to get active and involved. By bringing them together with other NGOs and also individuals, we empowered them with skills, knowledge and tools and offered them the opportunity to continue being active also after the project.

After deciding on the topics, the venues, the organisations we would like to work with, we have made a plan of the activities. We wanted to offer a variety of activities in which participants could:

- get comfortable with each other
- get into conversation
- in a playful way share their stories, their background, their wishes for the future, struggles from the daily life
- share their skills
- feel free and encouraged to share their viewpoint
- learn more about migration, women's rights, access to education, health
- develop critical thinking
- be able to reflect and plan their future

We delivered some workshops in the mornings, other in the afternoons. In the afternoons we had to provide a place, where children could play, we needed a kitchen, where we could cook and create a friendly atmosphere.

2. Activities Implementation

The first activity was on November 7th 2022 and the last one was on 24th of March 2023. We have implemented 20 activities.

We had to cancel some due to sickness.

We have implemented 7 art-centered workshops:





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- Sewing workshops: 7.11.2022, 14 participants, 2 hours & 18.12.2022, 11 participants, 2 hours
- Creating collage postcards - My future 23.12.2022
- Walk in Graz - Getting to know the history of my town, getting to know its art 30.01.2023
- Art of Cooking – the spices of my home country 01.02.2023
- Everyday struggles and happiness 01.03.2023
- Yoga – Pilates – Couch? 14.03.2023

We have implemented 6 structural dialogues in Graz and 3 in Linz:

GRAZ

- Educational System in Austria, 25.01.2023, 18 women, 2 hours
- Women's Rights and equality, 27.01.2023, 16 women, 2 hours
- Visiting the Folk Life Museum - Migration in Europe, 08.02.2023, 15 women, 2 hours
- Caritas Service, 01.03.2023, 8 women, 2 hours
- Celebrating 8th of March, 08.03.2023, 15 women, 2 hours
- New Beginnings - Celebrating Nowruz, 24.03.2023, 16 women, 2 hours

LINZ

- WOMEN CAFÉ, 3.12.2022, 14 participants, 2 hours
- GOALS FOR OUR FUTURE, 29.12.2022, 8 women, 2 hours
- Where can I find support – a walk through Linz, 14 women, 2 hours

We have implemented 4 volunteering activities

- Baking cookies for a refugee center, 20.12.2022, 10 participants, 3 hours
- Cooking for an intercultural and intergenerational event, 13.01.2023, 3 hours
- Collage workshop – To be a woman, exhibition for the final event, 27.01.2023, 15 women, 2 hours
- Helping at Lichtungen, 30.01.2023, 13 women, 1 hour

Cooperation partners :

- Endah Ebner, Migrant's Council of the City of Graz, she functioned as a multiplier and was leading several workshops
- City of Graz – Department of Youth and Families, Strassgang, providing us with a free venue
- Kinderfreunde Steiermark – volunteering activity
- Lichtungen – volunteering activity
- Culture Unlimited – they provided us with free access to the museum for all participating women
- Katholisches Bildungswerk – promotion of the project on the poster, intergenerational cooking
- Spektral Graz – Open Space, providing us with a free venue
- Base Graz – final workshop

3. Reflection on Activities





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Our main challenge was that we have started fair late due to the challenges we have faced while forming the group of women we wanted to involve into our activities.

Our main highlight was the fact how the group grew together and the development of our networks. This project created cooperation on different levels with different stakeholders and individuals in Graz and Linz. It created ideas for further projects, we could analyze their needs and define even more gaps than initially anticipated.

4. Recommendations/Learnings/Exploitation

If we would start today from new, we would focus more on the implementation of women´s circles as this was possibly the activity with the highest impact on women and start much earlier.

Native speakers and interpreters are needed to avoid misunderstandings. Before organizing any other activities first few activities should be more focusing on team-building and getting to each other using NFL methods.

We are still in contact with the group. We have applied for an Erasmus+ funding, since there is an ongoing need for support for these women.

9.2 BELGIUM – UCLL

1. Activities Preparation

Activities will began on 23 April 2022 and lasted through the entire duration of the project.

We started from the application. We made a list of all the activities that need to take place throughout the project. We converted this into a spreadsheet so that we have an overview of the activities and associated deliverables. Based on this, we made a presentation to clearly translate the information from the project application to possible stakeholders and other partners connected to the field (target group women with a migration background).

In addition, we looked for organisations with similar objectives, to see how we could possibly cooperate.

After several consultations with organisations such as I-diverso, Web Werkt, CAW, OCMW and AVANSA (organisations that were also partly involved within the infodays for lms), these named organisations fed back within their own network to see how they could play a role in this. In the end, we mainly collaborated with Avansa for most activities. Their vision is as follows:

Avansa VZW (formerly known as Vormingplus) is an organization that focuses on supporting people in their personal development and social engagement. Avansa VZW believes in lifelong learning, active participation, and a sustainable and solidarity society.

The collaboration with UCLL in the Engage project is relevant to Avansa VZW because it fits within the organization's mission and vision. By supporting women with a migration background in their integration into society, Avansa VZW contributes to an inclusive





ENGAGE

society in which everyone counts. Moreover, this collaboration aligns with Avansa VZW's goal of achieving a sustainable and solidarity society in which people are able to shape their own lives and take responsibility for their environment.

