



Report 2023

# Feasibility of the SYNERGY Network against Gender-based and Domestic Violence

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# Abbreviations

|      |   |
|------|---|
| CoE  | Council of Europe   |
| CSO  | Civil Society Organisation  |
| DGBV | Domestic and Gender-Based Violence  |
| DPP  | Donor Programme Partner (public bodies from Iceland, Liechtenstein and Norway with national mandates in their respective fields)  |
| DV   | Domestic Violence   |
| EEA  | European Economic Area  |
| GBV  | Gender-Based Violence   |
| HELP | Human Rights Education for Legal Professionals  |
| IC   | Istanbul Convention   |
| IO   | International Organisation  |
| IPO  | International Partner Organisation (international intergovernmental organisations that monitor compliance with international conventions and treaties)  |
| NG   | Norway Grants   |
| NGO  | Non-Governmental Organisation   |
| PO   | Programme Operator (the body responsible for the preparation, implementation and monitoring of the programme)   |
| PP   | Programme Promoter (any entity, public or private, commercial or non-commercial and NGOs, established as a legal person in the Beneficiary State that initiates and implements projects financed through the EEA and Norway Grants) |
| VAW  | Violence against women  |

# Preface

The Council of Europe Convention on Preventing and Combating Violence Against Women and Domestic Violence, better known as the Istanbul Convention, was adopted by the Committee of Ministers in 2011. The Istanbul Convention entered into force in 2014 and is the most advanced and comprehensive international legal instrument to prevent and combat violence against women and domestic violence.

The Istanbul Convention serves as a reference for the SYNERGY Network against Gender-based and Domestic Violence. Established in 2018, the SYNERGY Network aims to bring together governmental and non-governmental stakeholders from all relevant programmes under the EEA and Norway Grants. It works as a meeting place to exchange good practices on policies, laws and measures to prevent and combat gender-based and domestic violence and encourage new and innovative solutions.

From the beginning, the SYNERGY Network has been coordinated by the Norwegian Ministry of Justice and Public Security. The Council of Europe is the main international partner of the SYNERGY Network and provides guidance on the implementation of the Istanbul Convention. On assignment from the Norwegian Ministry of Justice and Public Security, Kilden gender-research.no hosts the SYNERGY webpage [eeagender.org](http://eeagender.org) and manages the SYNERGY LinkedIn profile. Kilden is a Norwegian knowledge centre for gender perspectives in research, organised as an independent department of the Research Council of Norway.

This report provides insights into how the SYNERGY Network against Gender-based and Domestic Violence could be strengthened in the next programme period. The feasibility study is financed by the Ministry of Finance of the Czech Republic through the bilateral fund under the EEA and Norway Grants. The study is carried out by Kilden genderresearch.no in Norway in cooperation with the Centre for Gender & Science at the Institute of Sociology at the Czech Academy of Sciences (ISAS). The Kilden team comprises Adviser Vibeke Hoem and Senior Adviser Trine Rogg Korsvik who has been in charge of this report.

Kilden would like to thank Blanka Nyklová and Zuzana Andreska at ISAS for valuable help with developing the survey distributed to the participants of the SYNERGY Network and commenting on and proofreading the report. We are also very grateful to the SYNERGY partners taking their time to answer the survey.

Finally, we thank Lene Nilsen, Rachel Eapen Paul and Jenna Shearer-Demir who willingly shared their experience and knowledge with us.

Oslo, 20 June 2023.

Linda Marie Rustad, Director of Kilden

Iceland  
Liechtenstein  
Norway grants



Norway grants





## Summary:

# Feasibility of the SYNERGY Network against Gender-based and Domestic Violence

This study explores the feasibility and viability of the SYNERGY Network against Gender-based and Domestic Violence.

Based on survey responses by members of the Network and interviews with representatives of the Donor Program Partner and the International Organisation Partner, the conclusions are as follows:

- The flexible and informal organisational model works well.
- The activities carried out are highly appreciated by the Network members, but they would like to see more activities than at present, including on-site visits.
- The financial “patchwork” model has its weaknesses as its unpredictability makes it difficult to initiate new types of activities.

To strengthen the organisational model and implementation of new activities, it is recommended to:

- Allocate a separate budget with a basic amount for financing the core activities to provide better predictability.
- Establish two in-person conferences a year as core activities to be offered to the members of the network and allocate funds to staffing to develop and operate communication channels (the eeagender.org webpage, LinkedIn profile, etc.).
- Allocate a budget for sponsoring four experts for each pillar of the Istanbul Convention, as well as for establishing a “Young Ambassador” project to recruit young people to mobilise against gender-based violence against women.

# 1. Introduction: Scope of the feasibility study

The aim of the feasibility study is to identify how the SYNERGY Network against Gender-Based and Domestic Violence can be strengthened and continued in a sustainable way for the next programme period. Thus, the main questions of the study are:

- 1. How to organise the SYNERGY Network for the next period?**
- 2. What should be the core activities for the next period?**

In addition, the feasibility study identifies challenges in relation to funding of the SYNERGY Network activities and examines fields of knowledge and experiences that can be emphasised as focal areas for the network to cover in the next period.

This study is *not* an evaluation of the SYNERGY Network as such. Rather, it is a feasibility analysis determining the sustainability of the project for the future. Hence, the emphasis is on the questions regarding the organisational model and the core activities. To explore the sustainability of the network, the study investigates the *added value* of the SYNERGY Network activities. To establish the added value, the focus is on whether the SYNERGY activities have inspired new policies, practices and measures in the member countries, whether they have strengthened bi- and multilateral relations, and whether they have improved EEA and Norway Grants funded programmes and projects. The effects of the SYNERGY Network communication channels are not investigated in the study.

The report is based on a survey sent out to members of the SYNERGY Network as well as interviews with partners from the Norwegian Ministry of Justice and Public Security (Donor Programme Partner) and the Council of Europe (International Partner Organisation).

## **Outline of the report**

The following chapter presents an overview of how the SYNERGY Network works, its organisational and financial model and type of activities. Chapter 3 explains the method and data collection of this feasibility study. The main findings are presented in chapter 4, followed by recommendations in chapter 5. The survey sent out to members of the SYNERGY Network and the interview guide can be found in the Annex.

## 2. Overview of the SYNERGY Network

This chapter presents an overview of how the SYNERGY Network against Gender-based and Domestic Violence works, its organisational and financial model and type of activities.

The SYNERGY Network was established in 2018 as an informal network for governmental and non-governmental stakeholders from all relevant programmes under the EEA and Norway Grants with the aim to increase cooperation and facilitate learning from each other about how to prevent and combat gender-based and domestic violence. The Network's activities are based on the four pillars of the Council of Europe Convention on preventing and combating violence against women and domestic violence, also known as the Istanbul Convention. These pillars are Prevention of gender-based violence, Protection and support of victims, Prosecution of perpetrators and Coordinated policies.

The SYNERGY Network is coordinated by the Norwegian Ministry of Justice and Public Security, as the Donor Programme Partner for several countries, in collaboration with the Programme Operators, Donor Programme Partners and International Partner Organisations (for an explanation of these concepts, see [Organisational structure of EEA Grants](#)). The Council of Europe is the main international partner of the SYNERGY Network and plays a key role in planning, managing, implementing and funding of the SYNERGY Network activities. Kilden genderresearch.no hosts the SYNERGY webpage [eeagender.org](http://eeagender.org) and manages the SYNERGY LinkedIn profile on assignment from the Norwegian Ministry of Justice and Public Security.

Regarding the core activities of the SYNERGY Network, the priorities so far (2018–2024) have been network development, exchange of knowledge and learning activities through conferences, seminars, network meetings and a study visit. An additional activity is strategic communication through newsletters, the website [eeagender.org](http://eeagender.org) and a SYNERGY LinkedIn profile.

