



#### **REVISION HISTORY**

Version	Date	Author	Description	Action	Pages
1.0	18/5/2023	MIND THE GAME	Creation	С	TBS
	15/06/2023	LEARNING SEED	Insert	С	9

(\*) Action: C = Creation, I = Insert, U = Update, R = Replace, D = Delete

#### REFERENCED DOCUMENTS

ID	Reference	Title
1	2022-3-CY02-KA210-YOU-000093826	Proposal document
2		

#### APPLICABLE DOCUMENTS

ID	Reference	Title
1		
2		





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### 1. Project Objectives

The project has several objectives. Firstly, it aims to raise awareness about discrimination against young women from vulnerable groups, promoting their inclusion in European societies and enhancing their employability. Secondly, the project seeks to develop Open Educational Resources (OERs) to train young women in essential competencies such as communication, digital, green, and entrepreneurial skills. Thirdly, a serious game will be created as an engaging learning tool to motivate young women's participation in the training. Additionally, the project plans to organize physical activities related to eco-tourism, providing opportunities for young women to apply their skills and boost their self-esteem and sense of belonging. Lastly, the project aims to establish a framework for collaboration with stakeholders and mentoring communities, offering support and assistance to young women in need, thereby facilitating their personal and professional development.

### 2. Target Groups

The direct target group are young women (16-26 years of age) who:

- have undergone and completed rehabilitation programs due to alcohol/drug addiction.
- are facing types of discrimination and are considered to belong to vulnerable groups.
- belong to the NEETs definition and are marginalized without having any education or training opportunities.

#### The project also foresees the reach and involvement of indirect target groups:

- Cultural & Tourism professionals.
- Public authorities/NGOs/other types of organizations working towards social inclusion.
- Adult training centres willing to embrace the REACT4women training methodology.
- Policymakers influencing practices that will promote social inclusion through green practices.

### 3. Purpose of the focus groups

The objectives of the focus groups are the following:

- Engage with, educate, and actively involve representatives from the project's target group to obtain valuable feedback.
- Broaden the project's network by establishing new connections and partnerships.
  - Facilitate a dialogue among representatives from diverse target groups to exchange and discuss their experiences.
  - Summarize the findings by creating a verified analysis







 Disseminate the report to generate greater interest in the findings among relevant stakeholders.

### 4. Focus Groups

#### 3.1 Important Information

Partner Institution	Learning Seed
Country	Greece
Date	15/11/2023
Duration	2 hours
Place/Platform	Argos Argolidas
Moderator	Anastasia Koutoula
Total number of participants	7

#### 3.2 Questions

Before the focus groups start, please remember to keep important info such ages, genders and in which target group the belong to.

1 focus group was conducted in Argos with representatives of local authorities, tourist sector, culture professional, phycologist, and female students.

#### Demographic data and background

Can you please educational background?

Highter education professionals and female high school students

What is your occupation?

President of the municipal Equality Committee of the Municipality of Argos-Mycenae, Phycologist, cultural professional assistant, tour-guide of archaeological sites, students

• Do you belong to some of the groups: .... (list of the target group.)

Yes, 3 people in the age of 16-26 and 2 people Cultural & Tourism professionals and 2 people from Public authorities/NGOs.

• Do you live (or work) in a rural or an urban area?

6 of the people live in rural area and 1 person works in rural area.

• Are you familiar with the concept of social exclusion? If yes, how would you define it?

In this focus group many different opinions were expressed about social exclusion. The younger members of the group focused on the social discrimination young girls are faced in the school environment because of the clothing/their behavior and the people with disabilities.

They were mentioned the difficulties in work-seeking from women, cause of gender discriminations. All the members reports that the communities still believe that there are



job that women can't do, despite men. As social exclusion also mentioned, the ROMA population in every country, homeless people and people that are addicted to drugs and alcohol. All members reported the difficulties these people faced in job-seeking or difficulties in acceptance by the social environment.

- Could you name some groups that are socially excluded (or are at risk of exclusion). Gypsies, drug/alcohol addicted, disabled people, women in general, homeless people, Immigrants
- What is the group that is in the most vulnerable position?
   Women, addicted people, disabled people

#### Rehabilitation centers

What is the procedure that someone follows in the rehabilitation centres?