Together, we drew up a schedule of interesting and relevant activities that fit within the Engage project's objectives.

We chose to schedule the activities on different days both during the week and on weekends and at different times so that everyone had a chance to choose a time or activity that suited her capabilities in time and interests.

We made sure that the venues where we met were easily accessible by public transport.

We chose to use a guide on a regular basis. This guide was always briefed in advance to use accessible language and to keep the 'connection' central.

2. Activities Implementation

ART CENTERED WORKSHOPS

- 19/06/2022 Visit Rijksmuseum Amsterdam
- 26/06/2022 Cultural visit Brussels
- 10/09/2022 Hotspots in Luik
- 04/11/2022 Visit KMSK Brussels
- 15/07/2022 Guided visit to Palais des Beaux arts' Lille
- 19/10/2022 Cooking workshop Window on the world
- 18/10/2022 Guided walk through the city of Leuven and its Botanical garden
- 28/04/2023 Brussel KMSK & Walking activity
- 02/05/2023 Recycle May
- 6/05/2023 Bokrijk – Heritage

STRUCTURED DIALOGUES

- 23/04/2022 Life Iftar - Cancer as an intercultural taboo?
- 23/06/2022 Diversity in the city (combi with ACW Cultural visit)
- 12/01/2023 Nocturne Identity and Diversity Z33 (combi VA Blood donation)
- 12/01/2023 New Years dinner with conversation topics
- 24/04/2023 Africa Filmfest - Anti racism & Hip Hop
- 27/04/2023 Pioneering women and girls in Iran
- 28/04/2023 The role of religion in our daily life (combi ACW Brussel)
- 7/05/2023 Music is the answer

VOLUNTEERING ACTIVITIES

- 12/01/2023 Blood donation (combi SD Identity and diversity)
- 25/03/2023 Volunteering at Iftar Gent
- 5/04/2023 Volunteering at Iftar Beringen
- 12/04/2022 Distributing of Soup + getting to know my neighbours
- 23/04/2023 Volunteering at Life Iftar (combi SD Cancer as a intercul. taboo?)

We made no changes to the initial implementation plan. It took some time to draw up a schedule and until the last few months, we remained in close consultation with organisations and potential participants in order to carry out the total number of activities.





ENGAGE

Already in the first months, we decided to combine relevant activities such as combining some art-centred workshops with structured dialogues.

3. Reflection on Activities

It was probably not possible but it took a lot of time and effort to finally plan and implement all the activities. It would have been easier if all the activities were already fixed from the beginning so that participants of the first activities could immediately access a complete list of all activities. (Now we often had to get back in touch with previous participants later which made it not always simple to motivate them to participate in an activity again. Of course, this also made other people get the chance to participate in activities each time.

The connective nature of activities was our main highlight. We tried to organise very diverse activities so that each activity had its own atmosphere or character. Overall, we received very positive feedback from both participants and facilitators. We chose to use a guide on a regular basis. This guide was always briefed in advance to use accessible language and to keep the 'connection' central. Women with very different experiences were given the space, time and opportunity to tell their own stories if they were open to this.

It was not always easy to convince women to participate in the activities, but once present, the barriers quickly disappeared and there was a nice interaction every time.

4. Recommendations/Learnings/Exploitation

Here, from Avansa's expertise, extra consideration was given to the accessibility of these activities to the target group and the network of Avansa was also used in reaching the participants. Actions we took to make the activities extra accessible to the target group include:

Engaging translators who could speak Flemish French and Arabic so that communication was smooth.

Contacting participants and informing them of the possibilities from public transport to be present at the activity. (Also ensuring that the venues where we met were easily accessible by public transport).

Inviting participants from the activities to future Engage activities so that a kind of Engage community could be created where people felt comfortable in a small kind of network.

Having one or more participants responsible as 'atmosphere managers' can be very important. They should not necessarily participate actively but be watchful of the group atmosphere, be approachable if people feel misunderstood or provide the necessary translation here and there so that everyone feels comfortable.

We are no longer in close contact with the participants. We do notice that there is an impact among involved organisations, for example, in that they want more focus on accessible activities for women from migrant backgrounds.



9.3 CYPRUS – EMPHASYS & CYRC

1. Activities Preparation

The implementation of the Women Circles was organized in Cyprus by Emphasys and CyRC.

For the structured dialogues CyRC involved several organisations in planning the activities. The organisation came in contact with Mazi/Together an NGO led by women refugees based in Paphos and SIKESO, an NGO in Larnaca. Furthermore, CyRC utilised staff members with expertise in sexual health with psychosocial background and legal advisors. CyRC organised 4 Structured Dialogues and Emphasys Center the other 4. In addition, CyRC organised 3 Volunteering activities and Emphasys Center 2. Here you will find information only for activities organised by CyRC

We planned the activities as a sequence.