The informal and flexible nature of the SYNERGY Network allows for responding to urgent needs. For example, when digital violence against women increased rapidly during the Covid-19 pandemic lockdown, the network quickly responded by organising a conference on digital violence against women in March 2022. Similarly, as a response to the war in Ukraine, the Network organised a conference on protecting refugee women and their children in collaboration with the Council of Europe in March 2022. Each of these conferences gathered more than 100 participants from up to 16 countries (see list of activities below).

In many countries, combatting violence against women is controversial, and the informal and flexible network model facilitates discussions and cooperation on a contentious topic across countries.



## 2.1. Funding and time use

The SYNERGY Network is funded through the EEA and Norway Grants through “a patchwork funding model” without a separate budget. The Council of Europe, as the main international partner of the SYNERGY Network, contributes to the financing and organising of conferences with their experts and gives guidance within the Norway Grants framework. The Programme Partners finance their own projects, travel costs, etc.

In the Norwegian Ministry of Justice and Public Security, one position is dedicated to gender-based violence and the person also works with the SYNERGY Network. The time spent on this work varies depending on the activities in progress. Currently, the running of the website is allocated approximately a 30 percent position.

## 2.2. Completed and in progress activities

So far, the SYNERGY Network has organised six conferences, four network meetings, one webinar and one study visit (see the list in the box below). The activities were paused in 2020 due to Covid-19 restrictions. Between 2021 and 2022, most activities were run online. There are also other activities going on than the ones listed here, such as running of the website and planning meetings.



The digital SYNERGY conference “Protecting Refugee, Migrant and Asylum-seeking Women and Girls against Violence” was organised in March 2022. (Illustration: iStockphoto)

## SYNERGY Network activities 2018–2022

2018, March 8-9, Oslo, Norway: **Conference on “Coordinating bodies – Istanbul Convention Article 10” and EEA and Norway Grants meeting on the establishment of the SYNERGY Network**, hosted by the Norwegian Ministry of Justice and Public Security

2018, November 14-15, Bucharest, Romania: **International Conference on “Coordinated multi-agency responses to address GBDV” and a SYNERGY Network meeting on “How to identify good practices”**, hosted by the National Agency for Equality Between Women and Men in Romania and the Norwegian Ministry of Justice and Public Security

2018, November 15, Bucharest, Romania: **SYNERGY Network meeting on “How to identify good practices”**

2019, June 4-5, Bucharest, Romania: **High-Level Meeting “Towards a Europe free from violence against women and girls – the Istanbul Convention creating a new horizon and paradigm change for all stakeholders”. Workshop and SYNERGY meeting on “Istanbul Convention as an important tool and integrated policies”**, hosted by the National Agency for Equality Between Women and Men in Romania and the Norwegian Ministry of Justice and Public Security

2019, October 7-8, Prague, Czech Republic: **International Conference on “European experience with the Istanbul Convention” and SYNERGY meeting on “Teen dating violence and campaigning”**, hosted by the Office of the Government of the Czech Republic and the Norwegian Ministry of Justice and Public Security

2019, October 31–November 1, Reykjavik, Iceland: **EEA Grants Gender Equality Conference one “EEA/Norway Grants Beneficiaries & Donors - A great match for making a Europe free from violence against women and girls” and SYNERGY Network meeting**. Presentation by the Norwegian Ministry of Justice and Public Security

2021, March 18, Oslo, Norway: **Digital SYNERGY network meeting on “Mitigating the negative impact of the Covid-19 pandemic on domestic violence”**, hosted by the Norwegian Ministry of Justice and Public Security

2021, April: **Digital kick-off of the 12-week course on “Access to Justice for Women for SYNERGY members, in the framework of the Council of Europe Programme on Human Rights Education for Legal Professionals (HELP)”** offered to SYNERGY participants by the Council of Europe

2022, March 10: **Digital SYNERGY Conference “The digital dimension of violence against women”**, hosted by the Active Citizen Fund operators in Greece and Cyprus

2022, March 30: **Digital SYNERGY Conference “Protecting Refugee, Migrant and Asylum-seeking Women and Girls against Violence”** hosted by the Norwegian Ministry of Justice and Public Security and the Council of Europe, with support from the FMO

2022, June 2: **Webinar on Domestic Homicide Reviews**, hosted by The Norwegian Equality and Anti-discrimination Ombud, the Norwegian Directorate for Children, Youth and Family Affairs and the Portuguese Team on Retrospective Analysis in Domestic Violence

2022, November 16–18, Strasbourg, France: **SYNERGY study visit on Council of Europe standards, mechanisms and findings concerning Roma and Traveller women**, hosted by the Council of Europe

### 2.3. Strategic communication activities

The communication activities of the SYNERGY Network are aimed at 1) improving the infrastructure for highlighting and sharing knowledge across organisational, sectoral and geographical boundaries (The SYNERGY webpage); 2) making visible the benefits of the Grants for a broad audience (LinkedIn) and 3) informing the network members about developments and upcoming events (newsletter).

The webpage [eeagender.org](http://eeagender.org) was launched in March 2021, and the LinkedIn profile was established in November 2021. Both these communication channels are run by Kilden genderresearch.no on assignment from the Norwegian Ministry of Justice and Public Security. The Ministry is responsible for issuing the SYNERGY Network newsletter.

The website informs about the SYNERGY Network events and provides resources and good practice examples categorised under the four pillars of the Istanbul Convention: preventing gender-based violence, protecting and supporting victims, prosecuting perpetrators and achieving integrated policies.

On the SYNERGY webpage, the program operators together with collaboration partners are encouraged to share their experience from projects they are involved in.



(Illustration: iStockphoto)

## 2.4. Upcoming activities

As described above, the SYNERGY Network is flexible and responding to urgent needs. Thus, it is an open question what the future activities will entail. However, it is planned to follow up on the situation of Roma and Traveller women, and the time and place of conferences are set until 2024.

### Planned SYNERGY Network activities 2023–2024

- **2023, June, Bulgaria: SYNERGY Conference** for the project “Working together for a Europe free from violence - Ensuring Roma and Traveller women’s active participation in asserting their rights to be free from violence”. The conference will focus on the active involvement of Roma women in all aspects of addressing violence against women and gender-based violence, with special attention to the experience in Bulgaria; and good practice examples of active involvement of Roma and Traveller women in co-operation programmes.
- **2023, June, Bulgaria: SYNERGY Network meeting** on addressing how to combat violence against women with a focus on women in indigenous communities and national minorities; improving access to justice for victims of violence against women and domestic violence in these communities; and stigmatisation of already marginalised groups.
- **2023, September, Iceland: workshop, network meeting and on-site visit**, promoting SYNERGY activities upholding the rights and needs of Roma Women when addressing gender-based and domestic violence.
- **2023, December, Bratislava, Slovakia: SYNERGY Conference and meeting.**
- **2024, spring, Vilnius, Lithuania: SYNERGY Conference and meeting.**
- **2024, summer, Lisbon, Portugal: SYNERGY Conference and meeting.**
- **2024, fall, Oslo, Norway: SYNERGY Conference and meeting.**





(Photo: Peter Vološćuk,  
People in Need)

## **Gender equality for Roma communities**

The goal of the project is to raise awareness of gender equality, to empower women in marginalised Roma communities, and to break gender stereotypes and prejudices against Roma people among primary and secondary school pupils. The project is a cooperation between the Slovak NGO People in Need, the Ministry of Investment, Regional Development and Informatization of the Slovak Republic and The Norwegian Directorate of Health.

Read the whole project story at the SYNERGY webpage  
[eeagender.org](http://eeagender.org).