All target group's members reported that rehabilitation centres help people to overcome bad habits and stop addiction; also, through activities they help them to get motivated for the future and overcome their problem. all members consider that they are provided with essential psychological support, creative and artistic activities, and in many cases, they are also provided with shelter. However, younger members consider recovery from addiction to be temporary as there is no ongoing support after they leave the programme.

• Do rehabilitation centres offer educational or practice-oriented activities to support women for an independent life?

Members did not know how to adequately answer the question, except the opinion of the Psychologist, who is aware of structures that promote recovery from addiction through educational tools and meaningful support towards independent living.

• If we lived in an ideal world, how the rehabilitation centers would be structured?

Proper and well-maintained structures in contact with nature, continuous psychological support after the end of the programme, training of beneficiaries with non-formal learning tools to keep them interested and groups of the same age.

#### Ecotourism and Reintegration

• How familiar are you with the concept of ecotourism? (From 1 to 10, 10 being I am very familiar, 1 – I don't know anything about them).

The 60% of the members knew about the ecotourism and it's concept and the brainstorming about the definition, helped the other 40% to understand more about it.

 What potential benefits do you think ecotourism can offer to young women in terms of reintegration into society?





New knowledge and new opportunities to redefine their role in the community, new knowledge to re-enter a professional field with greater flexibility and interest, greater acceptance and respect for their past.

- What are the challenges or barriers that young women face when engaging in activities? Distrust from the society and community in which they have chosen to live and being judged by the people around them even if they are fully rehabilitated. People have not been sufficiently educated and sensitized to accept people who are marginalized to help them effectively reintegrate. Women and their skills are still not accepted by the community, even though they have proven many times that they are perfectly capable. Group members expressed significant concerns about the status of women and the difficulties they face in engaging in activities, especially when it comes to women who have recovered from drugs.
  - What strategies or initiatives do you believe can effectively prevent social exclusion among young women?

The members of the group said that the State should care about these women and prevent their exclusion; it should protect them first by raising awareness in society so that they understand the problem and become the heart of the solution. Through educational programmes it can provide important skills for women with fewer opportunities to join and prove that they are fully capable of being a part of the society.

• Do you think that the concept of ecotourism is interesting for women? Do you think that women in rural areas will be more interested in than those in urban areas?

The group members believe that women will definitely be interested in ecotourism and its advantages. It will provide them with skills and work that will give them flexibility in their working hours, very important for women who have children, and it will provide them with the opportunity to create their own business. Members feel that rural women are more familiar with nature and are more interested in ecotourism.

• In your opinion, what are the common challenges that rehabilitated young women might face during reintegration?

Disbelief of the community and personal difficulty in accepting the new reality, especially if they have not been adequately supported psychologically.

### Community Engagement

 How important is community involvement and support in the successful reintegration of rehabilitated young women? In what way the local community can contribute?

Most members expressed a view on community involvement and its importance, explaining that only with continued support can successful reintegration actually take place. Also, the local community, once trained and sensitized, could offer these women job opportunities, housing at cheaper prices and opportunities to get involved in the local community so that they can reconnect with their fellow community members.

 How could society support groups that are negatively affected by prejudices and stereotypes toward them?





Through awareness-raising and education of citizens, stereotypes could be eliminated and effective support could be provided.

#### Development of skills

 How prepared (knowledge and skills) are young women living in rural to undertake activities in ecotourism? (1 to 10)

Members consider that women are ready to undertake activities related to ecotourism, especially in rural areas where they are more familiar with nature and field work.

What skills do you think women have and can use for their reintegration?

Communication, teamwork, creativity, adaptability, decision-making, collaboration, social-emotional skills

What skills do they lack the most in terms of joining the labor market? For instance:

Problem-solving, time management, coordination, critical thinking. Foreign languages, computer skills, writing skills, project management financial literacy. Sustainable Agriculture, Sustainability, waste management, Renewable Energy the members mentioned that the women that are in living in rural areas they lack these skills.

 How important is adaptability and flexibility in the context of reintegration and ecotourism opportunities?

Members consider these two skills essential for reintegration, especially through ecotourism. Ecotourism is a new form of tourism that promotes opportunities, so is quite challenging. Women who choose to engage in ecotourism need to first feel safe through understanding and acceptance and then be given opportunities for creativity, communication and to be able to adapt to the new environment and conditions.

• Do you believe that leadership and initiative skills are relevant for rehabilitated young women? Why or why not?

