Regional Workshop
SEXUAL VIOLENCE AGAINST MIGRANT DOMESTIC WORKERS:
Intercultural Issues, Multidisciplinary Perspectives and Community Response

Commun-AID
Increasing the capacity of domestic workers of different origins to respond to sexual violence through community–based interventions

6 & 7 November 2014 - Amphitheatre K28
Technological Educational Institute (TEI) of Crete
Heraklion, Greece

With the financial support from the Daphne III Programme of the European Union.

LABORATORY OF HEALTH AND ROAD SAFETY
TECHNOLOGICAL EDUCATIONAL INSTITUTE OF CRETE
UNION OF WOMEN MEMBERS ASSOCIATIONS OF HERAKLION PREFECTURE

https://www.teicrete.gr/communaid
daphne@staff.teicrete.gr
**Opening Session**

08:30 Archibishop of Crete Irenaios  
08:35 Prof. Evangelos Kapetanakis: President of TEI Crete  
08:40 Prof. Joannes Chliaoutakis: Head of School of Health and Social Welfare, TEI of Crete  
08:45 Mrs Athena Spanaki – Kochiadaki: Deputy Mayor of Social Policy of Heraklion  
08:50 Mrs Mary Pachiadaki: Chair of Association of Members of Heraklion and Heraklion Prefecture Female Boards

**1st Session: Violence Against Female Migrant Domestic Workers: Training & Intervention**  
*Chair: Maria Papadakaki*

<table>
<thead>
<tr>
<th>Time</th>
<th>Topic</th>
<th>Speaker</th>
<th>Institution and Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>09:00</td>
<td>Female migration and sexual violence. A short reflection on two life-size topics and their connections.</td>
<td>Ine Vanwesenbeeck</td>
<td>Stichting Rutgers WPF, The Netherlands</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Irena Papadopoulos</td>
<td>Middlesex University, UK</td>
</tr>
<tr>
<td>09:20</td>
<td>My starting point: transcultural nursing. My destination: culturally competent and compassionate care for all</td>
<td>Chrystal Kunosson</td>
<td>NCK, Uppsala University, Sweden</td>
</tr>
<tr>
<td>09:40</td>
<td>Raising awareness of gender based violence through training</td>
<td>Anna Zobnina</td>
<td>European Network of Migrant Women</td>
</tr>
</tbody>
</table>

10:00 Sexual Violence Against Domestic Workers: a European overview of the problem from policy and practice perspective

10:30 - 11:00 Coffee Break

**2nd Session: The Commun AID Project**  
*Chair: Joannes Chliaoutakis*

<table>
<thead>
<tr>
<th>Time</th>
<th>Topic</th>
<th>Speaker</th>
<th>Institution and Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>11:00</td>
<td>The Commun AID Project</td>
<td>Joannes Chliaoutakis</td>
<td>TEI Crete, Dept. of Social Work, Greece</td>
</tr>
<tr>
<td>11:15</td>
<td>Sexual Violence Against Domestic Workers: Results from a qualitative research in 5 EU countries</td>
<td>Nikoleta Ratsika</td>
<td>TEI Crete, Dept. of Social Work, Greece</td>
</tr>
</tbody>
</table>
### 2nd Session: The Commun AID Project

**Chair: Joannes Chliaoutakis**

<table>
<thead>
<tr>
<th>Time</th>
<th>Topic</th>
<th>Speaker(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>11:30</td>
<td>Increasing capacity of migrants domestic workers in Slovenia</td>
<td>Miran Solinc, SKUC Slovenia, Andrej Kohont, SKUC Slovenia</td>
</tr>
<tr>
<td>11:45</td>
<td>Working conditions and their influence on domestic workers’ endangerment of sexual violence. References from Austria</td>
<td>Brigitte Halbmayr, Institute of Conflict Research, Austria</td>
</tr>
<tr>
<td>12:00</td>
<td>Development of a culturally and linguistically appropriate web tool for sexual violence against female migrant domestic workers (The Commun AID webtool)</td>
<td>Maria Papadakaki, TEI Crete, Dept. of Social Work, Greece</td>
</tr>
<tr>
<td>12:15</td>
<td>Design and implementation of train - the - trainer manual</td>
<td>Christiana Kouta, CUT, Cyprus</td>
</tr>
<tr>
<td>12:30</td>
<td>Discussion</td>
<td></td>
</tr>
</tbody>
</table>