## 3. Method

### 3.1 What is a feasibility study?

A feasibility study is an assessment of the practicalities of a proposed project plan or method. The concept was developed within business management and there is a large body of literature addressing feasibility analysis (see e.g., McLeod 2021). The classic definition of “feasibility” is the measure of fit between the context of a need or problem, and the outcome of the contemplated or proposed solution (Graaskamp 1972). Typically, a feasibility study analyses technical, financial, legal, operational and time factors of a project. This particular feasibility study concentrates on questions relating to the coordination of the SYNERGY Network and its core activities.

### 3.2 The survey

The questions raised in this feasibility study were developed in close cooperation with the Norwegian Ministry of Justice and Public Security as Donor Programme Partner of the Network, and the Centre for Gender & Science at ISAS. The questions were programmed as a LimeSurvey survey by the ISAS team and sent out to members of the SYNERGY Network that have actively participated in network activities (see Annex 1). There were both multiple-choice and open questions in the survey, and the respondents had the possibility to skip questions. The survey was not anonymous, but the respondents were guaranteed that their answers would be anonymised in the presentation of the findings. The estimated time for completing the survey was 15 minutes.

Kilden sent the survey out to 47 SYNERGY Network participants on 21 February 2023 with deadline of 1 March. A reminder was sent on 27 February. Eleven answers were received before the deadline. The deadline was extended to 8 March and resulted in two more completed questionnaires. **The total of 13 completed questionnaires equals a response rate of 28 percent.** The ISAS team collected the LimeSurvey answers, compiled them in Excel and sent them to Kilden, whose team carried out the analysis.

Both governmental and non-governmental organisations are active participants in the SYNERGY Network, in addition to the international intergovernmental organisation of the Council of Europe. However, 77 percent of the survey respondents (N=10) represent governments, in particular ministries. Two of the respondents represent the Council of Europe. Regrettably, only one NGO participant took part in the survey.

The countries represented among the respondents of the survey are the donor country Norway and the following beneficiary countries: Bulgaria, Czech Republic, Poland, Romania and Slovakia. In addition, two respondents represent The Council of Europe, located in France.



### 3.3 Interviews with SYNERGY partners

After a preliminary analysis of the survey responses, the Kilden team developed an interview guide to use for semi-structured qualitative interviews with partners that are active in the coordination of the SYNERGY Network (see Annex 3). These are Senior Adviser Lene Nilsen from the Norwegian Ministry of Justice and Public Security, Consultant Rachel Eapen Paul who is former member of GREVIO (Group of Experts on Action against Violence against Women and Domestic Violence) and Programme Adviser Jenna Shearer-Demir from the Gender Equality Unit, Council of Europe.

The interviews took place digitally on 24 and 28 March 2023 and provided valuable insights into the work of the SYNERGY Network.



SYNERGY Network members from the High-Level Meeting, Workshop and SYNERGY meeting in Bucharest about the "Istanbul Convention as an important tool and integrated policies", in June 2019. (Photo: Mari Lilleslätten)

## 4. Main findings

The first section in this chapter presents the activities of the SYNERGY Network; which activities the survey respondents have participated in and how they assess them. The recommendations for future Network activities also build on information from the qualitative interviews. The second section outlines the assessment of the coordination and funding of the SYNERGY Network. The last section of the chapter summarises how the network members, overall, think the network works as a tool to combat domestic and gender-based violence and what they think should be the future focus areas.

### 4.1 Activities of the SYNERGY Network

As described in chapter 2, the SYNERGY Network has organised several international conferences, network meetings, a webinar and a study visit since its founding in 2018. To help the participants recall the activities of the SYNERGY Network, the survey started with a multiple-choice question in which the respondents were asked to tick off the activities they participated in. Subsequently, they were asked to assess the activities in open questions. They were invited to share their most positive experiences, suggest improvements, and were encouraged to advise which SYNERGY activities they would like to see organised in the next period. Also, they were asked what kind of meeting format they prefer.

**Figure 1** shows a chronological list of SYNERGY activities from 2018 to 2022. The right column indicates the number of survey respondents who participated in the given activity. These numbers do not represent the actual numbers of participants in the activities. For example, the online international conference on *The digital dimension of violence against women* on 10 March 2022 gathered more than 100 participants from 14 countries, and the online international conference on *Protecting refugee, migrant and asylum-seeking women and girls against violence* on 30 March 2022, held in response to urgent needs from Ukraine, gathered over 100 participants from 16 countries (information from CoE).

The two activities most attended by the survey respondents are the SYNERGY study visit to Strasbourg on Council of Europe standards, mechanisms and findings concerning Roma and Traveller women in 2022, and the digital kick off for the online HELP course on access to Justice for Women offered to SYNERGY participants by the Council of Europe, in 2021. More than 60 percent of the respondents took part in one or both of these. Besides, more than 50 percent of them attended the High-Level Meeting, Workshop and SYNERGY meeting in Bucharest about the “Istanbul Convention as an important tool and integrated policies”, in June 2019.

Out of the survey respondents, five participated in seven or more activities, whereas five participated in only one or none of the listed activities.

| SYNERGY activities 2018–2022   | Survey respondents participating |
|--|----------------------------------|
| 2018, March, <b>Conference in Oslo “Coordinating bodies – IC Article 10”</b>   | 4                                |
| 2018, October, <b>International Conference in Bucharest “Coordinated multi-agency responses to address GBDV”</b>                                     | 6                                |
| 2018, November, <b>SYNERGY network meeting in Bucharest “How to identify good practices”</b>   | 5                                |
| 2019, June, High-Level Meeting, Workshop and <b>SYNERGY meeting in Bucharest “IC as an important tool and integrated policies”</b>                   | 7                                |
| 2019, October, <b>International Conference in Prague “IC” SYNERGY meeting 7 October “Teen dating violence and campaigning”</b>                       | 5                                |
| 2019, October–November, <b>EEA Grants Gender Equality Conference “The SYNERGY network” and working meeting in Reykjavik</b>                          | 3                                |
| 2021, March, <b>Digital SYNERGY Network meeting in Oslo “Mitigating the negative impact of the Covid-19 pandemic on domestic violence”</b>           | 5                                |
| 2021, April, <b>Digital kick off for the online HELP course on access to Justice for Women</b> offered to SYNERGY participants by CoE                | 8                                |
| 2022, March, <b>Digital SYNERGY Conference “The digital dimension of violence against women”</b>   | 4                                |
| 2022, March, <b>Digital SYNERGY Conference “Protecting Refugee, Migrant and Asylum-seeking Women and Girls against Violence”</b>                     | 6                                |
| 2022, June, <b>Webinar on Domestic Homicide Reviews</b>  | 1                                |
| 2022, November, <b>SYNERGY study visit to Strasbourg on Council of Europe standards, mechanisms and findings concerning Roma and Traveller women</b> | 8                                |

Fig. 1 SYNERGY activities 2018–2022. Numbers of survey respondents participating.

### **“Well-organised and inspiring” activities**

All the survey respondents assess the SYNERGY activities in positive terms. Phrases like “very important”, “very informative”, “very useful” and “very interesting” are frequently used. Several respondents highlight that the SYNERGY Network activities provide a good opportunity to cooperate, to exchange experiences and best practices. One of the respondents explains:

*“In my opinion, all these activities were valuable and inspiring. It was a unique opportunity to meet experts dealing with domestic and gender-based violence, to talk to them, to have a discussion, participate in workshops etc.”*

Some of the survey respondents also praise the organisation of the activities: “I found the activities well prepared and announced in sufficient time ahead”, one respondent notes. Another comments:

*“All the activities I took part in were very well organized, and as regards their contents, were interesting and useful as they provided us with updates on the novelties in the field (including newly-developed CoE instruments), overview of the identified good practices and opportunity for exchange of experience among members of the SYNERGY Network.”*

When asked more specifically about the most positive experiences of the SYNERGY Network activities, a vast majority of the survey respondents emphasised the importance of learning from each other's experiences. The networking activities and expert interventions have helped to develop knowledge and a common understanding about work to combat domestic gender-based violence.