Concerning the Structured Dialogues, CyRC attempted to cover various topic related to the main concerns of its beneficiaries and in many cities of the Country (refugees employability, parental rights, sexual health). This was made possible through the collaboration with other organisations working with refugees in Cyprus, such as SIKESO and Mazi Together. Concerning the timing of activities, CyRC tried to spread the activities throughout the year but also took into consideration the availability of the other organisations and staff involved. CyRC published the events on the its social media (Website, Facebook, Instagram) in order to collect interest with a google form. Following the collection of interest CyRC contacted the persons who expressed interest in participating with all the necessary information. It is evident that the number of the participants is much lower than the number of people who declared interest which was a challenge when organising the events. This inconsistency can be attributed to various factors such as, the instability in lives of refugee population, the time of the events which made it difficult for people who were working or having children.

Activities undertaken by Emphasys, and specifically refers to the organization of:

- 10 Art Centre Workshops
- 4 Structure Dialogues
- 2 Volunteering Activities

The workshops were organized in collaboration with various NGOs, foundations and professionals in various themes and topics, more details can be found in the next section. The workshops were promoted during the upskilling programme and through social media (Websites, Facebook and Instagram pages) to attract women refugees and migrants to participate.

2. Activities Implementation

The activities were planned according to the availability of the staff and women.

CyRC Figures :

Structured Dialogues



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- 1st Structured Dialogue 14/04/2022, Paphos, 10 participants
- 2nd Structured Dialogue 15/06/2022, Larnaca, 7 participants
- 3rd Structured Dialogue 18/11/2022, Nicosia, 10 participants
- 4th Structured Dialogue 25/01/2023, Nicosia, 14 participants

Volunteering activities :

- 1st Volunteering Activity 09/02/2023 Nicosia 16 participants
- 2nd Volunteering Activity 24/02/2023 Nicosia 16 participants
- 3rd Volunteering Activity 02/03/2023 'Pournara' First ReceptionCamp, 16 participants

Emphasys figures :

Initially, a pre-assessment was completed by the 15 respondents, 10 of them have also participated in the up-skilling workshops. Almost, half of the respondents (47%) have never participated in community activities or socio-cultural activities. For those who participated in the past, 63% mentioned that it was not a big problem for them to settle in and share their stories, whilst 25% had some difficulties at the beginning that they manage to overcome. The main reason for not participating, according to the respondents, was the lack of knowledge about such activities (72%), followed by lack of access (14%) and being sceptical about participating (14%).

Art centered Workshops

- Workshop 1 27/10/2022 Explore the Cypriot culture through museum and gallery visit (Leventeio)
- Workshop 2 8/12/2022 Art Therapy and Exchange of Culture
- Workshop 3 22/12/2022 Christmas Cards Workshop
- Workshop 4 12/1/2023 Exchange of Food Recipes
- Workshop 5 19/1/2023 Explore the Cypriot culture through a museum visit (Cypriot Museum)
- Workshop 6 26/1/2023 Cultural Exchange throughmMusic
- Workshop 7 02/02/2023 Practical Workshop Using 3D Technologies
- Workshop 8 09/02/2023 Storytelling
- Workshop 9 16/02/2023 Workshop on Sustainable Community Living
- Workshop 10 23/02/2023 Cultural Exchange

Emphasys Centre organized 10 art-centred workshops on various themes, which were organized in collaboration with local foundations and organizations such as the Leventeio Gallery/ Museum, the National Museum of Cyprus, the NGO Citizens Act, the Sistema Cyprus, an art therapist etc.

According to the post-evaluation, completed by 15 participants – 11 of them attended the workshops and 91% of them suggested that they have socialized with new people and explored their creativity and self-expression.

Structured Dialogues

- Workshops 1 20/06/2022 Gender Equality
- Workshops 2 1/07/2022 Mental Health and Wellbeing
- Workshop 3 15/07/2022 Media and Migration
- Workshop 4 17/11/2022 Migrant Women Rights

In terms of the structure of dialogues, Emphasys organized 4 structure dialogues with migrants, whereas the other 4 was organized by the CyRC. The first structure



dialogue focused on gender equality, the second one on mental health and wellbeing, the third one on media and migration whilst the last one was focusing on migrant women's rights and integration. The workshops organized by psychologists and social workers from Emphasys Centre, along with other organizations such as the CITIZENS ACT and the CITIZENS IN POWER which are NGOs dealing with related topics. From the 15 respondents of the post-evaluation, 10 of them attended the dialogues – and 70% mentioned that they easily shared stories, discussed or exchanged ideas on various social issues, whilst 30% said that it was difficult for them, but managed to share their story.

Volunteering Activities

- Activity 1 15/2/2023 Clothes Collection
- Activity 2 11/3/2023 Planting Local Communities

Lastly, 3 out of the 15 respondents attended the volunteering activities, and all of them mentioned that they enjoyed this experience. Overall, the Women Circles in Cyprus received well from the participants and positive feedback was collected. Nevertheless, some challenges faced such as inconsistency in participation as some workshops were received more interest and participation than others. Additionally, some precautions should be considered such as the staff involved to have experience in working with this group, and to be able to manage sensitive discussions and challenges that might rise during sharing stories. To address this issue, the staff involved in some of the workshops had background in psychology and sociology.

3. Reflection on Activities

The main obstacle identified was the number of the participants. While in the collection of interest many people were expressing interest through the google forms that we have prepared, a much lower number of participants attended the events. Indicatively, for the 4th structured dialogue, 50 women declared interest and only 14 came to the training. The same applies to volunteering activities, where 63 persons declared interest but only 16 came in each activity.

