



# teamwork<sup>2</sup>

combat sexual harassment  
in the workplace



## Newsletter No.1

Welcome to the 1<sup>st</sup> Newsletter of the **teamwork2** project!

The project directly contributes to addressing workplace sexual harassment, a widespread and under-reported form of gender-based violence across the EU. The initiative unites a dynamic group of 13 partners from 7 different EU countries, all dedicated to the shared mission of eliminating sexual harassment in the workplace.

### PARTNERS



Pafos Chamber of  
Commerce & Industry  
Εμπορικό & Βιομηχανικό  
Επιμελητήριο Πάφου



## Did you know that most people who experience sexual harassment never report it?

A survey conducted by our project found out that workplace sexual harassment victims feared the impact that complaining would have in their reputation, career prospects and relationships within their company.

What were the determining factors for keeping silent?

- 1 Fear of losing their jobs (70.8%)
- 2 Shame and lack of understanding from their colleagues (55,73%)
- 3 Victim-blaming (40.89%)
- 4 Fear of retaliation (44.27%)
- 5 Lack of effective protection procedures (39.84%)

By enhancing prevention and protection mechanisms of Sexual Harassment at the workplace through capacity building, coalition building and interagency collaboration the **teamwork2** project is expected to contribute to reinforcing the existing national policies for prevention and combating gender-based as well as the implementation of the European Framework Directive on Safety and Health at Work (Directive 89/391 EEC).

## Partner Meetings

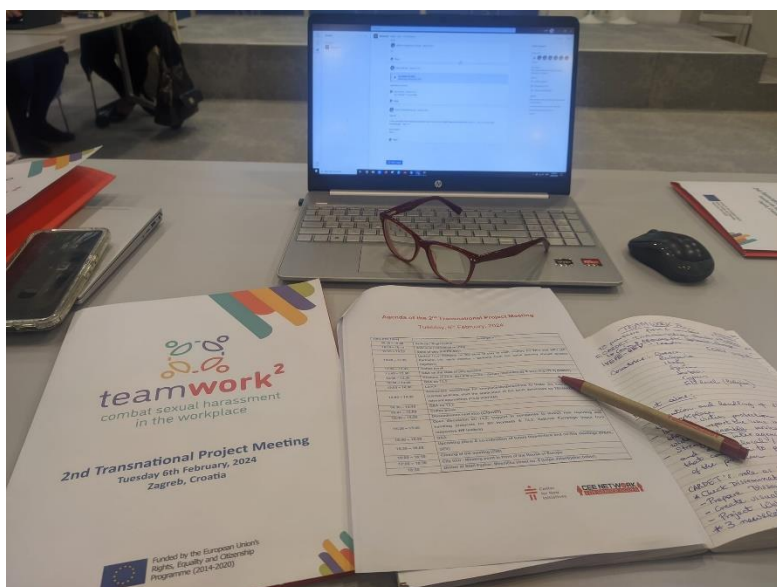
Since the beginning of the project in 2023, the project partners meet online on a regular basis to discuss the progress against the many agreed actions of the project. The consortium had the opportunity to meet in person for the first time, in Athens, on the 2<sup>nd</sup> March 2023, where the project plans and timeframes were laid out in detail.



A 2<sup>nd</sup> **teamwork<sup>2</sup>** transnational meeting took place on February 6, 2024, in Zagreb, hosted by CNI. where progress was reviewed and future planned steps for the project's realization were discussed. The work done on the project so far was presented, along with plans for its further implementation.



## 2nd Transnational Project Meeting, Zagreb, Croatia 6 February 2024



The event attracted the attention of journalists from leading media houses, who then provided media coverage of the entire meeting. This brief [video clip](#) shows some snippets of the buzz from the day's workings.

## Raising awareness

Concerted efforts are being made with national press releases, media campaigns, local bilateral meetings with stakeholders in Greece, Bulgaria, Cyprus, Croatia, Italy and Spain, local training of employers, HR professionals and students in all the

partner countries, as well as social media campaigns across Europe by the consortium to raise awareness around the problem of workplace harassment. The following posts and photos are testament to some of the actions taken at national and European level by the consortium.