**13:00 - 14:30 Lunch Break**

### Parallel workshops

<table>
<thead>
<tr>
<th>Time</th>
<th>Topic</th>
<th>Workshop coordinator</th>
</tr>
</thead>
<tbody>
<tr>
<td>14.30-16.00</td>
<td>The art and science of participatory training with female migrant domestic workers: Gender and cultural awareness issues in the development of the Train-the-Trainer manual</td>
<td>Migrant Health</td>
</tr>
</tbody>
</table>

*Workshop coordinator: Christalla Pithara  
Contributors: Christiana Kouta, Joe Apostolidou, Anna Zobnina  
Cyprus University of Technology and Mediterranean Institute of Gender Studies*  

*16:00-19:00 Commun AID Final Evaluation Meeting  
(Exclusively for Commun AID Consortium Members)*
<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
<th>Speaker/Institution</th>
</tr>
</thead>
<tbody>
<tr>
<td>09:00</td>
<td>Combating Violence Against Women: The Role of Social Services in the Region of Crete</td>
<td>Spyros Epitropakis Region of Crete, Greece</td>
</tr>
<tr>
<td>09:15</td>
<td>21st century: Dealing with migration on daily basis</td>
<td>Manolis Zacharioudakis International Police Association Heraklion, Greece</td>
</tr>
<tr>
<td>09:30</td>
<td>Victimized Women: The legal framework and the experiences through the action of the Association of Human Rights of Lawyers Association of Heraklion</td>
<td>Apollon Kalogeropoulos Lawyer, Heraklion, Greece</td>
</tr>
<tr>
<td>09:45</td>
<td>Womens’ Migration &amp; the International Organization for Migration</td>
<td>Ioannis Limnios – Sekeris IOM, Office in Greece</td>
</tr>
<tr>
<td>10:00</td>
<td>Counseling on social support for abused women: Breaking the cycle of violence</td>
<td>Ioannis Sermakis Women’s Counseling Support Centre of Heraklion, GGF, Greece</td>
</tr>
<tr>
<td>10:15</td>
<td>Integration problems of the younger generation of immigrants and immigrant women-through the filter of cultural and psychological characteristics (practical experience)</td>
<td>Iryna Chatzininas - Kapitanova Russian - Speaking Community, Migrants Integration Council, Greece</td>
</tr>
</tbody>
</table>

**Commun AID Consortium (Room 121)**

08:30-10:30 Commun AID Final Evaluation Meeting (Exclusively for Commun AID Consortium Members)

10.30 - 11.00 Coffee Break
3rd Workshop (Room 105)

11:00-12:30  Counseling for Sexually Victimized migrants: Do’s and Don’ts
The role of public sector and civil society in the recent financial crisis

Workshop coordinator: Nicholas Spetsidis
Contributors: Marina Mourtzi, Tatiana Fragkiadakis, Irene Kostakis, Emmanouela Skoula, Maria Papadakaki, Lina Pelekidou

Association of Members of Heraklion and Heraklion Prefecture Female Boards (Shelter for Abused Women and Children) & Laboratory of Health and Road Safety (LaHeRS), Dept. of Social Work, TEI of Crete

13:15 - 14:30  Lunch Break

Round Table:
Assessment & Recommendations
Chair: Irena Papadopoulos

14:30  Experience of Migration:
Suggestions and Recommendations for Improvement in the Host Country
Mikic Milica & Elena Kalinina
Dept. of Social Work, TEI Crete, Greece

14:45  Statement from Russian -
Speaking Association
Iryna Chatziminas Kapitanova
Russian-Speaking Community Migrants Integration Council, Greece

15:00  Migration in Greece -
Future Challenges & Recommendations
Lina Pelekidou
Dept. of Social Work, TEI Crete, Greece

15:15  Closing Remarks
Mary Pachiadaki
Association of Members of Heraklion and Heraklion Prefecture Female Boards (Shelter for Abused Women and Children)