This discrepancy created difficulties in organising the activities, as we were expecting a much higher number in each activity and we did not call for more people in order to ensure that 15 persons will attend the activities as proposed in the proposal. At the same time, it is important to mention that the high number in interested persons indicates that there is a high need in implementing such workshops.

Concerning the structured dialogues the main highlight was the misinformation of persons with international protection or applicants of international protection concerning their rights. Through all the activities, the lack of information or the misinformation was a prominent characteristic, either this concerns labour rights, the rights of a parent or children. Concerning the volunteering activities, the main highlight was the very high interest of people to donate warm clothes to the volunteering group we created to support the cause of the project.

4. Recommendations/Learnings/Exploitation

If we started again from the beginning, we would have invited more people to attend the activities as we see that the number of people who expressed interest in comparison with those attending is much lower.



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The main learning bringing from the women's circle is the strong solidarity expressed both from the refugee community and the local community in supporting each other which was stressed in the volunteering activities.

A further main lesson from these activities is that all people carry their stories, and sharing these stories it allows all the participants to come closer, see the world through their eyes and walk a mile in the shoes of the person sharing.

CyRC has created a group of volunteers and the group is still in WhatsApp. Participants express their willingness to continue volunteering. Hence, even if the activities organised by CyRC under the context of the ENGAGE project have finished, when volunteering activity emerged, we informed the participants so they can participate. The aim is to create a network of volunteers that will be active in supporting the refugee community regardless of a project.

Due to the high interest expressed by the participants, and the needs identified the plan is to continue running these workshops through the Learning Hub initiative (<https://emphasyscentre.com/learninghub/>), which Emphasys runs in collaboration with the Citizens Act NGO, even after the completion of the project.

9.4 GERMANY – KITEV

1. Activities Preparation

The preparation was conducted by Ketevan Mtvarelidze and Gianmarco Mattinzoli. We planned to implement all different actions to cover the whole amount of activities required. The formula we chose was to plan activities that were always containing structured dialogues, both in art-centered workshops and volunteering activities. We came up with our plan through a practical consideration of the habitual practices of our organization, largely geared towards the migrant women target group, and consequently of the awareness of their needs and preferences, daily matured by their constant presence and by the dialogue they have with us.

2. Activities Implementation

Mainly the biggest change to the initial implementation plan was launching again all the activities in 2023, as we had too little numbers during 2022. We increased the communication via media, due to the opening of our new website and a major advertising on social media.

Art-centred workshops:

- "Creating art together" 12.03.2023. 15 participants+locals (2h)
- Yoga for women 15.03.2023. 15 participants+locals (2h)
- Arabic Language course for women 20.03.2023. 15 participants+locals (2h)
- Ladies Breakfast 22.03.2023. 15 participants+locals (2h)
- English language circle 10.02.23. 15 participants+locals (2h)
- Sprachcafe for women 29.03.2023. 15 participants+locals (2h)
- Workshop for women "Überleben in Deutschland" 28.03.2023. 15 participants+locals (2h)
- Beratercafe 22.03.2023. 15 participants+locals (2h)
- Handcraft Cafe 08.04.23. 15 participants+locals (2h)
- Dance Jam Session 05.04.23. 15 participants+locals (2h)



Volunteering actions - 6 volunteering actions

- Helping putting up an art exhibition 14.03.23. 15 participants
- Cooking for ladies Breakfast 22.03.2023. 15 participants
- Cooking for Ladies community dinner 24.03.2023. 15 participants
- Assisting Sprachcafe 28.03.2023. 15 participants
- Babysitting while the conference 05.03.2023. 5 participants
- Cooking for Ladies community lunch 05.04.2023. 10 participants

Structured dialogues - Beratercafe

- 29.03.2023. 15 participants
- 05.04.2023. 15 participants
- 12.04.2023. 15 participants
- 19.04.2023. 15 participants
- 26.04.2023. 15 participants
- 03.05.2023. 15 participants
- 10.05.2023. 15 participants
- 17.05.2023. 15 participants

3. Reflection on Activities

The main challenge was to create appointments that could fit the rhythms of the women, who are mainly mothers, and to facilitate them in case they had to bring the children, ensuring them a babysitting availability. An initial challenge is also to overcome the language and cultural barriers, but once it happens that provides the women, on a little scale, the example of a real possibility of integration.

We now have a larger consolidated group of TCN women, who can communicate better their needs, due to a climate of confidence, and who can find more sources for their personal situations due to new relationships.

A woman of the ones who attended the TC Ups-skilling workshops has later taken the opportunity of Job Shadowing by a photographer in Essen, enlarging her qualifications in her field of interest and passion, and has recently started a work contract to assist the photographer.

4. Recommendations/Learnings/Exploitation

If we started today from beginning, we would start immediately with the stronger communication we implemented during 2023.

Our main learning is that after a big number of activities, we have a proven demonstration of the necessity and goodness of these practices for TCN women to integrate into a new society. We could say that these activities and results suggest the possibility to visualize a method.

All the activities we have inaugurated for this project are still going on and are part of our new regular program; the group of women that took part in the activities is still frequenting our structures and is growing in the number.



