

EVENT DESCRIPTION SHEET

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

PROJECT	
Participant:	1 - ACTIONAID INTERNATIONAL ITALIA ETS (AAIT)
PIC number:	947194137
Project name and acronym:	Cities 4 ELLA: Empowerment, Liberty, Leadership and Awareness for women survivors of GBV — ELLA

EVENT DESCRIPTION			
Event number:	WP1 / D1.1		
Event name:	Work and Gender-Based Violence Table meeting n. 1 - Italy		
Type:	Roundtable meeting		
In situ/online:	In situ		
Location:	Italy, Milan		
Date(s):	14 April 2026		
Website(s) (if any):	Project Cities4ELLA ActionAidProject Cities4ELLA ActionAid		
Participants			
Female:	26		
Male:	0		
Non-binary:	0		
From country 1 Italy:	Italy: 26		
From country 2:	N/A		
From country 3:	N/A		
Other countries:	N/A		
Total number of participants:	26	From total number of countries:	1
Description			
Provide a short description of the event and its activities.			

The event on 14 April 2026 was the official meeting of the Milan Table on Work and Gender-Based Violence, implemented under WP1 of the ELLA project. It brought together the main components of the local multi-stakeholder network involved in labour inclusion and support pathways for women survivors of gender-based violence, including the Municipality of Milan and the Anti-Violence Network, AFOL Metropolitana, ActionAid, representatives of anti-violence centres and shelters, the Deputy Mayor of Milan for Equal Opportunities and the Councillor for Labour Policies of Milan Metropolitan City, as well as a trade union representative.

The meeting resumed the work of the Table after a prolonged pause and focused on restoring continuity, strengthening coordination among services, and defining shared priorities for the year ahead. It was aligned with the WP1 objective of reinforcing cooperation among actors who signed the Protocol in Milan and involving new actors, including trade unions and other stakeholders, in support

of the Protocol's goals.

The agenda included the presentation of the background and objectives of the meeting, an update on the Working Group and on the Addendum to the Protocol with new signatories, the presentation of the Cities4ELLA project, updates on employment inclusion, orientation and training pathways for women survivors of GBV, and the co-definition of priorities and actions for the Table on Work and GBV.

As it can be seen in more detail from below minutes, participants discussed the need to make the Working Group permanent, strengthen data collection and analysis, improve coordination with regional and municipal employment structures, and develop more concrete pathways for women's economic empowerment. Key follow-up actions include coordination with the broader Employment Working Group of the Municipality of Milan, presentation of updated AFOL data, development of a shared system for collecting and analysing data on beneficiaries and employment outcomes, exploration of shared job-matching tools, thematic sessions for future meetings, and policy recommendations on women's economic independence.

Minutes meeting - Work and Gender-Based Violence Table meeting n. 1 - Italy

1. Discussion Points:

Agenda

- Presentation of objectives and background leading to the current meeting
- Update on the Working Group and Addendum with new signatories (trade unions)
- Presentation of the *Cities4ELLA* project
- Definition of priorities and actions of the Working Group on Employment

Background

- The Working Group resumed after a pause of over one year.
- Strong need to ensure continuity and a stable structure to avoid fragmentation and loss of previous work.

Institutional Coordination and Local Networks

- Need for stronger coordination with Regione Lombardia, especially regarding identification of funded Anti-Violence Centers (CAV/CR).
- Lead organizations of territorial networks should have access to this information to improve coordination.

AFOL Metropolitana Updates

- AFOL is part of all anti-violence network protocols in the Metropolitan City.
- 35 anti-violence focal points ("antenne") are active across all Employment Centers (CPI).
- Increasing need for training; a new 16-hour anti-violence course is planned.
- Many focal points operate within Law 68 (protected categories).
- Updated referral system between CAV and CPI: exemption requests are now conditional on participation in active labor policies.
- Ongoing collaboration with Milano Donna Centers (still being refined).
- Referral form is functioning and integrated with direct contact for alignment with beneficiaries.
- Emerging training needs:
 - Managing cases involving male perpetrators of violence
 - Training on LGBTQ+ communities and people in transition (with Somaschi)
 - Economic violence and financial education

- AFOL will present updated data at the May 28 meeting.