This quote abundantly sums up an opinion shared by the majority of the respondents:

*“I appreciated the possibility to learn various effective approaches towards mitigating and preventing domestic and gender-based violence applied in other countries or by international organisations. It was also a great opportunity for networking and a basis for possible collaboration between the participants in the future.”*

Also, the solidarity developed among the members of the network is mentioned by some respondents. Some respondents highlight how the SYNERGY Network activities strengthened the relationships between countries, as this quote exemplifies:

*“These activities greatly contributed to strengthening the multilateral cooperation which can be used while implementing projects under the Bilateral Cooperation Fund. A very important aspect is also education since the activities conducted within the Synergy Network enhance the knowledge of its participants.”*

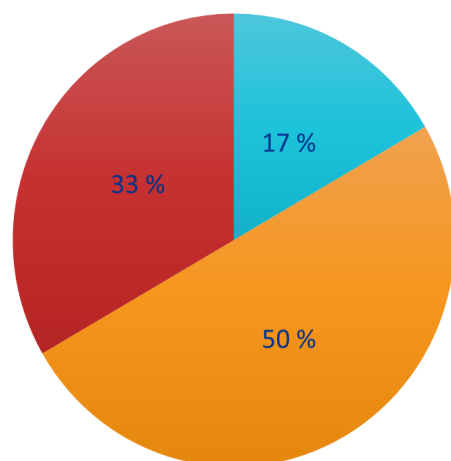
The added value of the SYNERGY Network in terms of strengthening bi- and multilateral relations between EU and EEA countries is discussed in more detail in section 4.1.2.

#### 4.1.1 Preferred meeting formats

Initially, the SYNERGY Network meetings were in-person, taking place in first in Oslo, then Bucharest, Prague and Reykjavik. The Covid-19 pandemic put an end to travelling in 2020, and the meetings in 2021 and 2022 were mostly online. The first study visit, which took place in November 2022, was an important exception as it was again in-person in Strasbourg. There are pros and cons for both in-person and digital meetings, and it is relevant for the feasibility study to detect what the preferred format is for the SYNERGY Network members.

**Figure 2** shows that 50 percent of the respondents prefer in-person meetings. Only 17 percent prefer digital meetings. However, one out of three ticked off the “depends on the circumstances” option.

### Preferred meeting formats

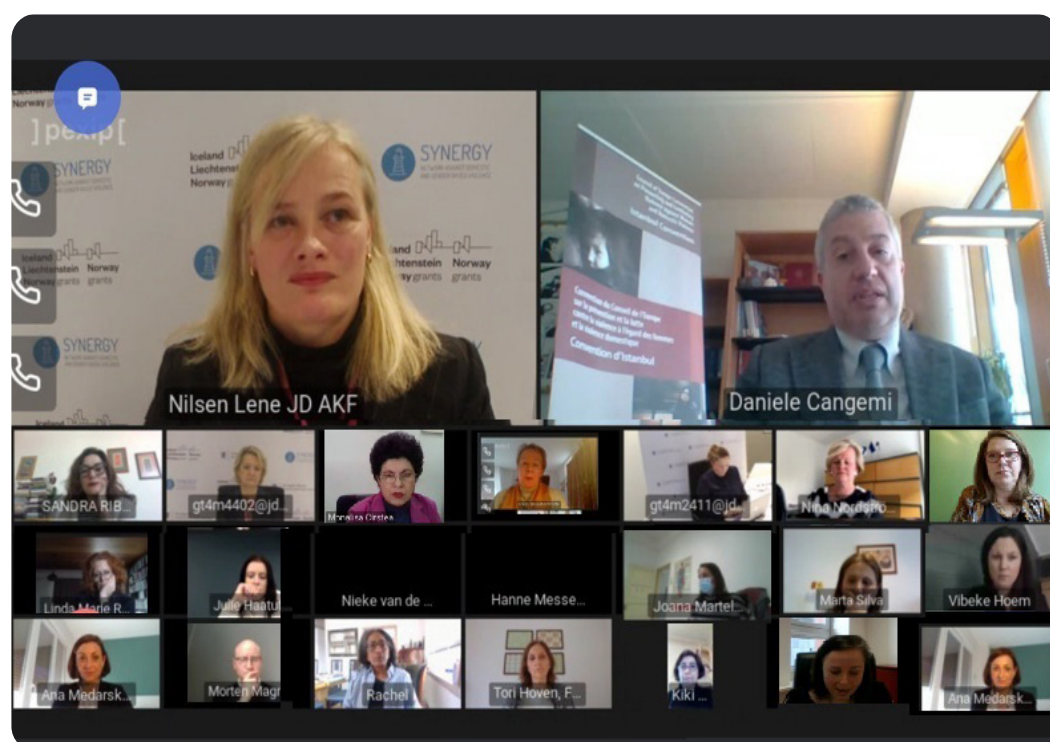


■ Digital meeting format ■ In person meeting format ■ Depends on the circumstances

**Fig. 2 Preferred meeting formats of the SYNERGY Network.**

The ones who prefer in-person meetings comment that they allow for connection, new contacts and networking and thus have a stronger impact than digital meetings. Those who choose digital meeting formats point out that online meetings reach people who would otherwise not be able to attend, are less time consuming and more environmentally friendly. Even though most of the survey respondents prefer in-person meetings, the comments as well as the interviews reveal that a combination of digital and in-person meetings is the most viable option to ensure the sustainability of the SYNERGY Network. As one of the respondents sums up:

*“The format depends on the topic and purposes of the activity. Both formats are appropriate – while the digital one provides opportunity for a thorough examination of a specific topic, the face-to-face format is more appropriate for networking and establishing and strengthening of professional contacts.”*



Digital SYNERGY network meeting on “Mitigating the negative impact of the Covid-19 pandemic on domestic violence”, held in March 2021.



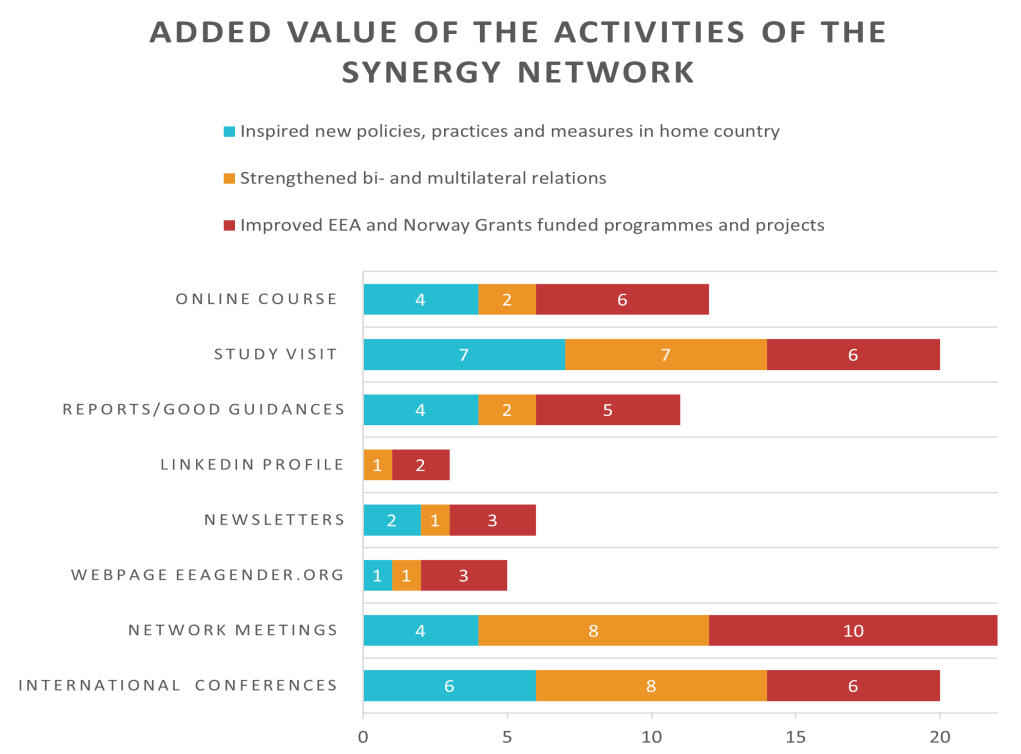
#### 4.1.2 Added value of the activities of the SYNERGY Network