ENGAGE

9.5 GREECE – DIMITRA

1. Activities Preparation

The preparation was conducted by the staff of the Organization. We implemented the actions in two different phases. At first, we organized 5 art workshops and the structured dialogues with the same participants. Then and because we wanted to involve more TCN women, we organized a new cycle of activities with 5 more art-centered workshops and 5 volunteering activities. We have followed this plan because it allowed more women to participate and benefit from our activities.

2. Activities Implementation

Art-centred workshops:

- 1 st phase: 5 art workshops (20 participants): 1 – 3.2.2023
- 2nd phase: 5 art workshops (15 participants): 16 – 23.5.2023

Volunteering activities:

- 5 volunteering actions (15 participants): 16 – 23.5.2023

Structured dialogues:

- 8 structured dialogues (20 participants): 14.1 – 26.2.2023

3. Reflection on Activities

The main challenge was that it was not easy to find women who were willing to take part in these activities and could fit them into their schedules (due to work, family, commitments). Furthermore, we noticed that several participants were hesitant to take photos and share their personal details. They were happy to be integrated into a group and socialize with other women of different nationalities.

The main highlight was that at the end of the activities the participants were able to communicate their thoughts more openly and with more confidence. We observed that they opened up, relaxed and acquired new perspectives especially through their contact with art-related activities.

4. Recommendations/Learnings/Exploitation

If we would start new from today we would plan the activities earlier so that there is no time pressure on their implementation. Also, in some activities maybe the groups should include fewer participants so that the interaction is more direct.

We realized that this kind of activities are really very beneficial for TCN women and can contribute significantly to their integration in the Greek society. We observed that the migrant women needed to participate in these activities, they helped them to socialize and gain new experiences.





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9.6 ITALY – CEFAS

1. Activities Preparation

Ce.F.A.S. started the actions on 3rd June 2021 and finished on 10th March 2023

Internal staff was involved in planning the activity as well as external professional, especially with regards to art workshops. In the majority of art workshops, external experts were called upon to collaborate.

Ce.F.A.S. organized 10 workshops, 8 structural dialogues and 5 volunteering activities.

In many cases, we combined the art workshop with a structural dialogue, which was about the same topic of the workshop. For example, one workshop, revolved about Artistic Luminaries of Salento, gave us the opportunity to introduce the topic of craftsmanship and how it is an expression of cultural identity.

in other cases, we combined workshops with volunteering activities.

2. Activities Implementation

Dates of start and end of the actions : 3rd June 2022 and finished on 10th March 2023

- 10 Art- centered workshops:
03rd June 2022; 29th June 2022; 30th June 2022; 05th July 2022; 09th July 2022;
14th July 2022; 16th September 2022; 19th October 2022; 29th November 2022; 06th
December 2022
- 8 Structured dialogues :
29th June 2022; 30th June 2022; 05th July 2022; 09th July 2022; 14th July 2022;
16th September 2022; 19th October 2022; 29th November 2022
- 5 Volunteering actions :
12th October 2022; 25th October 2022; 26th October 2022; 06th December 2022;
10th March 2023

3. Reflection on Activities

One of the main challenges was the language barrier. We tried to overcome this problem with the help of other participants who were more fluent in Italian and English and who could translate the activities in their mother tongue.

Also, the organisation of activities had to take into account the limited availability of the women.

The main Highlight were the following : Some women had a space to express their passions, especially during art workshops.

Also during the other activities of the project, there was a safe environment for women in which they could express freely themselves.

4. Recommendations/Learnings/Exploitation





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Our main learning is the importance of these activities because they can connect women with local people and with other TCN women too. Without these kinds of activities, for women can be difficult to integrate due to linguistic, cultural or familiar barriers.

Some women still attend our center.

9.7 NETHERLANDS – ADAMMOB

No report available

9.8 SLOVENIA – ZRC SAZU

1. Activities Preparation

All in all, we had 167 visits to our 10 art Workshop in Ljubljana and Škofja Loka from September

2022 to Januar 2023. They used their crocheted and knited products themself and also gave them away for free to people in need. Aslo sustainability with connection to tradition was discussed. In Škofja Loka was the orgabization was easier since as an already established group was in play.

ZRC SAZU organized 8 Structured dialogues in Ljubljana and Škofja Loka between September 2022 and January 2023. Topics were very practically orientated and some of them were suggested by women themselves. All in all, 137 women from different countries were attending.

ZRC SAZU organized 1 intercultural festival on 19.12.2022.

ZRC SAZU organized 6 volunteering events between December 2022 and March 2023.

Staff members Jure Gombač, Asja Pehar Senekovič, Špela Kastelic, Lucija Klun organized and implemented all the activities. We cooperated with NGOs who are very skilled in integration field in Slovenia.

2. Activities Implementation

We organized them as a sequence, one after the other.

All in all, we had 167 visits to our 10 art Workshop in Ljubljana and Škofja Loka from September 2022 to Januar 2023. They used their crocheted and knited products themself and also gave them away for free to people in need. Aslo sustainability with connection to tradition was discussed. In Škofja Loka was the orgabization was easier since as an already established group was in play.

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ZRC SAZU organized 1 intercultural festival on 19.12.2022, more than 100 people attended.