Trade Unions (UIL)

- Partial understanding of hidden violence and exploitation in workplaces.
- Ongoing initiatives on financial education and anti-discrimination.
- Introduction of “Sentinels” in workplaces (active for ~2 years):
 - Provide listening, mediation, and orientation
 - Act as a bridge between workers and anti-violence services (CAV)
 - Do not replace specialized services
- Key issues:
 - Anti-violence networks and CAVs were not involved in Sentinel training
 - Need to clarify mapping, role, training, and referral procedures

Cross-cutting Issues

- Need to better connect gender equality policies with gender-based violence policies (currently institutionally separated).
- Focus on women’s employment and vulnerability, beyond only survivors of violence.
- Active labor policies are seen as insufficient for supporting the most vulnerable women.
- Need to move beyond welfare approaches toward sustainable employment pathways.

2. Decisions / Actions Taken:

- Recognized the need to make the Working Group **permanent** to ensure continuity and systemic impact.
- Agreed on the importance of:
 - Strengthening data collection and analysis
 - Defining shared objectives, including advocacy at regional level
 - Developing concrete pathways for women’s economic empowerment
- Confirmed the strategic relevance of:
 - Engaging companies (from SMEs to large corporations)
 - Promoting corporate responsibility on gender-based violence
 - Creating transitional employment opportunities (“bridge phase”) with adequate conditions (working hours, duration, compensation)
- Identified the need to:
 - Strengthen collaboration between anti-violence networks and trade unions
 - Improve matching mechanisms between labor demand and supply
- Acknowledged key gaps:
 - Limited involvement of businesses
 - Absence of the banking sector

3. To Do / Follow-up

- **Institutional Coordination:** organize a meeting with the Municipality’s broader Employment Working Group (created from the Patto del Lavoro) and the relevant Councillor – Assessora Cappello - to improve integration.
- **Data and Monitoring:** AFOL will present updated data on the work in the Employment centres at the upcoming coordination meeting on 28 May 2026.

- We should think and develop a **shared system for collecting** and analyzing data on beneficiaries and employment outcomes.
- **Operational Tools:** develop a shared tool/platform to improve job matching between beneficiaries and employers.
- **Thematic Work:** plan in-depth thematic sessions for future working group meetings (e.g., economic violence, workplace interventions, inclusion).
- **Training:** strengthen training programs for:
 - Trade unions and the newly established workplace “sentinels”
 - Employment service operators (antenne AFOL)
- **Stakeholder Engagement:** possibly involve in the working group:
 - Companies and employer associations
 - Cooperative sector
 - Financial institutions (e.g. banks)
- **Policy and Advocacy:** Develop a network analysis to be presented to Regione Lombardia and define policy recommendations on women’s economic independence.
- **Governance:** establish a regular meeting calendar to ensure continuity of the Working Group. Next meeting to be held in June 2026.

The event reached **26 participants from Italy**, meeting the lump-sum target range of 25-50 participants for a national in-situ event. Attendance records and disaggregated participant data are retained separately in the project documentation for audit purposes. Personal data, signatures and names are not included in this public Event Description Sheet.

Within the WP1, other meetings took place that have been essential for the work of the Table on Work and GBV:

- 1) T1.1 took place on 4th March 2026 and saw the participation of 19 people from the AVCs and shelters. It was the meeting to present the ELLA Project to the antiviolence network and gather their needs and suggestions prior to the meeting of the Table
- 2) T1.2 took place on 28th May 2026 and was the coordination meeting between 23 people from the AVCs labour representatives and the «antenne» (focal points) of AFOL Metropolitana. This meeting was a follow up to the lumpsum event and focused on sharing updates on the data collected in the Employment Centres and on improving relationships and referrals between AFOL and the Network.

Following the lumpsum event, AA IT and the Municipality of Milan also developed the **Strategic Planning Document**, which defined 4 key priorities for the Table, with some key actions to be taken during the ELLA project and some with a more long-term vision:

- Priority 1 – Strengthening Governance and Institutional Coordination
- Priority 2 – Engaging Employers and Labour Market Actors
- Priority 3 – Promoting Women-Centred Economic Autonomy Pathways
- Priority 4 – Building Evidence and a Shared Knowledge

Post-event monitoring was conducted through the internal evaluation questionnaire and the EU Justice, Rights and Values survey link shared with participants. Internal survey responses confirmed

strong perceived relevance and usefulness of the meeting, with particular emphasis on networking, knowledge exchange, methodology and the practical value of the discussion.

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