The aim of the SYNERGY Network activities is to increase knowledge on how to prevent and combat gender-based and domestic violence. According to the SYNERGY Network strategy these activities also have broader objectives, or added value. These objectives are:

- To inspire new policies, practices and measures in the involved countries
- To strengthen bi- and multilateral relations between EU and EEA countries
- To improve EEA and Norway Grants funded programmes and projects

To explore whether the SYNERGY activities have helped to meet these broader objectives, the survey asked the members of the network to tick off the relevant activities and elaborate on their responses in the space for comments for each type of activity.

Based on the answers from the survey respondents, **Figure 3** shows that network meetings are perceived to have the highest added value, especially when it comes to meeting the objective of improving EEA and Norway Grants funded programmes and projects. International conferences and study visit follow close by, scoring equally high. It is worth noticing that the study visit stand out as the activity that to the largest extent has inspired new policies, practices and measures in the countries. Network meetings, international conferences and study visit also score high on the objective of strengthening bi- and multilateral relations between EU and EEA countries.

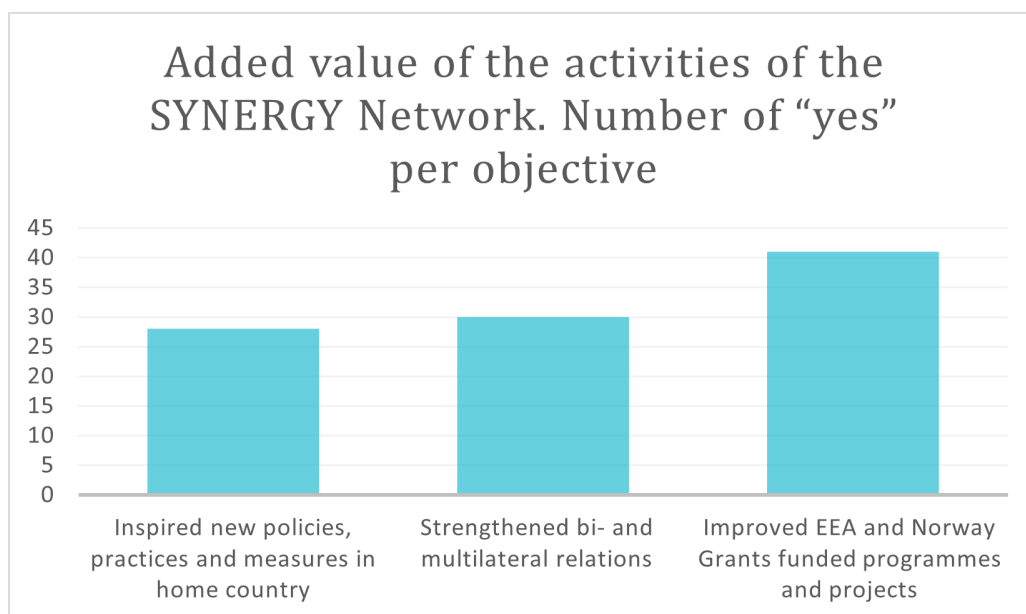


**Fig. 3** Added value of the SYNERGY Network activities. Number of “yes” on each activity meeting the three objectives by the respondents.

Online course and SYNERGY reports and guidance also score relatively high on the objectives of improving EEA and Norway Grants funded programmes and projects and inspiring new policies, practices and measures in the respondents' home country.

The lowest added value is attributed to the SYNERGY webpage, newsletter and LinkedIn profile. On the one hand, it is difficult to measure the communication channels' impact on, e.g., new policies in home country, bi- and multilateral relations, and EEA and Norway Grant funded programmes. On the other hand, the low score of the communication channels on the added value objectives can also be interpreted as a sign that the webpage has potential for development to reach out to a broader audience (see section 4.2 on funding).

**Figure 4** shows that in total, the highest added value of the SYNERGY activities is improving EEA and Norway Grants funded programmes and projects, followed by strengthening bi- and multilateral relations between EU and EEA countries and inspiring new policies, practices and measures in the countries.



**Fig. 4** Added value of the activities of the SYNERGY Network. Total number of "yes" from the respondents on the activities on each objective.

#### **4.1.3 Recommended SYNERGY Network activities for the next period**

To enhance the sustainability of the SYNERGY Network, the positive experiences are worth emphasising, but we also need to identify the potential for improving the activities. Only half of the respondents of the survey suggest measures for improving the Network activities. Most of these suggestions regard the coordination and funding of the SYNERGY Network and will accordingly be discussed below (see 4.2). However, some survey respondents have suggestions for improvement that directly concern the activities of the network. These are:

- To have meetings more frequently
- To have more on-site visits
- To further develop the SYNERGY webpage

Overall, the members of the SYNERGY Network express great satisfaction with the activities so far. When asked about which SYNERGY activities they would like to see organised in the next period, the survey respondents generally mention the sort of activities that are already in place: conferences, workshops, courses, newsletters, and the webpage. As mentioned above, there is, however, a wish to strengthen some of the core activities. This opinion was also raised in the interviews.

##### *Conferences and meetings*

The survey and the interviews demonstrate a great satisfaction with the SYNERGY Network meetings and the international conferences. For the future, they would like to hold these more often. A feasible proposal is to organise two in-person conferences a year, and two digital meetings between them.

##### *On-site visits*

Both survey respondents and interviewees want to see more on-site visits in the future, for example to crisis shelters. They agree that visiting well-functioning organisations or flag ships gives inspiration, increases knowledge about good practices on preventing domestic and gender-based violence, and strengthens cooperation between countries.

##### *Develop the SYNERGY webpage*

According to the interviewees, the SYNERGY webpage [eeagender.org](http://eeagender.org) helps to promote the network to a broader audience. It helps to encourage the Programme Operators to share their experiences through the project stories. The interviewees characterise the project stories as inspiring because they show successful projects, and they would like to see more of them. They would also like the webpage to be updated with more resources and awareness materials about violence against women, as well as with more videos and news articles.

An idea of technical nature is to develop the website to include an internal chat forum for the Network members to discuss with each other and create groups. Another idea is to establish a LinkedIn group, in addition to the SYNERGY LinkedIn channel, where network members can exchange experiences and good practices.

One of the interviewees stressed the need for the chat feature to be anonymous since that helps members to ask all kinds of questions. The funding of the website is further considered in section 4.2.