ZRC SAZU organized 6 volunteering events between December 2022 and March 2023 in the cities of Ljubljana and in Maribor, Slovenia. Topics were very practically oriented, mainly focusing on labour market integration of migrant women, who live in Slovenia. Some of the topics that were discussed, were also suggested by women themselves. All in all, 114 women from different countries attended all 6 volunteering events altogether, most of them moved to Slovenia from Ukraine, Syria, Kosovo. All volunteering events were very interesting and well perceived by all the participants.

Art workshops: 28.6.2022, 12.9.2022, 26.9.2022, 14.10.2022, 24.10.2022, 7.11.2022, 22.11.2022, 28.11.2022, 12.12.2022, 23.1.2023

Structured dialogues: 1.9.2022, 29.9.2022, 6.10.2022, 7.11.2022, 11.11.2022, 18.11.2022, 25.11.2022, 27.1.2023, 14.12.2022, 11.1.2023

Intercultural event 19.12.2022

Volunteering events: 14.12.2022, 19.12.2022, 11.1.2023, 21.2.2023, 9.3.2023, 15.3.2023

We implemented two additional structured dialogues because there was a big need for integration activities for Ukrainian refugees. Otherwise very little changes, if there were some, they were done due to logistic or health reasons.

3. Reflection on Activities

The main challenge encountered was that it was difficult to find and keep all groups of participants engaged.

The main Highlight was providing really crucial information for Ukrainian refugees when the war started and they started arriving to Slovenia.

5. Recommendations/Learnings/Exploitation

It is very important to organize such activities because they can be source of valuable information and comfort for TCNs.

9.9 SPAIN - DRAMBLYS

1. Activities Preparation

In the initial planning we approached Social Services of the Albacete City Council and local platform, called Inclusion that gathers more than 30 organizations working in the field of socio-labour integration and working with vulnerable target groups, migrant women included. It has to be added, that all DRAMBLYS staff have been actively engaged in all the project activities.

For planning we used internal tools, such as Dramblys Google Calendar and Trello.

When possible, we tried to combine art-centred workshops and structured dialogues. Three main locations have been chosen for the implementation of activities: Café





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Romero Comercio Justo (coffee shop specialized in fair trade and social project at the same time, employing people with risk of social inclusion), Municipal Youth Centre (providing classrooms and spaces for workshops) and Dramblys office. All the chosen locations are easy to reach and within the city centre.

To inform women about the planned activities, we mainly used our WhatsApp group and Dramblys social media channels.

2. Activities Implementation

Activities started June 2022 and lasted throughout the entire duration of the project.

WOMEN CIRCLE activities:

Date	Title	Participants
29/06/2022	Facial and body care workshop	8
29/06/2022	Jewellery workshop	11
02/10/2022	Facial care and cosmetics	5
06/10/2022	How to build a good curriculum	15
18/10/2022	Handcraft jewelry	9
26/10/2022	ART - therapy	7
16/11/2022	Routes towards integration: available local resources	4
07/03/2023	Manicure workshop	15
23/03/2023	Yoga and relaxation workshop	4
17/05/2023	African braids workshop	11

STRUCTURED DIALOGUES:

Date	Title	Participants
24/08/2022	Integration difficulties and other challenges	8
06/10/2022	How to exploit LinkedIn in job search	15
18/10/2022	Routes towards integration	9
26/10/2022	Available resources at hand	8
07/03/2023	Networking skills for local integration	15
26/03/2023	Social-labour integration addressed: training needs of immigrant women	29

Some of the workshops had to be postponed as we tried to adapt to the availability and interest of our target groups.

3. Reflection on Activities

Main Challenge :Changing availability of participating women was one of the challenges. Most of the women do cleaning jobs and taking care of elderly people and don't have a fix schedule, therefore their availability might be different each week.

Main Highlight : Participating women got to connect to each other and our WhatsApp group keep asking about next meetings and activities, therefore we could state that we managed to connect and to engage them.

4. Recommendations/Learnings/Exploitation





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Main learning : The power of network and willingness to learn from each other and generosity among participating women.

We still have an active WhatsApp group where we can explore ongoing conversations

10 CONCLUSIONS AND RECOMMENDATIONS

10.1 PROGRAMME PLANNING

Based on the input from project partners, here is a structured summary of how the partners planned their activities in the Women's Circle Activities Programme:

Timeframe and Local Design:

- Activities were planned from June 2022 to the almost end of the project
- The application and guidelines provided served as the main documents guiding the planning process
- Planning was done by the project partners' own staff, Just i a few cases they worked in cooperation with TCN women who also implemented some workshops and coordinated the women.

Stakeholder Involvement:

- Partners decided to involve three groups of women: newly arrived asylum seekers, migrant women who had difficulty integrating, and successfully integrated migrant women.
- Collaboration was established with organizations supporting migrant women, such as the Integration Fonds, NGOs, organizations focusing on personal development and social engagement, aligning with the project's objectives.

Planned Actions:

- Partners aimed to create a mentorship program within the Women's Circle to support newly arrived asylum seekers and motivate women who lacked community engagement.
- Various activities were planned to achieve the program's goals, including workshops, conversations, skill sharing, discussions on migration and women's rights, and promoting critical thinking and future planning.