The members they think that initiative skills are more important so they can rehabilitate easier and to crab every opportunity in their life. On the contrary, leadership skills are not believed to exist or to be necessary for rehabilitated women to succeed in reintegrating.

Can you suggest approaches or methods for developing skills that are currently lacking?
 Most women from the focus group believe that young women should be able to join a group with full acceptance and be "trained" in foreign languages, computer handling etc. through digital tools that are easily accessible and can be followed whenever they can and want to.





#### **Best Practices**

- In your experience or knowledge, what are some examples of successful best practices? The members of the group they are not very familiar with the best practices in this topic.
- What are some common challenges or barriers organizations or individuals face? The women of the focus group, think that, limited funding for rehabilitation programs can hinder the availability and quality of services and stigma attached to rehabilitation can discourage individuals from seeking help. Also, they mentioned the geographical barriers and limited availability of rehabilitation centers that some women may face, and they can restrict access to services. In the end, they reported the cultural differences and varying beliefs about rehabilitation may affect the willingness of individuals to participate in programs.
  - How can these challenges be addressed or overcome to ensure successful adoption of best practices?

Conduct public awareness campaigns to reduce stigma associated with rehabilitation, engage in advocacy efforts to secure increased funding and support from government agencies, philanthropic organizations, and the community and implement telehealth services to provide remote access to rehabilitation programs. At last, they mentioned also that develop personalized and motivational programs could encourage active participation and engagement in rehabilitation.

Thank you very much for participating in our focus groups. Would you like to be involved in other activities of this project?

4 women said yes, and the 3 students mentioned the time limitation because of their responsibilities, but they willing to participate.

3.3 Dissemination Material

POWER POINT PRESENTATION





### **Annex I- Participant list**

Name and Surname	Organization	E-mail address
Spanou Spyridoula	Municipality of Argos	Spyridoulaspa23@gmail.com
	Mycenae	
Tsokola Lydia	Student	melissokomiki@gmail.com
Brousali Christina	Fougaro Artcenter	xristbrousali@gmail.com
Katerina Dize	Tour-Guide in	Katerina.dize@gmail.com
	Archaeological places	
Katerina Stefani	Phycologist	Katestef24@gmail.com
Dimitra Mastoraki	student	Geomast100@gmail.com
Chrisafenia Farmaki	student	chrysapheniapharmake@gmail.com





#### **Annex II - Consent Form**

Before you decide whether to participate, we would like to inform you about the data protection measures we have in place to ensure your privacy and comply with the General Data Protection Regulation (GDPR).

#### Purpose of the Focus Groups:

The focus groups aim to gather valuable insights and perspectives regarding the target group by actively engaging, educating, and involving them in discussions. The focus group are conducting in the framework of the Erasmus+ project "Fostering the re-integration of rehabilitated young women through Ecotourism opportunities" and no. 2022-3-CY02-KA210-YOU-000093826.

#### Data Collection and Processing:

During the focus groups, we may collect and process personal data, including but not limited to your name, age, gender, and any other information voluntarily shared during the discussions. This data will be treated with the utmost confidentiality and used solely for the purposes of the research project. We will not share your personal information with any third parties without obtaining your explicit consent.

#### Confidentiality and Anonymity:

To ensure your privacy and protect your identity, all data collected during the focus groups will be anonymized and securely stored. Any information or quotes shared during the discussions will be reported in an aggregated and non-identifiable manner, with no reference to specific individuals. You should only fill in the participation form which won't be shared in any way outside of the consortium and the National Agency.

#### Voluntary Participation and Withdrawal:

Your participation in the focus groups is entirely voluntary, and you have the right to withdraw your consent at any time without providing a reason. If you decide to withdraw, your previously shared data will be permanently deleted, and any already collected information will not be included in the final analysis or report.

By participating in the focus groups, you confirm that you:

- Have read and understood the information provided in this consent form.
- Agree to voluntarily participate in the focus groups.
- Consent to the collection, processing, and anonymized use of your personal data for the purposes stated in this consent form.
- Understand that you can withdraw your consent at any time, as described above.