NOTÍCIES I RECURSOS PER A LES ENTITATS I EL VOLUNTARIAT

FAQ NON PROFIT SEGUÏEIX-NOS PUBLICA BUTLLETI

**xarxanet** Cerca Cerca

notícies recursos

---

**Notícies**

Totes / Ambiental / Comunitari / Cultural / Social / Internacional / Projectes / Jurídic / Informàtic / Econòmic / Formació / Opinió / Agenda / Vídeos

**COMUNITARI**

**Un projecte europeu estableix recomanacions per atendre i prevenir l'assetjament sexual a la feina**

Foto: Canvas

**20 anys Xarxanet**

**Servei d'Assessorament gratuït per a entitats**

**Ofertes de feina**

**Fes voluntariat**

29/08/2023  
Entitat redactora: Lavinia Ixet  
Autoria: Miriam Martos

L'assetjament sexual a la feina és real. Cada dia, centenars de treballadores han de fer front a situacions laborals desagradables que priven les seves llibertats com a dona i persona, veient-se obligades a lluitar contra comportaments no desitjats, no buscats i no consentits. **La Llei 17/2020 del 22 de desembre, de modificació de la**

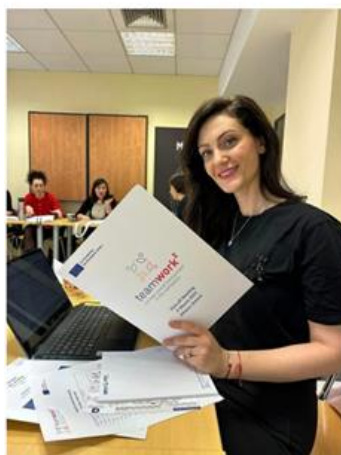
**CARDET**  
24 November 2023

Thrilled to have hosted business owners, local employers and HR professionals at the Pafos Chamber of Commerce and Industry for a 2-day training on transforming zero tolerance towards sexual harassment and gender-based violence into an actionable business strategy!

With our HR Manager and Trainer, **Kiki Kallis** co-leading the session, the interactive workshop covered crucial aspects including raising awareness on gender discrimination and managing sexual harassment claims. Dur... See more



КООРДИНАЦИОННА СРЕЩА ПО ПРОЕКТ „TEAMWORK 2“ В АТИНА, ГЪРЦИЯ



На 02 март  
„Teamwork  
която има  
Договорит  
Проектът  
място. Пак  
представи  
позиции, г  
придобият  
Ямболска  
информац  
Очаквайте  
пректа.  
Повече ин



**COMPAGNIA CON NOI**

**impresa!talia.it**

**Forma Digital**

**STAFFED ONLINE**

**ATTENZIONE AI COLLETTI ROMANIELLI**

**punto program digitale**

**The Teamwork 2 project**

The European Commission, Directorate-General for Women's Affairs, is pleased to announce the launch of the Teamwork 2 project, which addresses the issue of sexual harassment and gender-based violence in the workplace.

The project is a multi-year initiative that aims to raise awareness and change attitudes and behaviors in the workplace, and to develop and implement effective measures to prevent and address sexual harassment and gender-based violence in the workplace.

The project will be implemented in 10 EU Member States, including Italy, Spain, Greece, Bulgaria, Germany, Serbia, and Cyprus.