#### *Young ambassadors and establishment of an expert group*

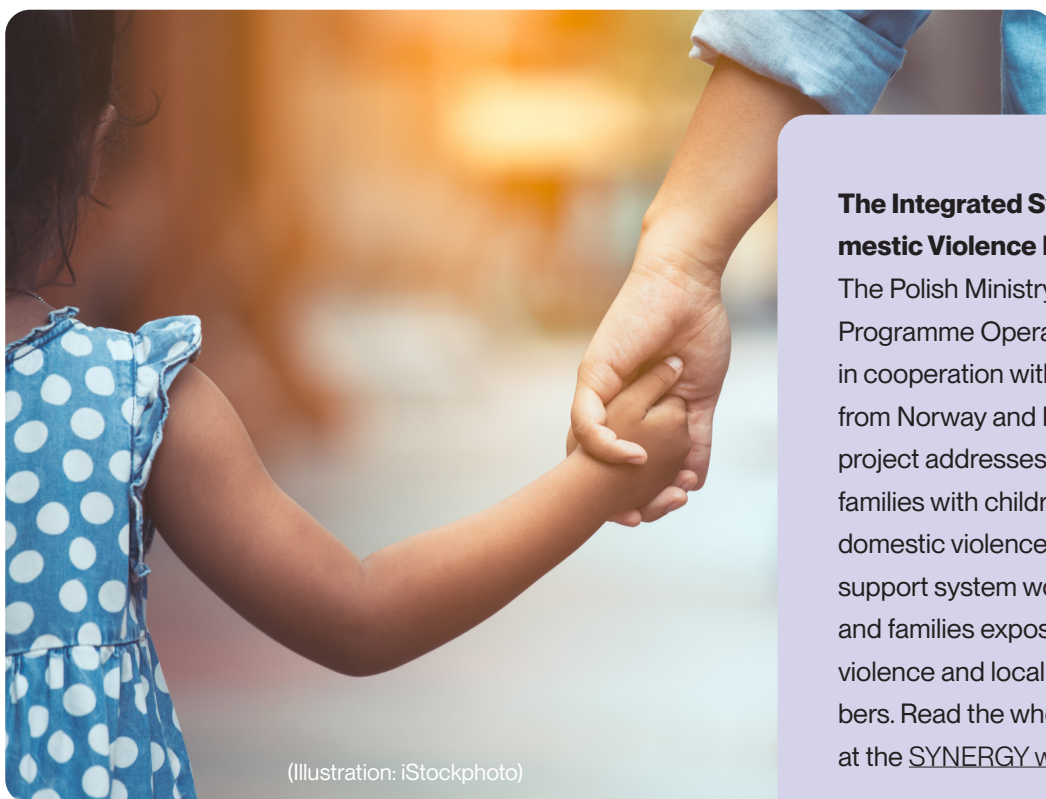
In the interviews, two sets of new ideas for SYNERGY activities were proposed. One is to establish a “Young Ambassador” project within the framework of the SYNERGY Network to recruit young people to mobilise against gender-based violence against women.

Another idea is to sponsor four experts, one for each of the Pillars of the Istanbul Convention (Prevention of gender-based violence, Protection and support of victims, Prosecution of perpetrators and Coordinated policies), for project partners and network members to contact for advice.

“

*I would like to see activities strengthening the response in countries struggling with political climate not favorable towards the Istanbul Convention. Colleagues in these countries need all support we manage to mobilize.*

(Respondent of the SYNERGY Network survey)



(Illustration: iStockphoto)

#### **The Integrated System of Domestic Violence Prevention**

The Polish Ministry of Justice is Programme Operator for the project in cooperation with researchers from Norway and Poland. The project addresses the needs of families with children exposed to domestic violence, specialists in the support system working for children and families exposed to domestic violence and local community members. Read the whole project story at the [SYNERGY webpage](#)

## **4.2 Coordination and funding of the SYNERGY Network**

As described in chapter 2, the SYNERGY Network has since its establishment in 2018 been coordinated by the Norwegian Ministry of Justice and Public Security in collaboration with the Programme Operators, Donor Programme Partners and International Partner Organisations, with guidance from the Council of Europe on the implementation of the Istanbul Convention. The funding of the SYNERGY Network is through the EEA and Norway Grants.

### **4.2.1 Coordination**

In the survey, members of the SYNERGY Network were asked to share their opinion on the coordination of the network and suggestions for improvements and were inquired about challenges they might have encountered. All but one respondent answered this open question. They all assess the coordination in a very positive way. Particularly among the beneficiary partners, the coordination of the network is described with words like “excellent”, “professional at all levels”, “extremely efficient”, and even “perfect”.

As described in chapter 2, the SYNERGY Network is an informal and flexible network. In the interviews, the fact that the SYNERGY Network is voluntary, participatory and loosely organised was highlighted as very positive because it allows for flexibility which in turn facilitates quick responses to urgent needs. The personal relation building and cooperation between individuals was emphasised as very important.

### **Challenges and suggestions for improved coordination**

Only a few survey respondents shared their opinion on challenges and suggestions for improvement of the coordination of the SYNERGY Network. The few respondents elaborating on this issue, suggest changes that have to do with broadening of the network. One suggestion is to involve beneficiary states, including the Programme Operators, more actively in the network activities. Another suggestion is to recruit network members more broadly, including NGOs. It is also proposed that the SYNERGY Network searches for synergies with other projects on domestic and gender-based violence in beneficiary countries which are not necessarily funded with EEA/Norway Grants.

One survey respondent argues that it is important to bring stakeholders that are not already convinced about the importance of preventing domestic and gender-based violence to the SYNERGY Network conferences. In addition, two survey respondents suggest a firmer management structure, e.g., establishing a steering committee with country representatives.

“

*I miss the voice of those who are undecided about the importance of gender equality and severe impact of domestic and gender-based violence on women. Conferences and workshops full of participants representing solely civil society organisations, public institutions or international organisations which focuses on mitigating and preventing domestic and gender-based violence means that we "persuade and mobilize" those who are already those who are already (...) aware and active.* (Respondent of the SYNERGY Network survey)

### **Importance of maintaining flexibility**

The interviewees pointed out that there are some dilemmas concerning the sustainability of the network since it is informal and based on individuals' personal engagement, compassion and dedication. However, since the Istanbul Convention is controversial in many countries, the interviewees claim that it is advantageous that the SYNERGY Network is not too formalised and institutionalised. The loose network model lowers the threshold for international cooperation and discussions on the difficult topic of violence against women and girls, according to the interviewees. They warned that if the network becomes more institutionalised, it may be more rigid and less flexible.

Concerning the broadening of the network, the interviewees think it is important to keep it small and informal because it works well. Even though there are very positive experiences with cooperation with NGOs within the SYNERGY Network, one of the interviewees pointed out that in some countries NGOs are in conflict with the state, which hinders the work to prevent and combat violence against women. Thus, it is important to be culturally sensitive when involving NGOs.

The interviewees think that the coordination of the SYNERGY Network should be led by the donor countries, possibly with more involvement from Iceland and Lichtenstein.

### **4.2.2 Funding**

Overall, the survey respondents from the beneficiary countries are satisfied with the funding of the SYNERGY Network, even though one respondent finds the bilateral fund of this programme period complicated. Three respondents point out that a more stable funding, for example through a separate budget, could improve the work of the network.



One respondent suggests that the SYNERGY Network could be financed as a project, at the same time as the network keeps open for synergies to happen during the period. Another survey respondent points out that funding for staffing could be helpful.

### **Challenges in the financing model**

The topic of funding was extensively discussed in the interviews. On the one hand, it was stressed that it is positive that the programmes contribute to the funding of activities, because it gives them ownership to the network. On the other hand, it appeared that several good ideas had not been possible to implement due to lack of funding. A more stable funding scheme could be advantageous, for example through a separate item in the budget.

At the same time, it was pointed out that basic funding might make the SYNERGY Network more formal and less flexible. The interviewees agree that it is important to maintain the flexibility of the network.

