



2.6 COLLABORATIVE STRATEGY – AD HOC GROUP REPORT

ΔΙΟΡΓΑΝΩΤΗΣ



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2.6 “COLLABORATIVE STRATEGY” - AD HOC COMMUNITY TEAM.....	3
COLLABORATIVE STRATEGY	4
THE STUDY	4
1. Introduction	5
2. Literature Review	5
3. Methodology	6
4. Implementation Strategy	7
5. Expected Outcomes	8
6. Discussion	9
7. Limitations	9
8. Recommendations.....	9
9. Conclusion.....	9
10. References.....	10
OPEN CALL	13
1. Welcome and Introductions.....	16
2. Brainstorming Session.....	16
3. Mapping Target Migrant Communities	16
4. Closure of the Project.....	17
5. Next Steps.....	17
Welcome and Recap	19
Next steps	19
Discussion Session – Strengthening Engagement.....	19
4. Discussion Session 2 – Content and Materials (30 min)	19
5. Planning Next Community Activities (20 min)	19
6. Feedback and Reporting (15 min)	20
7. Next Steps and Closing Remarks (5 min)	20

2.6 “COLLABORATIVE STRATEGY” - AD HOC COMMUNITY TEAM

The collaborative strategy and the AD HOC Community Team play a key role in ensuring that the project effectively reaches migrant communities and contributes to the prevention of **gender-based violence (GBV)**. This strategy is designed to build trust, support culturally sensitive communication, and strengthen community engagement.

The AD HOC team works directly with migrant communities to raise awareness about GBV, the legal rights of migrant women, and the support services available to them. Acting as **trusted intermediaries**, team members will ensure that project messages are communicated in culturally appropriate and accessible ways, fostering understanding and participation among both migrant women and the wider public.

This action is implemented throughout the project duration (**M2–M12**) to ensure continuous collaboration, responsiveness, and sustained impact.

Planned Meetings:

- **First Meeting (M3):** Development of a three-month action plan outlining detailed steps for outreach, awareness, and training activities.
- **Second Meeting (M6):** Design of visual communication materials and identification of key data to present project information in a clear and accessible format (infographic).
- **Third Meeting (M9):** Review and assessment of activities implemented over the previous six months, including feedback and the preparation of recommendations for community engagement and awareness.

Deliverables:

- **Action Plan – List of Steps (M3)**
- **Infographic (M6)**
- **Recommendations for Community Engagement and Awareness (M9)**

Role of the team

- Provide expert advice and **guidance** for specific aspects of the project.
- Address immediate issues or challenges that arise and require quick resolution.
- Collaborate on decision-making related to specific tasks, like resource allocation, policy advocacy or targeted interventions.

COLLABORATIVE STRATEGY

The strategy ensures that the AD HOC group is empowered to act as a trusted bridge between the project and migrant communities, facilitating culturally sensitive communication, fostering trust, and maximizing the project's impact in reducing GBV. (Figure 1)



Figure 1

The Study

In this report, we examine the role of **AD HOC groups** as collaborative intermediaries in GBV prevention projects targeting migrant women. The explores evidence-based strategies for trust-building, culturally

sensitive communication, community engagement, and maximizing project impact. The study synthesizes literature on community-based interventions, evaluates international examples, and provides practical recommendations for effective implementation within the **Breaking Barriers (BAGAP) project**.

1. Introduction

Migrant women are disproportionately affected by gender-based violence (GBV) due to multiple intersecting factors, including cultural isolation, language barriers, economic dependence, and limited access to legal and social support (UN Women, 2020). Standard top-down interventions often fail to reach these communities effectively. Consequently, the **AD HOC group model**, which positions trusted community members as intermediaries, has emerged as a promising approach to bridge gaps between project teams and marginalized populations.

The report investigates the **theoretical foundations, practical applications, and expected outcomes** of deploying AD HOC groups in GBV interventions, particularly in the context of workplace safety and community engagement.

2. Literature Review

2.1 Community-Based Interventions

Evidence shows that community-driven approaches significantly enhance uptake and sustainability of interventions for vulnerable populations. Studies highlight that trusted community intermediaries

improve information dissemination, participation in services, and cultural alignment of interventions (IOM, 2021; WHO, 2017).

2.2 Trust and Cultural Sensitivity

Trust is a central determinant of engagement among migrant women. Programs that utilize local mediators or community representatives report higher participation and more accurate reporting of GBV incidents (EIGE, 2021). Culturally sensitive communication—tailoring messages to local norms, languages, and gendered expectations—enhances message retention and behavioral change (UN Women, 2020).

