



BRAVE-WOW

BRAVE-WOW, a new European project starts to tackle gender-based violence in the workplace

Building Respectful And Violence-free gender-inclusive Environments in the World Of Work is the key goal of BRAVE-WOW, a brand new CERV project, to be launched in May 2025.

Coordinated by the University of Coimbra (Portugal) and gathering 14 partners from 4 EU countries, BRAVE-WOW aims to address gender-based violence (GBV) and harassment in the workplace, with a particular focus on the healthcare sector – one of the most affected ones by such issues.

A major innovation of BRAVE-WOW is the development of a new assessment tool – the **Gender-Based Violence Work Questionnaire** – designed to enhance understanding and prevention of gender-based violence and harassment in the workplace, which will be complemented by the **Decent Work Questionnaire**. These tools will be applied and tested in healthcare organisations in **Portugal, Italy, Slovenia, and Spain**, and later extended to other European contexts.

BRAVE-WOW will build a deep understanding of the causes of GBV and harassment through robust, up-to-date data collection and analysis, by performing a **EU-wide comprehensive research**. Its approach is grounded in the principles of decent work and adopts a **gender-responsive and intersectional perspective**, acknowledging the experiences of women, men, LGBTQA+ people, and specifically vulnerable groups.

The project is designed to be **participatory** and **inclusive** from start, using focus groups, interviews, and roundtables with key stakeholders, supplemented by **sentiment analysis in social media**, to monitor and identify online expressions of violence or toxic behaviours. Findings will inform the creation of practical procedures and **policy recommendations**, co-developed with partners and external contributors.

With BRAVE-WOW, we are not only exposing the roots and realities of gender-based violence in the workplace – we are building the tools, knowledge, and alliances needed to transform them.

Our commitment is to create safer, more respectful environments where dignity at work is a right, not a privilege.

Leonor Pais
Project Coordinator
(University of Coimbra)

BRAVE-WOW will also launch a **European-wide communication campaign**, develop a digital platform to support ongoing learning and collaboration, and establish a **European Community of Practice** to ensure the sustainability and reach of the project. **Training and capacity-building** actions will target both employees and managers.

This ambitious project brings together a strong and diverse consortium of partners from across Europe, including six **public authorities**, four **research and academic institutions**, one **SME**, and three **private and public agencies boosting innovation and third sector actors/civil society**. The collaboration combines deep expertise in research, policy, and practice, ensuring a solid foundation for meaningful impact.

The kick-off meeting will be held in Coimbra, Portugal, on 12 and 13 May 2025.

Project name	Building Respectful And Violence-free gender-inclusive Environments in the World Of Work
Project acronym	BRAVE-WOW
Grant Agreement	101195252 CERV-2024-DAPHNE
Start date	01.05.2025
End date	31.10.2027
Coordinator	Universidade de Coimbra
Consortium	14 partners from 4 countries
Funding	2,199,207.51 €
Website	bravewow.eu

Consortium per country

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 Klinični Center Maribor (UKC-MB)

Ministrstvo Za Zdravje (MoH-SI)

Zbornica Zdravstvene In Babiške Nege Slovenije – Zveza Strokovnih Društev Medicinskih Sester Babič In Zdravstvenih Tehnikov Slovenije (NMAS)

Associated partner: Municipality of Maribor

Spain

Fundacion para el Fomento en Asturias de la Investigacion Cientifica y la Tecnologia (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)