Implementation and Organization:

- Workshops were delivered both in the mornings and afternoons.
- Suitable venues were selected, considering accessibility by public transport and the need for childcare and kitchen facilities.
- Partners created schedules of activities, spread throughout the year and offered on different days, including weekdays and weekends, to accommodate participants' availability.
- Collaboration with other organizations and professionals specialized in specific topics was established for workshops and structured dialogues.
- Activities were sequenced, with the first phase consisting of workshops and structured dialogues, followed by a second phase with additional workshops and volunteering activities to involve more women.

Methodological and Practical Considerations:





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- The project partners used a guide who was briefed to use accessible language and prioritize building connections during structured dialogues.
- Activities were planned to cover various topics of concern to the beneficiaries, involving collaboration with other organizations working with refugees and migrants.
- Promotion of events was done through social media platforms and targeted communication to attract participants.
- Challenges included participant inconsistencies due to factors like the instability of refugee populations, timing conflicts with work or childcare, and lower turnout compared to initial interest.

Overall, the project partners engaged in planning activities for the Women's Circle programme by collaborating with stakeholders, outlining a range of activities, considering methodological and practical aspects, and implementing the actions in a sequenced manner.

10.2 PROGRAMME IMPLEMENTATION

Based on the input from project partners, here is a structured summary of how the partners implemented their activities in the Women's Circle Activities Programme. The project partners collaborated with various organizations and individuals to carry out the activities.

Some modifications were made to the initial plan, such as combining relevant activities and relaunching them in 2023 to increase participation. The activities were planned based on the availability of staff and participants, and the feedback received was generally positive, with participants socializing, exploring creativity, and exchanging ideas.

Overall, the Women's Circle Activities Programme provided a range of engaging and diverse activities to empower and support women. Some examples that illustrate the great range of Workshop topics and themes of partners are listed here – the concrete formats can be found in the chapter before with each partners activities.

Art- centered workshop with for example

- cultural visits,
- handcraft cafe,
- dance jam session,
- art therapy and exchange of culture,
- creating collage postcards,
- sewing workshops,
- yoga for women,
- ladies breakfat,
- english language circle

Structured dialogues with examples like

diversity in the city,

- gender equality,
- mental health and wellbeing,
- media and migration,
- womens rights and equality



Volunteering activities like for example

- clothes collection
- cooking for an intercultural and intergenerational event,
- helping putting an art exhibition,
- babysitting while a conference

10.3 REFLECTIONS ON ACTIVITIES

Based on the input from project partners, here is a structured summary of how the partners reflected their activities in the Women's Circle Activities Programme. This is to reflect on the challenges, highlights, and recommendations/learnings/exploitation of the Women's Circle activities, analysing the project's strengths and weaknesses, identify areas for improvement, and share valuable insights for future endeavors.

Main challenges encountered during the Women's Circle activities include recruitment, delivery of the actions, relations with stakeholders or beneficiaries, or any other relevant obstacles faced. Partners identified various difficulties and hurdles they faced in different aspects of the project, such as attracting participants, organizing and delivering the activities, managing relationships with stakeholders or beneficiaries, and overcoming obstacles that arose during the implementation.

- Late start and difficulty in forming the group of women initially targeted for involvement.
- Time and effort required for planning and implementing activities, leading to some activities being added later, which affected participant motivation.
- Discrepancy between the number of interested participants and the actual attendance at events and volunteering activities.
- Difficulty in convincing women to participate, but once present, barriers quickly disappeared.
- Scheduling activities to accommodate the rhythms of mothers and providing babysitting availability.
- Language and cultural barriers that needed to be overcome for effective communication and integration.
- Finding women willing to participate and fitting activities into their busy schedules.
- Hesitation among participants to share personal details and take photos.
- Limited availability of women had to be considered in organizing activities.
- Difficulty in finding and keeping all groups of participants engaged.

Main highlights or noteworthy aspects of the actions identify and emphasize the positive and significant aspects of the Women's Circle activities. These highlights include achievements, positive outcomes, successful experiences, and moments of significance that stood out during the project. For example, the growth of the group, development of networks, positive feedback from participants, increased confidence and openness among participants, or the provision of crucial information and support to specific communities.

- Growth of the group and development of networks, creating cooperation with stakeholders and individuals in Graz and Linz.



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- Identification of needs and gaps beyond the initial expectations, leading to ideas for future projects.
- Positive feedback from participants and facilitators on the diversity and atmosphere of the activities.
- Use of a guide to ensure accessible language and maintain a central focus on connection.
- Women given space and opportunity to share their stories and experiences.
- Overcoming language barriers with the help of fluent participants for translation.
- Increased confidence and openness observed among participants at the end of the activities.
- Safe environment provided for women to express themselves freely.
- Provision of crucial information and support for Ukrainian refugees during the war.
- Emphasize the importance of organizing such activities as a source of valuable information and comfort for TCNs (Third Country Nationals).
- Consider the timing and fixed planning of activities to facilitate participant access and motivation.
- Address the discrepancy between the number of interested participants and actual attendance.
- Continue providing safe spaces and opportunities for women to express themselves and pursue their passions.
- Find ways to engage and maintain the interest of all participant groups.
- Recognize the significance of overcoming language barriers and providing support for integration.
- Acknowledge the impact of the activities in building confidence, acquiring new perspectives, and fostering relationships.

