

# How to



# organise impact measurement



[www.crisalisproject.eu](http://www.crisalisproject.eu)

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# Measuring through questionnaires



The research project for the evaluation of CRISALIS social impact assessment, entrusted to **Economics Living Lab (ELL)** Spin-off of the University of Verona, aims at measuring the socio-economic, relational and psycho-social effects of the job placement in Quid of women victims of human trafficking.

In order to achieve these knowledge objectives, the ELL project envisages the administration, in two distinct temporal phases, of a standardised questionnaire to the female workers involved:

the first phase at the start of CRISALIS, to measure a set of data at the beginning of the work placement;

the second one close to the end to measure its effects.

The first administration took place in the period 5 June-30 July 2019 and this Report presents the results.

The second administration took place July 2020.

## Take a look at the whole questionnaire format





CRISALIS Questionnaire Draft

Code:  
Date:  
Questionnaire n.:

## Questionnaire index

1. Personal data and household composition
2. Quality of life
  - 2.1. Work
  - 2.2. Work-life balance
  - 2.3. Happiness – Civicness
  - 2.4. Pro-social activity
  - 2.5. Religion
  - 2.6. Socio-economic status
  - 2.7. Health
3. Personality Traits
  - 3.1. Resilience
  - 3.2. Locus of Control
4. Willingness To Pay
5. Work welfare
6. Labour Inclusion
7. Evaluation Interview

1 Code	.....
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1. Personal data and household composition	
2 Gender	M <input type="checkbox"/> 1      F <input type="checkbox"/> 2      Other <input type="checkbox"/> 3
3 Age	.....
4 What's your citizenship? (Select one option)	Non-EU citizenship (extra-EU countries) <input type="checkbox"/> 3 ► <i>Go to quest. 6</i> Dual citizenship <input type="checkbox"/> 4 ► <i>Go to quest. 7</i> Stateless (who has no nationality) <input type="checkbox"/> 5 ► <i>Go to quest. 9</i>
6 Indicate your country of citizenship	..... ► <i>Go to quest. 9</i>
7 First country of citizenship (flag your answer)	..... ► <i>Go to quest. 8</i>
8 Second country of citizenship (flag your answer)	..... ► <i>Go to quest. 9</i>
9 Province of residence (Write your answer)	.....
10 Municipality of residence (Write your answer)	.....
11 What is your current level of Dutch/ English?	Basic <input type="checkbox"/> 1      Elementary <input type="checkbox"/> 2      Intermediate <input type="checkbox"/> 3 Advanced <input type="checkbox"/> 4
12 What's your level of education? If you'd studied abroad, it's equated with...	No certificate <input type="checkbox"/> 1 Primary school certificate <input type="checkbox"/> 2 Secondary school certificate <input type="checkbox"/> 3 Professional diploma (3 years) <input type="checkbox"/> 4 High school certificate <input type="checkbox"/> 5 Threeyear degree <input type="checkbox"/> 6 Degree <input type="checkbox"/> 7 Master degree <input type="checkbox"/> 8
13. Your civil status is	Cohabitant <input type="checkbox"/> 2      Widow/widower <input type="checkbox"/> 6 Married <input type="checkbox"/> 3      Other <input type="checkbox"/> 7 Separated/ <input type="checkbox"/> 4 Divorced

<b>14 The composition of your household: (ONE POSSIBLE ANSWER)</b>	I live alone//single <input type="checkbox"/> <b>► Go to quest.26</b> I live alone/with my children <input type="checkbox"/> I live with my family (parents, brothers or sisters, grandparents, etc.) <input type="checkbox"/> I live with my partner/husband/wife (without children) <input type="checkbox"/> I live with my partner/husband/wife and my children <input type="checkbox"/> I live with my partner/husband/wife, my children and a parent <input type="checkbox"/> I live with my friends/other people, with or without my children <input type="checkbox"/> <b>► Go to quest. 16</b> I live in a community <input type="checkbox"/> <b>► Go to quest.16</b> Other <input type="checkbox"/>
<b>15 How many people are in your family? (except you)</b> <i>(flag your answer 1,2,3,4,.....)</i>	..... <b>► Go to quest. 17</b>
<b>16 How many people do you live with? Number of people except you</b> <i>(flag your answer 1,2,3,4,.....)</i>	..... <b>► Go to quest. 26</b>
<b>Now we would like to ask you some more information about your household composition</b>	
<b>First member (to be replicated for each family member)</b>	
<b>17a The member is your:</b>	Partner <input type="checkbox"/> Father/mother <input type="checkbox"/> Brother/sister <input type="checkbox"/> Son/daughter <input type="checkbox"/> Nephew/niece <input type="checkbox"/> Husband/wife <input type="checkbox"/>
<b>18a Gender</b> <i>(mark with an 'x')</i>	M <input type="checkbox"/> F <input type="checkbox"/>
<b>19a Age</b> <i>(write your answer)</i>	.....
<b>20a What's his/her activity?</b>	Permanent employee <input type="checkbox"/> Term employee/Apprenticeship <input type="checkbox"/> Temporary worker <input type="checkbox"/> Unemployed with an income support <input type="checkbox"/> Short term contract <input type="checkbox"/> Occasional work, internship, etc <input type="checkbox"/> Self-employed worker <input type="checkbox"/> Retired person <input type="checkbox"/> Unemployed <input type="checkbox"/> Housewife <input type="checkbox"/> Student <input type="checkbox"/> Underage/not school-age <input type="checkbox"/> Other <input type="checkbox"/>
<b>21 Does the member suffer from a certified disability or is he/she living in circumstances of non self-sufficiency?</b>	YES <input type="checkbox"/> NO <input type="checkbox"/> <b>► Go to next member 26</b>