### **A separate budget for core activities**

The interviewees agreed that a separate budget with a basic amount should be set for financing the core activities of the SYNERGY Network. The suggested core activities are clearly set out: two in-person conferences a year offered to the members of the network and allocation to staffing for the communication work (the webpage [eeagender.org](http://eeagender.org), LinkedIn channel etc.).

In addition, it was suggested to have a budget for sponsoring the abovementioned four experts (one for each pillar of the Istanbul Convention) and the establishing of a “Young Ambassador” project to mobilise young people against gender-based violence against women.

A basic amount could be allocated for financing the core activities to ensure better predictability. At the same time, it is important that the programmes keep contributing to the funding of activities to maintain their ownership to the network.

## **4.3 The SYNERGY Network as a tool to combat domestic and gender-based violence**

The members of the SYNERGY Network were asked how they, overall, think the network works as a tool to combat domestic and gender-based violence. All the survey respondents but one answered the question, and their replies reflect the general enthusiasm for the network, describing it as a very good tool. One respondent explains:

*“I think that it is a great tool to share experience, best practices but also lessons learned from many countries with similar but sometimes very different culture. The Synergy Network serves as a great source of information which is normally difficult to find.”*

The importance of international cooperation to develop national policymaking and implementation of measures to end violence against women is highlighted by several survey respondents, as this quote illustrates:

*“The Synergy Network works as a very efficient tool to combat domestic and gender-based violence from the perspective that it reunites participants from different countries. They share experiences, challenges and, most importantly, the measures they undertook in order to overcome the challenges and it is inspiring for the participants. Also, the meetings create the premises for increasing interstate collaboration.”*



(Photo: Ministry of Justice)

Opening conference for the project **Improving the Access to Justice for People Living under the Poverty Line** with a Special Emphasis on Women, Children and Roma. The Bulgarian Ministry of Justice and the Norwegian Courts administration cooperate on the project aiming at extending the legal aid provision system to citizens living below the poverty line in Bulgaria. The project also works to strengthen the responsibility of the state in cases of domestic violence.

Read the whole project story at the SYNERGY Network webpage [eeagender.org](http://eeagender.org).

“

*Despite challenges as regards Covid-19 security measures, the SYNERGY Network managed to demonstrate its unique role in the EEA and Norway Grants, develop professional capacities, and serve as a venue for discussion of concrete measures to combat gender-based violence against women.* (Respondent of the SYNERGY Network survey)

#### **4.3.1. Recommended focus areas for the future**

Under the umbrella of the four pillars of the Istanbul Convention (Prevention, Protection, Prosecution and Coordinated Policies), the focus areas of the SYNERGY Network have so far been teen-dating violence, negative impacts of Covid-19 on domestic violence, digital violence against women, combating violence against Roma and Traveller women, and protecting refugee, migrant and asylum-seeking women and girls from abuse and violence. In the interviews, possible focus areas for the next period were a topic for discussion.

The interviewees were in unison as they all believe the future focus areas must be based on the needs of the beneficiaries. They underlined that in each country, it must be up to the projects to choose their focus areas. It is pivotal that projects are locally rooted and adapted to different needs, and that decisions are taken through bilateral discussions.

The bottom-up approach characterises the organisational model of the SYNERGY Network. Simultaneously, the Network builds on the standards set by the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence. According to one of the interviewees, it is important to develop the principles of the Istanbul Convention's pillar on Coordinated Policies to prevent and combat all forms of gender-based violence against women. This pillar requires inter-agency cooperation for ensuring that there are appropriate mechanisms in place that provide for effective cooperation among the judiciary, public prosecutors, law-enforcement agencies, local and regional authorities and NGOs.

## 5. Conclusion and recommendations

The main questions of this feasibility study are:

- 1. How to organise the SYNERGY Network for the next period?**
- 2. What should be the core activities for the next period?**

To answer these questions, the strengths and weaknesses of the SYNERGY Network against Gender-based and Domestic Violence have been investigated. Based on inputs from the survey responses of members of the Network and from the interviews with the representatives of the Donor Programme Partner (Norwegian Ministry of Justice and Public Security) and the International Partner Organisation (Council of Europe), the conclusions of the feasibility study are:

- The strength of the SYNERGY Network is its flexibility and its bottom-up approach in involving active participation of its members. This informal model lowers the threshold for international cooperation and discussions on a controversial topic and allows for quick responses to urgent needs.
- The weakness of the Network is its unstable funding scheme. Several ideas for activities have not been carried out due to lack of funding. Lack of financial predictability might have hindered the participation of programme and project partners in SYNERGY activities.

### Recommendations

Based on these conclusions, recommendations for strengthening the organisational model of the SYNERGY Network against Gender-based and Domestic Violence for the future are to:

- Keep the flexible and informal organisational model.
- Keep the coordination of the SYNERGY Network led by the donor countries.
- Allocate a separate budget with a basic amount for financing the core activities to provide better predictability. Simultaneously, it is important to keep the programmes contributing to the funding of activities to maintain their ownership to the network.

The feasibility study has focussed on the activities of the SYNERGY Network and how they are assessed by the Network members. For the next period it is recommended to:

- Continue the activities that are already in place: conferences, workshops, on site visits and the communication activities (webpage, newsletter and LinkedIn channel).
- Organise two in-person conferences a year and digital meetings according to needs.
- Organise more on-site visits to well-functioning and inspiring organisations, for example to crisis shelters.
- Develop the SYNERGY webpage with more inspiring project stories, interviews and resources and awareness materials about violence against women.
- Establish a LinkedIn group, in addition to the SYNERGY LinkedIn channel, where network members can exchange experiences and good practices.

- Establish a “Young Ambassador” project to recruit young people to mobilise against gender-based violence against women.
- Establish an expert group with four experts (one for each of the Pillars of the Istanbul Convention) for programme/project partners to contact for advice.
- Base future focus areas on the needs of the beneficiaries. It is important that projects are locally rooted and adapted to different needs, and that decisions are reached through bilateral discussions.



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# Annex

1. Questionnaire sent to participants of the SYNERGY Network
2. Cover letter
3. Interview guide



# 1. Questionnaire sent to participants of the SYNERGY Network

24.05.23 10:56

LimeService - Your online survey service - Survey to members of the SYNERGY Network

## Survey to members of the SYNERGY Network

There are 15 questions in this survey.

### General information

Your answers will be confidentially handled, and we guarantee full anonymity in the presentation of the findings.

**Please indicate the type and the name of your institution in the comments section:**

\*

**!** Comment only when you choose an answer.

Please choose all that apply and provide a comment:

Governmental organisation

Non-governmental organisation

Other (please specify)

In which country is your organization based?

\*

Please write your answer here:

## Activities of the SYNERGY Network

First, we would like to ask you some questions about the activities of the SYNERGY Network. Since 2018 the Network has organised international conferences and network meetings.