Signature

(Date, place)





### **Photo evidence**









## ΟΜΑΔΑ ΕΣΤΙΑΣΗΣ

(FOCUS GROUP)

15 Νοεμβρίου 2023

Κεντρικά Γραφεία Learning Seed

Κορίνθου 34, Άργος













## TI EINAI TO REACT4WOMEN

Το REACT4women είναι ένα έργο που αποσκοπεί στην επανένταξη νεαρών γυναικών (ηλικίας 16-26 ετών) που έχουν ολοκληρώσει προγράμματα απεξάρτησης από το αλκοόλ/ναρκωτικά ή ανήκουν σε ευάλωτες ομάδες. Επικεντρώνεται στην ευαισθητοποίηση σχετικά με τις διακρίσεις, στην παροχή ευκαιριών κατάρτισης και στην ενίσχυση της απασχολησιμότητας μέσω διδακτικών πόρων και ενός παιχνιδιού.







## TI EINAI TO REACT4WOMEN

Το έργο προσφέρει φυσικές δραστηριότητες που σχετίζονται με τον οικο-τουρισμό για την ενίσχυση των δεξιοτήτων αυτοεκτίμησης, ενώ παράλληλα προωθεί συνεργασίες ενδιαφερόμενους φορείς και κοινότητες συμβουλευτικής. Οι ομάδεςστόχοι περιλαμβάνουν νεαρές γυναίκες που έχουν εκπροσώπους του οικο-τουριστικού τομέα, επαγγελματίες του πολιτισμού και του τουρισμού, δημόσιες αρχές και εκπαίδευσης ενηλίκων.







## TI EINAI TO REACT4WOMEN

Συνολικά, το REACT4women στοχεύει στην καταπολέμηση του κοινωνικού αποκλεισμού και των διακρίσεων, προωθώντας την κοινωνική ένταξη και την πρόσβαση σε ευκαιρίες κατάρτισης για περιθωριοποιημένα

Το React4Women υλοποιείται στα πλαίσια του Erasmus+ με την συγχρηματοδότηση της Ευρωπαϊκής Ένωσης με κωδικό: 2022-3-CY02-KA210-YOU-000093826





# ΣΕ ΠΟΙΟΥΣ ΑΠΕΥΘΥΝΕΤΑΙ

- Νεαρές γυναίκες (16-26 ετών)
- Επαγγελματίες του πολιτισμού και του τουρισμού
- Δημόσιες αρχές/ Γυναικείες Οργανώσεις και Οργανώσεις που εργάζονται για την κοινωνική ένταξη
- Κέντρα κατάρτισης ενηλίκων που επιθυμούν να υιοθετήσουν τη μεθοδολογία κατάρτισης REACT4women
- Φορείς χάραξης πολιτικής που επηρεάζουν πρακτικές που θα προωθήσουν την κοινωνική ένταξη μέσω πράσινων πρακτικών

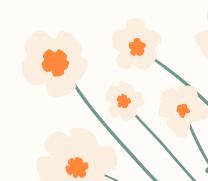






## ΣΤΟΧΟΙ ΤΗΣ ΟΜΑΔΑΣ

- Συνεργασία και ενεργή εμπλοκή των μελών της ομάδας προκειμένου να συγκεντρωθούν πολύτιμες απόψεις.
- Δημιουργία νέων συνδέσεων και συνεργασιών.
- Προώθηση του διαλόγου μέσω ανταλλαγής και συζήτησης.
- Θα ακολουθήσει ανάλυση των αποτελεσμάτων και Διάδοση των αποτελεσμάτων.



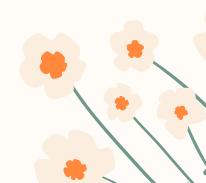






## Δημογραφικά στοιχεία και ιστορικό

- 1. Μπορείτε να αναφέρετε το μορφωτικό σας υπόβαθρο;
- 2. Ποιο είναι το επάγγελμά σας;



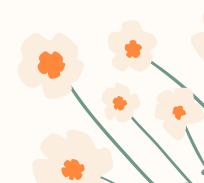






### Δημογραφικά στοιχεία και ιστορικό

- 3. Ανήκετε σε κάποια από τις ομάδες;:
- Νεαρές γυναίκες (16-26 ετών)
- Επαγγελματίες του πολιτισμού και του τουρισμού
- Δημόσιες αρχές/ Γυναικείες Οργανώσεις και Οργανώσεις που εργάζονται για την κοινωνική ένταξη
- Κέντρα κατάρτισης ενηλίκων που επιθυμούν να υιοθετήσουν τη μεθοδολογία κατάρτισης REACT4women
- Φορείς χάραξης πολιτικής που επηρεάζουν πρακτικές που θα προωθήσουν την κοινωνική ένταξη μέσω πράσινων πρακτικών