Joannes Chliaoutakis
Dept. of Social Work, TEI Crete, Greece
Professor Ine Vanwesenbeeck

Prof. Dr. Vanwesenbeeck is trained as a clinical and social psychologist. She is presently Manager of International Research at Rutgers WPF, Dutch centre of expertise on Sexual and Reproductive Health and Rights (SRHR), and affiliated Professor of Sexual Development, Diversity and Health at Utrecht University. She has been working in the area of SRHR for several decades as an expert on gender and sexuality. Areas that have particularly received her attention through the years are, among others, heterosexual (power) relations, sex workers’ health and rights, the epidemiology of sexual health, sexual politics, and sexual diversity. She has (co)authored over 60 international peer reviewed scientific articles and book chapters and many more Dutch publications. Among her administrative functions were the Presidencies of the Dutch Society of Sexology (NVVS) and the International Academy of Sex Research (IASR). She is a member of various review boards of international journals in the area of sexuality.


When female migration and sexual violence are reflected upon in conjunction, trafficking for sex work is the area most often thought about. However, there are many more ways in which the two are connected. Generally speaking, gender and sexuality are factors of importance to structure causes, motivations and effects of migration. Specifically female migrants may experience sexual violence before departure, during transit and at destination. This presentation will first shortly reflect upon some general characteristics of both female migration and worldwide sexual violence, notably against women. Next, ways in which migration and sexual violence are connected and how female migrants’ sexual health and rights are compromised will be considered. Some recommendations for action will be formulated.
Professor Irena Papadopoulos

I was trained as a nurse and a midwife but worked primarily in the community where I was privileged to meet patients and their families in their own ‘world’. My community nursing experiences in the early 1980’s as well as my own life and refugee experiences influenced my view that nursing and healthcare services were not meeting the needs of their multicultural users. I became a teacher for nurses wishing to influence the way nursing students were prepared for their future roles. I have been researching transcultural health and cultural competence for more than 20 years. I am currently co-ordinating a number of projects on culturally competent compassion. I have authored three books on transcultural health (one of them in Greek), numerous book chapters, articles and research reports and have lectured and delivered keynote conference presentations and master classes in a number of countries. I am a scholar of the international Transcultural Nursing Society, a founding member and Honorary President of ETNA (European Transcultural Nursing Association) and currently its elected president. I have been a professor of Transcultural Health and Nursing since 2002 and the founder and Head of the Research Centre for Transcultural Studies in Health at Middlesex University since 1995. I am also the co-founder of the Greek and Greek Cypriot Community of Enfield, a large NGO which has been offering health and social care services to the community since 1994. I have a vast experience of the voluntary sector having served on a number of organisations dealing with human rights issues.

Abstract: My starting point: transcultural nursing. My destination: culturally competent and compassionate care for all.

In this presentation I want to share some of the highlights in my 40 year long journey as a nurse practitioner, educator and researcher. I will discuss its starting point - my interest in transcultural health and cultural competence, some of the significant signposts and station stops I have made in this journey, some of the people I shared this journey with, how the destination of my journey has changed over the years and at which station I am currently sitting, working and contemplating about what I have learnt and how I and my collaborators have grown.
Chrystal Kunosson

Chrystal Kunosson is a training officer at The National Centre for Knowledge on Men’s Violence Against Women, a knowledge and resource center situated at Uppsala University in Sweden. Currently she leads a multi-disciplinary training of trainers (ToT) course, which focuses on developing pedagogical and didactical skills for professionals facing new challenges as trainers. She is also leader of a course for the police, focusing on human trafficking. Ms Kunosson has nearly 10 years experience of working with training and public information related to crime victim issues in general, and gender based violence and human trafficking in particular. From 2006 to 2012 she served as project leader for the Swedish witness service program at the Crime Victim Compensation and Support Authority, where she also participated in developing the award winning e-learning website Court Introduction.