The project is coordinated by the European Commission, Directorate-General for Women's Affairs, and is supported by the following partners:

- Italy: **CONSIGLIO REGIONALE DELLA CALABRIA**
- Spain: **COMISSIÓ INTERMUNICIPAL DE Drets i Igualtat de Catalunya**
- Greece: **ΕΛΛΗΝΙΚΗ ΔΗΜΟΚΡΑΤΙΑ - ΥΠΟΥΡΓΕΙΟ ΕΡΕΥΝΑΣ, ΤΕΧΝΟΛΟΓΙΑΣ ΚΑΙ ΚΙΝΗΤΗΣ ΟΙΚΟΝΟΜΙΑΣ**
- Bulgaria: **Министерство на труда и социалната политика**
- Germany: **Landesregierung Nordrhein-Westfalen**
- Serbia: **Министарство за равноправност и родну равноправност**
- Cyprus: **ΚΑΤΑΡΤΙΣΤΙΚΟ ΚΕΝΤΡΟ ΚΑΡΠΑΖΙΟΥ**

**CONTACTS:**

**Women's Entrepreneurship Committee**  
Phone: +354 880 88 10  
Email: [cec@icd.is](mailto:cec@icd.is)

**European and National projects**

- Cooperating partners:**
  - Italy
  - Sostegno alle associazioni LGBTQIA+ italiane
- Project partners and national services:**
  - Italy, Spain, Greece
  - Protection LGBTQIA+ GBV (discrimination victims/survivors)
- Key topics:**
  - Involving Italy, Greece, Serbia, Bulgaria, Germany
  - Protecting mental health: Empowering frontline workers and SGBV victims and survivors
- Workshop 1 focus:**
  - Serbia
  - Strengthening WRO in protecting women who suffered GBV
- Workshop 2 focus:**
  - Tuscany region
  - Strengthening service in protection migrant minors who suffered GBV
- Key messages:**
  - Tuscany Region
  - Strengthening protection services in the GBV response
- Workshop 3 focus: GBV response:**
  - Involving Italy, Spain, Greece, Bulgaria, Croatia, Cyprus
  - Protection and empowerment from Sexual harassment and discrimination

**ΜΕΡΟΣ - 318**  
Επιστολή: Το Υπουργείο Γυναίκων | February 03 at 09:56

Στις 30-31/01/2024, το ΗΜΕΤΕ - 318 διοργάνωσε διεύρηνη συνάντηση στο πλαίσιο του έργου Teamwork 2, στο πλαίσιο της υλοποίησης του προγράμματος. Η πρώτη ημέρα επικεντρώθηκε στην ενημέρωση σχετικά με την κατάσταση της γυναικείας απασχόλησης, την αντιμετώπιση του σεξουαλικού παρενόχλησης και της βίας κατά των γυναικών, ενώ η δεύτερη ημέρα επικεντρώθηκε στην υλοποίηση του προγράμματος και στην αντιμετώπιση της βίας κατά των γυναικών, με έμφαση στην προστασία των θυμάτων.

Το Teamwork 2 αποτελεί διεύρηνη πρωτοβουλία με την συμμετοχή της ελληνικής κοινότητας, που είναι σημαντικό, επιβεβαιώνοντας την ανάγκη να λάβει χώρα η υλοποίηση του προγράμματος και στην Ελλάδα.

Ευχαριστούμε τους συμμετέχοντες για τη συνεισφορά τους, ιδιαίτερα τις γυναίκες, που είναι η βάση του προγράμματος, αλλά και τους συνεργάτες τους, ιδιαίτερα τους εκπαιδευτικούς, που είναι η βάση του προγράμματος.

On January 30-31, 2024, the MEPE 318 organized a two-day seminar as part of the Teamwork 2 project, focusing on sexual harassment in the workplace. The first day focused on conceptual training, incident recognition, and case management, while the second day analyzed corporate policies for zero tolerance and the mechanisms for reporting and management with an action plan.

Teamwork 2 is an international initiative aimed at addressing sexual harassment in the workplace, seeking systemic change through the development of skills and awareness.

We would like to thank the participants for their contribution. Special thanks to our collaborators at 318CF for their assistance in preparing the workshop.

#Teamwork2 #ΠληθυσμιακήΕκπαίδευση #ΣεξουαλικόΠαρενόχληση #ΠροστασίατηςΓυναίκας #ΓυναίκεςκαιΕργασία #ΠροστασίακαιΑνασφάλιση #ΓενικήΙσότητα #ΚινητήΟικονομία