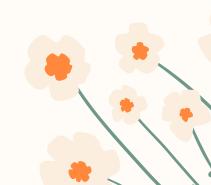




### Δημογραφικά στοιχεία και ιστορικό

- 4. Ζείτε (ή εργάζεστε) σε αγροτική ή αστική περιοχή;
- 5. Γνωρίζετε την έννοια του κοινωνικού αποκλεισμού; Εάν ναι, πώς θα την ορίζατε;
- 6. Θα μπορούσατε να αναφέρετε ορισμένες ομάδες που είναι κοινωνικά αποκλεισμένες (ή κινδυνεύουν από αποκλεισμό)

7. Ποια είναι η ομάδα που βρίσκεται στην πιο ευάλωτη θέση;







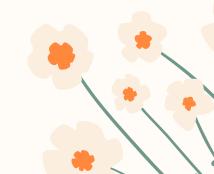


### Κέντρα αποκατάστασης

1. Ποια είναι η διαδικασία που ακολουθεί κάποιος στα κέντρα αποκατάστασης;

2. Προσφέρουν τα κέντρα αποκατάστασης εκπαιδευτικές ή πρακτικά προσανατολισμένες δραστηριότητες για την υποστήριξη των γυναικών για μια ανεξάρτητη ζωή;

3. Αν ζούσαμε σε έναν ιδανικό κόσμο, πώς θα ήταν δομημένα τα κέντρα αποκατάστασης;





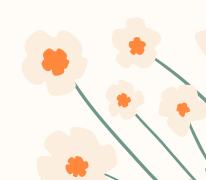




### Οικο-τουρισμός και επανένταξη

- 1. Πόσο εξοικειωμένοι είστε με την έννοια του οικο-τουρισμού; (Από το 1 έως το 10, 10 σημαίνει ότι είμαι πολύ εξοικειωμένος, 1 δεν γνωρίζω τίποτα γι' αυτούς)
- 2. Ποια πιθανά οφέλη πιστεύετε ότι μπορεί να προσφέρει ο οικο-τουρισμός στις νέες γυναίκες όσον αφορά την επανένταξη στην κοινωνία;

3. Ποιες είναι οι προκλήσεις ή τα εμπόδια που αντιμετωπίζουν οι νεαρές γυναίκες κατά τη συμμετοχή τους σε δραστηριότητες;



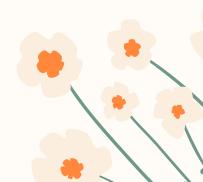






### Οικο-τουρισμός και επανένταξη

- 4. Ποιες στρατηγικές ή πρωτοβουλίες πιστεύετε ότι μπορούν να αποτρέψουν αποτελεσματικά τον κοινωνικό αποκλεισμό των νέων γυναικών;
- 5. Πιστεύετε ότι η έννοια του οικο-τουρισμού είναι ενδιαφέρουσα για τις γυναίκες;
- 6. Πιστεύετε ότι οι γυναίκες σε αγροτικές περιοχές θα ενδιαφερθούν περισσότερο από ό,τι οι γυναίκες σε αστικές περιοχές;
- 7. Κατά τη γνώμη σας, ποιες είναι οι κοινές προκλήσεις που μπορεί να αντιμετωπίσουν οι αποκαταστημένες νεαρές γυναίκες κατά την επανένταξη;







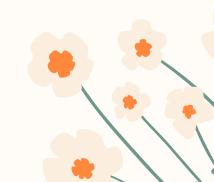


### Κοινοτική συμμετοχή

1. Πόσο σημαντική είναι η συμμετοχή και η υποστήριξη της κοινότητας για την επιτυχή επανένταξη των αποκαταστημένων νεαρών γυναικών;

2. Με ποιον τρόπο μπορεί να συμβάλει η τοπική κοινότητα;

3. Πώς θα μπορούσε η κοινωνία να στηρίξει ομάδες που επηρεάζονται αρνητικά από προκαταλήψεις και στερεότυπα απέναντί τους;