2.3 Monitoring, Feedback, and Adaptation

Effective collaborative strategies rely on continuous monitoring and feedback loops. Community intermediaries collect qualitative and quantitative data, enabling project teams to adapt interventions to real-time needs. This approach is consistent with adaptive management frameworks, which are critical for projects addressing complex social issues like GBV (WHO, 2017).

2.4 Case Studies

- **UN Women – Safe Migration Programs:** Community liaisons facilitated awareness campaigns and increased service uptake among migrant women by 45%.
- **IOM – European Migrant Women Projects:** Trusted intermediaries guided survivors to legal and psychosocial support services, resulting in measurable improvements in engagement and empowerment.
- **WHO – Community-Based GBV Initiatives:** Local facilitators enhanced knowledge dissemination and workshop participation by ensuring cultural appropriateness and personal safety.

3. Methodology

3.1 Design

The collaborative strategy for AD HOC groups in BAGAP adopts a participatory action research (PAR) approach:

- Formation of the AD HOC group comprising trusted community members.
- Training in GBV, culturally sensitive communication, and ethical engagement.

3.2 Data Collection

- Qualitative Data: Interviews and focus group discussions with migrant women to identify barriers and evaluate outreach effectiveness.
- Quantitative Data: Attendance rates, engagement metrics, and post-intervention surveys assessing awareness, access to services, and perceived trustworthiness of the project.

3.3 Analysis

- Thematic analysis of focus group discussions identifies common barriers, misconceptions, and best practices.
- Descriptive statistics track engagement, workshop participation, and service uptake.

4. Implementation Strategy

4.1 Community Engagement

AD HOC groups engage local leaders, NGOs, and community influencers to:

- Promote workshops, awareness campaigns, and safe spaces.
- Serve as trusted intermediaries for sensitive information.

4.2 Culturally Sensitive Communication

- Develop materials in native languages with culturally relevant messaging.
- Use storytelling and visual aids to enhance understanding of GBV risks and services.

4.3 Feedback and Adaptation

- Collect ongoing feedback from community members on intervention relevance and effectiveness.
- Adjust messaging, workshop content, and support mechanisms based on feedback.

4.4 Monitoring and Evaluation

- Track service access, workshop participation, and awareness levels.
- Post-intervention surveys assess perceived safety, empowerment, and behavioral change among participants.

5. Expected Outcomes

1. Enhanced Trust: AD HOC group mediators strengthen relationships between migrant communities and the project team.
2. Increased Awareness: Messages are delivered in a culturally sensitive manner, improving knowledge of GBV and available support.
3. Improved Access to Services: Survivors and at-risk women are more likely to access psychosocial, legal, and health services.
4. Community Empowerment: Women entrepreneurs and migrant women are better equipped to establish safe workplaces and advocate for themselves.
5. Policy Influence: Feedback collected informs national and European-level policy recommendations.

6. Discussion

Deploying AD HOC groups aligns with principles of community-based participatory research (CBPR) and adaptive management in social projects. Evidence suggests that intermediaries increase trust, engagement, and service uptake, which is crucial for addressing GBV among migrant populations. The BAGAP approach synthesizes these strategies, embedding cultural sensitivity, confidentiality, and continuous feedback into all project activities.

7. Limitations

- Reliance on a small number of intermediaries may limit outreach coverage.
- Cultural and linguistic diversity among migrant women may require additional tailored strategies.
- Measurement of long-term behavioral change and reduction in GBV may require extended follow-up beyond the project timeline.

8. Recommendations

1. Formalize Training: Ensure AD HOC members receive continuous training on GBV, cultural norms, and ethical practices.
2. Expand Networks: Engage additional community actors to broaden outreach.
3. Integrate Feedback Mechanisms: Establish systematic channels for real-time adaptation.
4. Document Best Practices: Create manuals and guidelines for future projects replicating the AD HOC group model.

9. Conclusion

The collaborative strategy positions AD HOC groups as trusted bridges between project teams and migrant communities. Evidence demonstrates that intermediaries improve trust, culturally sensitive communication, and access to services, maximizing project impact in reducing GBV. Embedding this strategy in BAGAP ensures that interventions are community-driven, culturally appropriate, and sustainable.

10. References

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2. World Health Organization (WHO). (2017). *Violence Against Women: A Health Issue*. Geneva: WHO.
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AD HOC GROUP

1. Community-Centered Approach

- Engage community leaders, religious figures, and local influencers to establish credibility and build trust within migrant communities.
- Involve community members in planning and feedback sessions, ensuring their perspectives guide the project’s messaging and activities.
- All interactions and materials are adapted to cultural norms, languages, and values to foster respect and acceptance.