Abstract: Raising awareness of gender based violence through training

Gender based violence is a globally spread social problem and a serious threat to women’s health and safety. An understanding of the characteristics of violence, its dynamics and its consequences is required if the situation for women subjected to violence is to be changed. Raising awareness through training is therefore a necessity. Gender based violence is an area of competence associated with values and attitudes. This can be a hindrance and impose special requirements on the training approach which differ from other areas. Therefore, The National Centre for Knowledge on Men’s Violence Against Women (NCK) has developed a training of trainers concept specifically adapted to the gender based violence area of competence. This concept will be presented, together with NCK’s 20 years of experiences of training in gender based violence.
Anna Zobnina

Anna Zobnina, was born in 1978 in St. Petersburg Russia. She is the Chair of the European Network of Migrant Women and a Research Analyst with Mediterranean Institute of Gender Studies. She received her MA Sociology scholarship by the University of Nicosia in Cyprus. Her research and activities are focused on intersectional and structural feminist analysis of gendered discriminations, with specific emphasis on VAW, care economy, migration and knowledge production. May 2014 she was elected Chair of ENoMW, pan-European platform of migrant women-led and migrant women-pioneered feminist organizations. In this capacity she works on capacity-building of migrant women NGOs in Europe and strengthening the representation and inclusion of migrant women into EU policy and decision-making, across such diverse areas as access to justice, health-care, traditional harmful practices, sexual exploitation, domestic work and labour participation. www.migrantwomennetwork.org

Abstract: Sexual Violence against Domestic Workers: a European overview of the problem from policy and practice perspective

The presentation provides an overview of current legislative and policy mechanisms across EU Member states in the areas of prevention, protection and justice exercise in cases of violence against domestic workers. It addresses, from practice perspective, structural and contextual root-causes of sex-crimes against domestic workers, focusing on specific vulnerabilities of migrant women working within this sector.
Title: The art and science of participatory training with female migrant domestic workers: Gender and cultural awareness issues in the development and delivery of a train-the-trainer (ToT) programme.
Workshop team: Cyprus University of Technology and Mediterranean Institute of Gender Studies
Workshop coordinator: Christalla Pithara
Contributors: Joe Apostolidou, Anna Zobnina, Christiana Kouta

Background: The subject of this workshop is the gender and cultural issues featuring in the development, design and delivery of training programmes to migrant women with a focus on empowerment training for sexual violence to female migrant domestic workers. This is a topical and germane issue which has come at the forefront with a number of international and national reports on domestic work. Domestic work is a gendered sector and in conjunction with the migrant dimension of women raises several issues such as sexual violence, which should be taken in consideration in designing and delivering empowerment training to this population.

Aim: This workshop will give the opportunity to participants from a social and health care sector background to be informed of the use of participatory approaches to design and deliver a training programme focusing on increasing capacity for dealing with sexual violence among female migrant domestic workers.

Educational objectives: participants to the workshop will be presented with:
The rational for community public health training
Information on participatory approaches to community training
Case study: the Communaid aims and objectives
Central issues in the design of the Communaid Train-the-Trainers programme

Structure:
Presentation - Community public health training and participatory approaches: It introduces the concepts of community public health training and the use of participatory approaches in empowerment and capacity building among communities.
Presentation-Sexual violence among female migrant domestic workers: It presents current knowledge about sexual violence.
Group work and exercises with participants relevant to increasing capacity for dealing with sexual violence.
Group work-participants will be asked to brainstorm and put together a draft of key training aspects of a training programme focusing on sexual violence among migrant women domestic workers.
Discussion-participants will be asked to discuss their ideas about potential barriers to increasing capacity among migrant women domestic workers in their area.
Closure-the main key points collected from the group activities and discussion will be presented to the participants.

Target group: students, social work and health professionals, support workers, representatives of public, NGOs and community groups, researchers
Title: Migrant Health

Workshop coordinator: Christos Lionis

Contributors: Maria Papadakaki, Aristoula Saridaki, Maria Vlahadi, Agapi Angelaki

Background: The recent financial crisis and the austerity measures have resulted in many cut backs in health care services to vulnerable populations.

Aim: a) To identify and discuss individual and organizational barriers in primary care consultations between migrant patients and health care practitioners, b) To set policy priorities in optimizing the delivery of primary healthcare to migrants and uninsured patients in Greece through promoting culturally-friendly health systems and “culturally competent medicine.”