10.4 RECOMMENDATIONS/LEARNINGS/EXPLOITATION

Based on the experiences of the ENGAGE project partners, here is a structured summary of the recommendations, learnings, and exploitations within the Women's Circle activities programme.

Recommendations:

- Starting the activities earlier and prioritizing the implementation of women's circles is recommended because these activities had the highest impact on women, providing them with a supportive and empowering environment from the beginning.
- The presence of native speakers and interpreters is crucial to ensure effective communication and avoid misunderstandings, promoting inclusivity and understanding among participants.
- Incorporating team-building activities at the beginning of the program using non-formal learning methods helps foster a sense of belonging, trust, and collaboration among the women, creating a solid foundation for the activities that follow.
- Enhancing accessibility by engaging translators, providing transportation information, and selecting easily accessible venues ensures that the activities are inclusive and reach the target group effectively.
- Designating participants as "atmosphere managers" who are attentive to the group dynamics, address communication challenges, and provide necessary translations helps maintain a comfortable and supportive environment for all participants.





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- Inviting more people to attend the activities can bridge the gap between expressed interest and actual attendance, ensuring a higher level of participation and engagement.
- Planning activities in advance reduces time pressures, allowing for better coordination and implementation, and providing participants with a complete schedule of activities from the beginning.
- Considering smaller group sizes in some activities promotes more direct interaction and engagement among participants, allowing for deeper connections and individual attention.
- Emphasize the importance of organizing such activities as a source of valuable information and comfort for Third Country Nationals (TCNs), recognizing the unique challenges they face and the need for inclusive support systems.
- Consider the timing and fixed planning of activities to ensure they are accessible and convenient for participants, taking into account work schedules, family commitments, and other factors that may affect their availability and motivation.
- Address the discrepancy between the number of interested participants and actual attendance by exploring strategies to increase engagement, such as targeted outreach, improved communication, and tailored incentives to encourage participation.

Learnings:

- The strong solidarity expressed by both the refugee and local communities highlights the potential for fostering inclusive communities where support and understanding are mutually shared.
- Sharing personal stories and experiences plays a vital role in building empathy, breaking down barriers, and promoting a deeper understanding of different perspectives.
- Recognizing the necessity and positive outcomes of the activities for TCN women's integration underscores the importance of continuing such initiatives to support their socialization, well-being, and empowerment.
- The benefits of connecting women with local individuals and other TCN women illustrate the value of building networks and fostering social connections to facilitate integration and provide mutual support.
- The provision of safe spaces and opportunities for women to express themselves and pursue their passions has a transformative impact on their confidence, self-expression, and personal growth.
- Finding effective ways to engage and maintain the interest of all participant groups, including those hesitant or facing barriers to participation, is essential for creating an inclusive and dynamic environment that benefits everyone involved.
- Overcoming language barriers and providing support for integration, such as language assistance and cultural orientation, are pivotal in facilitating meaningful participation and fostering a sense of belonging among TCNs.
- Recognize the significant impact of the activities in building confidence, acquiring new perspectives, and fostering relationships among participants, ultimately contributing to their overall well-being and integration.





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Exploitations:

- Applying for further funding would allow the continuation and expansion of support for women, ensuring the sustainability and long-term impact of the Women's Circle activities.
- Leveraging existing networks and expertise can lead to further collaboration and partnerships, strengthening the support system for TCN women and maximizing the reach and impact of the project.
- Exploring ongoing contacts, actions, and relations that have emerged from the Women's Circle activities provides an opportunity to nurture and develop these connections, fostering a sense of community and continued support beyond the project timeline.
- Incorporating successful activities into regular programs or initiatives, such as the Learning Hub, enables the continuation of valuable support services and creates a lasting impact on TCN women's integration and well-being.
- Exploiting the lessons learned and replicating the methods used in similar contexts or projects allows for the transfer of knowledge, best practices, and successful approaches to benefit other communities and projects addressing similar challenges.
- Exploit the valuable information and comfort provided by such activities to advocate for the importance of inclusive programs and support systems for TCNs, emphasizing the positive outcomes and addressing potential barriers they face.
- Utilize the learnings to inform the timing and fixed planning of future activities, ensuring participant accessibility, motivation, and sustained engagement throughout the program.
- Explore strategies to bridge the gap between expressed interest and actual attendance, such as targeted follow-up communications, personalized invitations, and tailored incentives to maximize participation.
- Exploit the continued provision of safe spaces and opportunities for women to express themselves and pursue their passions, recognizing the long-lasting impact on their empowerment, self-esteem, and personal development.
- Continuously seek innovative approaches and adaptations to engage and maintain the interest of all participant groups, ensuring that activities remain relevant, impactful, and appealing to diverse backgrounds and interests.
- Harness the experiences and insights gained in overcoming language barriers and supporting integration to inform and guide future initiatives, advocating for comprehensive language support and integration services.
- Exploit the transformative impact of the activities in building confidence, acquiring new perspectives, and fostering relationships, highlighting these outcomes to inspire and inform future programs addressing similar challenges.