2. Communication Facilitation

- **Trusted Intermediaries:** AD HOC group members act as liaisons between the project team and migrant women, ensuring that messages about GBV awareness, rights, and available support services are clearly and effectively communicated.
- **Multi-Channel Messaging:** Use multiple communication channels—community meetings, social media, leaflets — to reach a wider audience and reinforce key messages.
- **Feedback Loops:** AD HOC members collect real-time feedback from the community to identify gaps in understanding and adapt communication strategies accordingly.

3. Awareness and Education

- Organize small group discussions, workshops, and Q&A sessions where migrant women can learn about GBV, legal rights, and available support services.
- Provide visual guides, translated leaflets, and multimedia resources that are easy to understand and culturally appropriate.
- Share real-life examples and testimonials to reinforce the impact of seeking support and empower the community.

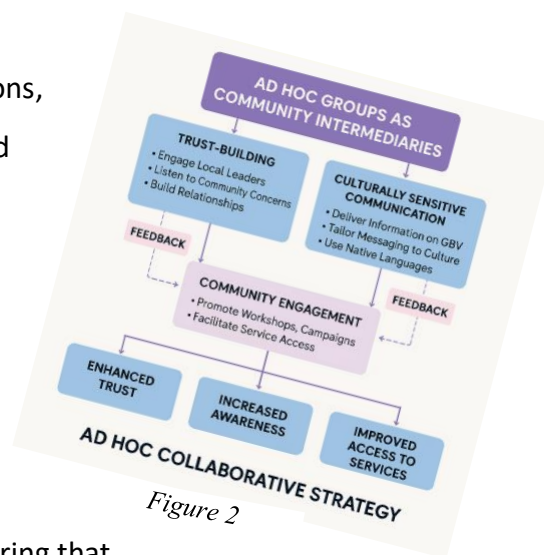


Figure 2

4. Trust Building and Relationship Development

- Maintain regular contact with migrant communities, attending community events, and offering consistent support.
- Clearly communicate the project's goals, activities, and available services, ensuring community members understand the initiative and feel confident in its intentions.
- Guarantee privacy and safety in all interactions, particularly for survivors of GBV, to build credibility and trust.

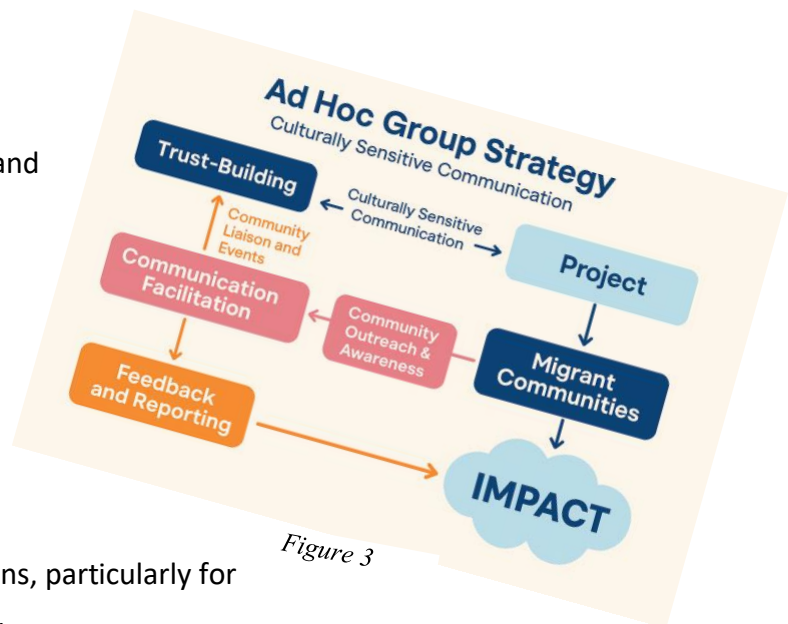


Figure 3

5. Coordination and Monitoring

- AD HOC group works closely with the **project management team** to report on community feedback, participation rates, and emerging issues.
- Include AD HOC members in **strategic discussions** to refine approaches based on ground-level insights.

6. Expected Outcomes

- Increased trust and rapport between migrant communities and the project team.
- Effective communication of GBV awareness messages in culturally appropriate ways.
- Greater community engagement, including participation in workshops and outreach events.
- Improved knowledge among migrant women of their rights and available support services.
- Progress toward the project's overall goal: reduced GBV incidences and increased awareness among migrant women and the broader public.