Target group: Undergraduate students, stakeholders including: policy makers, health and social care professionals.

Description: The workshop will present the main findings from a four-year EU project (The RESTORE Project http://fp7restore.eu/), which aimed at enhancing the delivery of primary health care to migrants who encounter and experience language and cultural barriers. The workshop will also deepen into a unique combination of contemporary social theory (Normalisation Process Theory - NPT) and participatory research (Participatory Learning and Action research - PLA) to identify and mitigate barriers relevant to the implementation and usage of primary care services by the targeted populations.

Key discussion points: a) Migrants’ health care seems to be an issue of low priority in the Greek policy agenda of health when compared with other health care issues, b) Misperceptions and stereotypical attitudes about migrants and uninsured patients are evident among the Greek stakeholders.
Title: “Counseling for Sexually Victimized Female Migrants. DO’S and DON’TS: The role of public sector and civil society in the recent financial crisis”.

Workshop coordinator: Nikolas Spetsidis

Contributors: Marina Mourtzi, Tatiana Fragkiadaki, Irene Kostakis, Emmanouela Skoula, Nicholas Spetsidis, Maria Papadakaki, Lina Pelekidou

Background: Female migrant workers, in particular those employed in the most female-dominated occupations such as domestic work, are known to be particularly exposed to exploitation and abuse. The female migrant domestic worker’s social support networks are poor while, at the same time, they receive minimum support from the social agencies. It is underestimated the need to formalize the provision of services as a means to protect the female migrant domestic workers’ rights and consequently prevent sexual victimization in domestic work.

Aim: a) Presentation of the theoretical and research framework, b) To discuss the counseling in action: counseling skills, tools, case studies etc., c) To set policy and action priorities based on outcomes of the social added value.

Target group: Professionals and executive members of organizations who provide services to women who are victims of gender based violence, health and social care professionals (e.g. psychologists, social workers, physicians, therapists, trainers, consultants), undergraduate students, policy makers.

Description: During the workshop the integrated WOMPOWER model will be presented, which refers to the empowerment of women to fight against violence through training, support and counseling. Additionally, the facts and figures from the supporting services for women victims will be presented, as well as the experiences of counseling and support interventions. The participants will be introduced to appropriate skills that will enable them to conduct - by using specific tools such as screening, danger assessment, safety planning and documentation of cases of abuse. They will also receive some guidelines on how to perform counseling to native and migrant women. The workshop will offer the opportunity to professionals from various agencies to discuss and develop a collective approach to sexually victimized migrants’ counseling.

Key discussion points: a) Counseling skills and empowerment process for women victims, b) the role of public sector for the effective protection of women migrant victims and the role of NGOs in the protection of vulnerable groups.

The maximum number of participants for each workshop is 40 people.

An order of priority will be followed.

The workshops’ pre-registration desk will be open from 09.00 AM - 13:00 PM, in the secretariat desk at the entrance of the conference room.
Angelaki Agapi  
*Scientific Researcher, Clinic of Social and Family Medicine, Faculty of Medicine, University of Crete, Greece*

Chatzinimas - Kapitanova Iryna  
*Lawyer*  
*Member of the Russian-Speaking Community in Crete*  
*Member of the Migrants’ Integration Council of Heraklion, Greece*

Chliaoutakis Joannes  
*Professor, Head of the School of Health and Social Welfare*  
*Technological Educational Institute (TEI) of Crete*

Epitropakis Spyros  
*Head, the Directorate of Social Welfare, Directorate of Public Health & Social Care, Region of Crete, Greece*

Fragkiadaki Tatiana  
*Psychologist*  
*Association of Members of Heraklion and Heraklion Prefecture Female Boards (Shelter for Abused Women and Children), Greece*

Halbmayr Brigitte  
*Lecturer, The University of Vienna, Austria*  
*Academic staff, Institute of Conflict Research, IKF Vienna, Austria*

Kalinina Elena  
*Undergraduate student, Department of Social Work, School of Health and Social Welfare, Technological Educational Institute of Crete, Greece*

Kalogeropoulos Apollon  
*Lawyer of Heraklion, Greece*

Kohont Andrej  
*SKUC co-worker*  
*Associate Professor, Slovenia*

Kostakis Irene  
*Psychologist*  
*Association of Members of Heraklion and Heraklion Prefecture Female Boards (Shelter for Abused Women and Children), Greece*
Kouta Christiana
Assistant Professor, Department of Nursing, Cyprus University of Technology (CUT), Cyprus

Kunosson Chrystal
Training Officer, The National Centre for Knowledge on Men’s Violence Against Women, Uppsala University, Sweden.