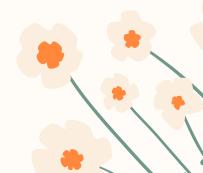




### Ανάπτυξη δεξιοτήτων

- 1. Πόσο προετοιμασμένες (γνώσεις και δεξιότητες) είναι οι νεαρές γυναίκες που ζουν στην ύπαιθρο για να αναλάβουν δραστηριότητες στον οικοτουρισμό; (1 έως 10)
- 2. Ποιες δεξιότητες πιστεύετε ότι έχουν οι γυναίκες και μπορούν να χρησιμοποιήσουν για την επανένταξή τους;
- 3. Ποιες δεξιότητες τους λείπουν περισσότερο όσον αφορά την ένταξή τους στην αγορά εργασίας;

**Κοινωνικές δεξιότητες:** Επικοινωνία, ομαδική εργασία, επίλυση προβλημάτων, δημιουργικότητα, διαχείριση χρόνου, προσαρμοστικότητα, λήψη αποφάσεων, συντονισμός, συνεργασία, κριτική σκέψη, κοινωνικο-συναισθηματικές δεξιότητες **Τεχνικές δεξιότητες:** Ξένες γλώσσες, δεξιότητες χειρισμού ηλεκτρονικών υπολογιστών, δεξιότητες γραφής, διαχείριση έργων, χρηματοοικονομικός αλφαβητισμός.



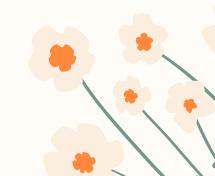






### Ανάπτυξη δεξιοτήτων

- 4. Πόσο σημαντική είναι η προσαρμοστικότητα και η ευελιξία στο πλαίσιο των ευκαιριών επανένταξης και οικοτουρισμού;
- 5. Πιστεύετε ότι οι δεξιότητες ηγεσίας και ανάληψης πρωτοβουλιών είναι σημαντικές για τις επανενταγμένες νεαρές γυναίκες; Γιατί ή γιατί όχι;
- 6. Μπορείτε να προτείνετε προσεγγίσεις ή μεθόδους για την ανάπτυξη των δεξιοτήτων που σήμερα λείπουν;







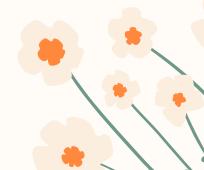


### Καλέςπρακτικές

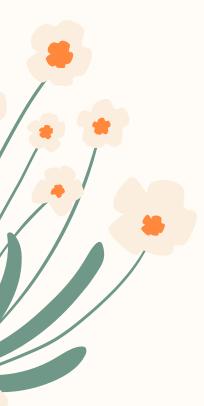
1. Από την εμπειρία ή τη γνώση σας, ποια είναι μερικά παραδείγματα επιτυχημένων Καλών Πρακτικών;

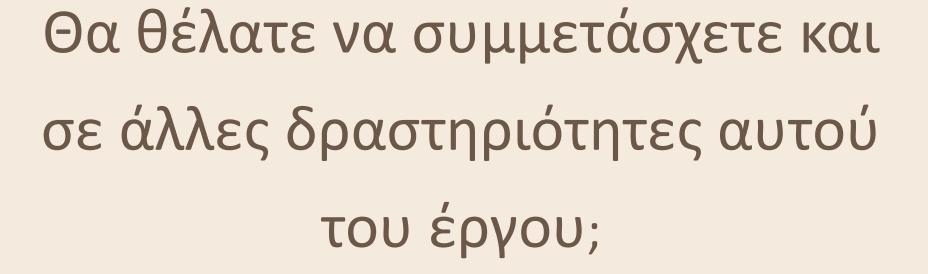
2. Ποιες είναι κάποιες κοινές προκλήσεις ή εμπόδια που αντιμετωπίζουν οργανισμοί ή άτομα;

3. Πώς μπορούν να αντιμετωπιστούν ή να ξεπεραστούν αυτές οι προκλήσεις ώστε να διασφαλιστεί η επιτυχής υιοθέτηση Καλών Πρακτικών;









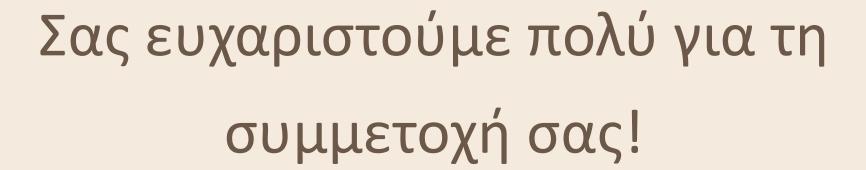
























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