Please tick off the events you have participated in:

**i** Check all that apply

Please choose **all** that apply:

- 2018, March 8, Conference in **Oslo** "Coordinating bodies - IC Article 10"
- 2018, October, International Conference in **Bucharest** "Coordinated multi-agency responses to address GBDV"
- 2018, SYNERGY network meeting in **Bucharest** "How to identify good practices"
- 2019, 5-7 June, High-Level Meeting, Workshop and SYNERGY meeting in **Bucharest** "IC as an important tool and integrated policies"
- 2019, October 6, International Conference in **Prague** "IC" SYNERGY meeting 7 October "Teen dating violence and campaigning"
- 2019, October 31 – November 1, EEA Grants Gender Equality Conference "The SYNERGY network" and working meeting in **Reykjavik**
- 2021, March 18, **Digital** SYNERGY network meeting in Oslo "Mitigating the negative impact of the Covid-19 pandemic on domestic violence"
- 2021, **Digital** kick off for the online course on access to Justice for Women offered to SYNERGY participants by CoE
- 2022, March 10, **Digital** SYNERGY Conference "The digital dimension of violence against women"
- 2022, March 30, **Digital** SYNERGY Conference "Protecting Refugee, Migrant and Asylum-seeking Women and Girls against Violence"
- 2022, **Webinar** on Domestic Homicide Reviews
- 2022, SYNERGY study visit to **Strasbourg** on Council of Europe standards, mechanisms and findings concerning Roma and Traveller women

**Overall, how do you assess the activities you have participated in?**

Please write your answer here:

**What were your most positive experiences?**

Please write your answer here:

**Do you have suggestions for improvements?**

Please write your answer here:

**Meeting format: please choose what format of meetings you prefer**

**i** Comment only when you choose an answer.

Please choose all that apply and provide a comment:

Digital

In person

Depends on circumstances

Without preference

**Which SYNERGY activities would you like to see organised in the next period?**

Please write your answer here:

## Added value

**Added value of the activities of the SYNERGY Network**

Here, we would like to map the added value of the SYNERGY Network activities. Below we list a number of SYNERGY Network activities aimed at increasing knowledge on how to prevent and combat gender-based and domestic violence. We would like to know if these activities have helped to:

- inspire new policies, practices and measures in your country,
- strengthen bi- and multilateral relations between your country and other EU and EEA countries,
- improve (EEA and Norway Grants funded) programmes and projects.

Please tick off the relevant activities and elaborate on your answers in the space for comments for each type of activity.

**Which of the following SYNERGY activities inspired new policies, practices and measures in your country?**

**i** Comment only when you choose an answer.

Please choose all that apply and provide a comment:

International SYNERGY Conferences bringing together policy and decision makers, experts and civil society on relevant topics.

SYNERGY Network Meetings (closed meetings for EEA and Norway Grants stakeholders)

SYNERGY Webpage eeagender.org (articles and projects stories)

SYNERGY Newsletters

SYNERGY LinkedIn profile

SYNERGY Reports/Good Guidance's for new national policymaking to prevent and combat violence against women and domestic violence

SYNERGY Study Visit (Roma and Traveller Women, Strasbourg)

Online Course (Access to Justice for Women)

Other:

**Which of the following SYNERGY activities strengthened bi- and multilateral relations between your country and other EU and EEA countries?**

**i** Comment only when you choose an answer.

Please choose all that apply and provide a comment:

International SYNERGY Conferences bringing together policy and decision makers, experts and civil society on relevant topics.

SYNERGY Network Meetings (closed meetings for EEA and Norway Grants stakeholders)

SYNERGY Webpage eeagender.org (articles and projects stories)

SYNERGY Newsletters

SYNERGY LinkedIn profile

SYNERGY Reports/Good Guidance's for new national policymaking to prevent and combat violence against women and domestic violence

SYNERGY Study Visit (Roma and Traveller Women, Strasbourg)

Online Course (Access to Justice for Women)

Other:



**Which of the following SYNERGY activities improved (EEA and Norway Grants funded) programmes and projects?**

**i** Comment only when you choose an answer.

Please choose all that apply and provide a comment:

International SYNERGY Conferences bringing together policy and decision makers, experts and civil society on relevant topics.

SYNERGY Network Meetings (closed meetings for EEA and Norway Grants stakeholders)

SYNERGY Webpage [eeagender.org](http://eeagender.org) (articles and projects stories)

SYNERGY Newsletters

SYNERGY LinkedIn profile

SYNERGY Reports/Good Guidance's for new national policymaking to prevent and combat violence against women and domestic violence

SYNERGY Study Visit (Roma and Traveller Women, Strasbourg)

Online Course (Access to Justice for Women)

Other:

## Coordination and funding of the SYNERGY

## Network

Finally, we would like to have your opinion on the coordination and funding of the SYNERGY Network.

How do you assess the coordination of the SYNERGY Network in this Programme period? Have you faced any challenges? Do you have any inputs and suggestions for improvement?

Please write your answer here:

How do you assess the funding of the SYNERGY Network activities in this Programme period? Have you faced any challenges? Do you have any inputs and suggestions for improvement?

Please write your answer here:

Overall, how do you think the Synergy Network works as a tool to combat domestic and gender-based violence?

Please write your answer here:

24.05.23 10:56

LimeService - Your online survey service - Survey to members of the SYNERGY Network

Please feel free to add other comments that you think are important for strengthening the SYNERGY network for the next programme period.

Please write your answer here:

31.03.2023 – 23:59

Submit your survey.

Thank you for completing this survey.

## 2. Cover letter



### **Background of the feasibility study**

The EEA and Norway Grants support cooperation between European countries on measures to prevent and combat gender-based and domestic violence. Despite progress achieved in the last decades, gender-based and domestic violence, harming women and girls disproportionately, is endemic throughout Europe.

The SYNERGY Network is bringing together relevant EEA and Norway Grants stakeholders from beneficiary and donor countries to exchange good practices on policies, laws and measures to prevent and combat gender-based and domestic violence, and to encourage new and innovative solutions.

The Istanbul Convention is the most advanced and comprehensive international legal instrument to prevent and combat violence against women and domestic violence. This Council of Europe Convention is recognized as the golden standard globally, and serves as a reference for the SYNERGY network, enabling the EEA and Norwegian Grants to simultaneously contribute to the achievement of the UN sustainable developments goals 5 and 16.

From the start in 2018, the Norwegian Ministry of Justice and Public Security, being the Donor Programme Partner for several countries, has been coordinating the SYNERGY Network in collaboration with the Programme Operators, Donor Programme Partners and International Partner Organisations. The Council of Europe, especially the Gender Equality Division's Cooperation Unit, is giving guidance on the Istanbul Convention and its implementation.

Kilden is hosting the SYNERGY webpage and the LinkedIn profile of the SYNERGY Network on assignment from the Norwegian Ministry of Justice and Public Security.

The survey that we kindly ask you to answer, will give valuable insights into how the SYNERGY Network against Gender-based and Domestic Violence could be strengthened in the future. The survey is part of a feasibility study implemented as a bilateral project between the Centre for Gender & Science at the Czech Academy of Sciences and Kilden genderresearch.no in Norway. The feasibility study consists of a survey sent to active members of the SYNERGY Network as well as of interviews with organizers from Norwegian Ministry of Justice and Public Security and Ministry of Foreign Affairs (Donor Programme Partner) and Council of Europe.

If you have further inquiries concerning the survey and/or the feasibility study, please contact [Vibeke@kilden.forskningsradet.no](mailto:Vibeke@kilden.forskningsradet.no).

We thank you in advance for your important contribution,

Vibeke Hoem (adviser) and Trine Rogg Korsvik (senior adviser), Kilden genderresearch.no

# 3. Interview guide

## Questions for the interview

1. Can you explain your role and responsibilities in the SYNERGY Network?
2. What are your recommendations for the organisation of the Network in the next period? (task/responsibilities of stakeholders / coordination by DPP etc.)
3. What do you think should be the core activities for the next period? Do you have any recommendations on how the communication activities (such as the website, LinkedIn channel and the newsletter) can continue in the most sustainable way?
4. What would you recommend being the focus areas for the next period?
5. Funding of the network: How does the funding of the Network activities work? Challenges? Recommendations for improvement for the next period?
6. Anything else you would like to add?





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Cover photo: SYNERGY Network members at the study visit organised by Council of Europe's Roma and Traveller Team in Strasbourg 2022. (Photo: Private)

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