Limnios - Sekeris Ioannis
Information Officer
International Organization for Migration (IOM), Office in Greece

Lionis Christos
Professor, General Practice and Primary Health Care
Head, Clinic of Social and Family Medicine, University of Crete, Greece

Mikic Milica
Undergraduate student, Department of Social Work, School of Health and Social Welfare, Technological Educational Institute of Crete, Greece

Mourtzi Marina
Social Worker
Association of Members of Heraklion and Heraklion Prefecture Female Boards (Shelter for Abused Women and Children), Greece

Pachiadaki Mary
Chair of the Association of Members of Heraklion and Heraklion Prefecture Female Boards (Shelter for Abused Women and Children), Greece

Papadakaki Maria
Lecturer, Department of Social Work, School of Health and Social Welfare, Technological Educational Institute (TEI) of Crete

Papadopoulos Irena
Professor, Transcultural Health and Nursing
Head, Research Centre for Transcultural Studies in Health, School of Health and Education, Middlesex University, London, UK

Pelekidou Lina
Social Worker
Instructor, Department of Social Work, School of Health and Social Welfare, Technological Educational Institute (TEI) of Crete, Greece
Ratsika Nikoleta
Lecturer, Department of Social Work, School of Health and Social Welfare, Technological Educational institute (TEI) of Crete

Saridaki Aristoula
Public Health Researcher, Clinic of Social and Family Medicine, Faculty of Medicine, University of Crete, Greece

Sermakis Ioannis
Social Worker, Philologist
Consultant, Social Support, Women’s Counseling Centre of Heraklion, General Secretariat for Gender Equality, Greece

Skoula Emmanouela
Sociologist
Association of Members of Heraklion and Heraklion Prefecture Female Boards (Shelter for Abused Women and Children), Greece

Solinc Miran
President, SKUC
Sociologist, Social Worker, Slovenia

Spetsidis Nicholas
Consultant
Association of Members of Heraklion and Heraklion Prefecture Female Boards (Shelter for Abused Women and Children), Greece

Vanwesenbeeck Ine
Manager of International Research, Rutgers WPF (Centre of expertise on sexual and reproductive health and rights), The Netherlands
Professor, University of Utrecht, The Netherlands

Vlahadi Maria
Lecturer, Political Science Department, University of Crete, Greece

Zacharioudakis I. Emmanouil
Officer, Public Relations Board Greek National Department of International Union of Police President, The International Police Association - Local Management Law of Heraklion, Greece

Zobnina Anna
Research Associate, Mediterranean Institute of Gender Studies (MIGS), Cyprus
Chair, The European Network of Migrant Women (ENoMW), Belgium
Regional Workshop
SEXUAL VIOLENCE AGAINST MIGRANT
DOMESTIC WORKERS:
Intercultural Issues, Multidisciplinary Perspectives
and Community Response

SCIENTIFIC COMMITTEE
Prof. Joannes Chliaoutakis
Prof. Ine Vanwesebeecck
Prof. Irena Papadopoulos
Dr. Maria Papadakaki
Dr. Nikoleta Ratsika

ORGANIZING COMMITTEE
Nicholas Spetsidis
Maria Papanikolaou
Efi Vasilaki
Marilena Anipsitaki

LAPHES
LABORATORY
OF HEALTH
AND ROAD SAFETY

TECHNOLOGICAL
EDUCATIONAL INSTITUTE
OF CRETE

UNION OF WOMEN
MEMBERS ASSOCIATIONS
OF HERAKLION PREFECTURE

“This publication has been produced with the financial support of the Daphne III Programme, of the European Union. The contents of this publication are the sole responsibility of the authors and can in no way be taken to reflect the views of the European Commission”