BRAVE-WOW

BUILDING RESPECTFUL AND VIOLENCE-FREE GENDER-INCLUSIVE ENVIRONMENTS IN THE WORLD OF WORK

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WHAT IS BRAVE-WOW?

Building respectful and violence-free gender-inclusive environments in the world of work is the key goal of BRAVE-WOW, a EU-CERV project, launched in May 2025.

14 Partners, from 4 EU countries, will work together in BRAVE-WOW to address gender-based violence (GBV) and harassment in the workplace. The project will address the phenomenon of GBV and harassment in the healthcare sector, one of the most exposed to GBV, testing real-world policy interventions that can lead to structural changes and multiplying effects in the long term, with wide geographical coverage.

WHY NOW?

GBV and harassment at work are often undetected or under-reported. BRAVE-WOW will build a deep understanding of the causes of GBV, and will use a new tool, the Gender-Based Violence Work Questionnaire, to improve understanding and prevention of workplace GBV. Alongside the Decent Work Questionnaire, it will be tested in healthcare settings across Portugal, Italy, Slovenia, and Spain, with plans for broader European use.

OUR GOALS

- Understanding GBV and harassment at work through a comprehensive framework.
- Promoting inclusive dialogue with stakeholders to prevent workplace GBV and foster a culture of respect, diversity, and accountability.
- Implementing pilot projects in healthcare organisations in Portugal, Spain, Italy, and Slovenia to gather data on GBV in healthcare, develop prevention strategies, and create replicable support mechanisms for victims.
- Co-develop a policy roadmap for the four partner countries to revise and integrate policies, guidelines, and procedures at systemic and organisational levels for sustainable change.
- Elaborating an innovative plan for outreach and sustainability, improving policies and processes.

PROJECT PARTNERS

Portugal

Universidade de Coimbra (UC)
SHINE 2Europe (SHINE)
Universidade de Évora (UÉvora)
Comissão para a Igualdade no Trabalho e no Emprego (CITE)
Associated partners:
Comissão para a Cidadania e Igualdade de Género (CIG)
Unidade Local de Saúde do, Alentejo Central, Autoridade para as Condições do Trabalho (ACT)

Italy

Istituto Superiore di Sanità (ISS)
Istituto Nazionale Assicurazione Infortuni Sul Lavoro (INAIL)
Ente Educazione Assistenza (EnEA)
Associated partner:
Fondazione RIGEL ETS (RIGEL)

Slovenia

Univerzitetni Klinicni Center Maribor (UKC-MB)
Ministrstvo Za Zdravje (MoH-SI),
Zbornica Zdravstvene In Babiske Nege Slovenije - Zveza Strokovnih Drustev Medicinskih Sester Babic In Zdravstvenih Tehnikov Slovenije (NMAS)

Spain

Fundacion para el Fomento en Asturias de la Investigacion Cientifica y la Tecnología (FICYT)
Servicio de Salud del Principado de Asturias (SESPA)
CTIC Centro Tecnológico (CTIC)
Universitat de Barcelona (UB)
Associated partner:
Ministry of Health of Asturias (CSPA)

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