<b>22a Condition of disability</b>	Disability <input type="checkbox"/> <sub>1</sub> Severe disability <input type="checkbox"/> <sub>2</sub> No self-sufficiency <input type="checkbox"/> <sub>3</sub>
<b>23a Does he/she have an income support?</b>	YES <input type="checkbox"/> <sub>1</sub> NO <input type="checkbox"/> <sub>2</sub>
<b>24a Who is supporting the disabled member?</b>	Me/another member of the family <input type="checkbox"/> <sub>1</sub> Another person for free (eg. friend, neighbour, volunteer) <input type="checkbox"/> <sub>2</sub> Another remunerated person <input type="checkbox"/> <sub>3</sub>
<b>25a How many hours a week is this commitment?</b>	.....
<b>26 Do you have children who don't live with you?</b>	Yes <input type="checkbox"/> <sub>1</sub> NO <input type="checkbox"/> <sub>2</sub> ► <i>Go to section 2</i>
<b>27 How many children who live with you are under 18 ? (Write your answer, nobody/1/2/...)</b>	.....

2. The quality of life	
2.1 Work	
<b>0 Did you work or were you unemployed before working here in MU?</b>	I worked full-time <input type="checkbox"/> <sub>1</sub> I worked part-time <input type="checkbox"/> <sub>2</sub> I was unemployed for less than 12 months <input type="checkbox"/> <sub>3</sub> ► <i>Go to quest.1</i> I was unemployed for more than 12 months <input type="checkbox"/> <sub>4</sub> ► <i>Go to quest.1</i> I had been made redundant <input type="checkbox"/> <sub>5</sub> ► <i>Go to quest.1</i> MU is my first job <input type="checkbox"/> <sub>6</sub>
<b>0 bis Why did you choose to come work for MU?</b>	For a better salary <input type="checkbox"/> <sub>1</sub> For a better work-life balance <input type="checkbox"/> <sub>2</sub> For its social mission <input type="checkbox"/> <sub>3</sub> For commute <input type="checkbox"/> <sub>4</sub> Other reasons (write) <input type="checkbox"/> <sub>5</sub>
<b>1 How long have you been working here in MU? (in months, write your answer)</b>	.....
<b>1bis Are you a full-time employee or a part-time employee here in MU?</b>	I'm a full-time employee <input type="checkbox"/> <sub>1</sub> I'm a part-time employee <input type="checkbox"/> <sub>2</sub>
<b>2 What's the job you've spent most of your life on?</b>	Agriculture, hunting, fishing <input type="checkbox"/> <sub>1</sub> Mining, energy <input type="checkbox"/> <sub>2</sub> Textile industry <input type="checkbox"/> <sub>3</sub> Fashion, sewing, tailoring <input type="checkbox"/> <sub>4</sub> <input type="checkbox"/> <sub>5</sub> Other manufacturing job

	<div style="text-align: right;"> <p>Construction <input type="checkbox"/>6</p> <p>Trade and Commerce <input type="checkbox"/>7</p> <p>Hotel and Restaurant <input type="checkbox"/>8</p> <p>Transport, Warehouse and Logistics <input type="checkbox"/>9</p> <p>Money transaction, banking <input type="checkbox"/>10</p> <p>Real Estate, Research <input type="checkbox"/>11</p> <p>Public administration and defence <input type="checkbox"/>12</p> <p>Education <input type="checkbox"/>13</p> <p>Health/social services <input type="checkbox"/>14</p> <p>Other services <input type="checkbox"/>15</p> <p>I don't know <input type="checkbox"/>16</p> </div>
<b>3 In your last job, were you on a regular contract ?</b>	Yes <input type="checkbox"/> 1 <span style="float: right;">No <input type="checkbox"/>2</span>
<b>4 What kind of job was it?</b>	<div style="text-align: right;"> <p>1. Domestic Worker</p> <p>2. General Worker</p> <p>3. Specialised worker</p> <p>4. Executive employee</p> <p>5. Manager</p> <p>6. Teacher</p> <p>7. Director</p> <p>8. Freelancer</p> <p>9. Self-employed professional</p> <p>10. Entrepreneur</p> <p>11. Other</p> </div>
<b>5 In which sector?</b>	<div style="text-align: right;"> <p>Agriculture, hunting, fishing <input type="checkbox"/>1</p> <p>Mining, energy <input type="checkbox"/>2</p> <p>Textile industry <input type="checkbox"/>3</p> <p>Fashion, sewing, tailoring <input type="checkbox"/>4</p> <p>Other manufacturing</p> <p>Construction <input type="checkbox"/>6</p> <p>Trade and Commerce <input type="checkbox"/>7</p> <p>Hotel and Restaurant <input type="checkbox"/>8</p> <p>Transport, Warehouse and Logistics <input type="checkbox"/>9</p> <p>Money transaction, banking <input type="checkbox"/>10</p> <p>Real Estate, Research <input type="checkbox"/>11</p> <p>Public administration and defence <input type="checkbox"/>12</p> <p>Education <input type="checkbox"/>13</p> <p>Health/social service <input type="checkbox"/>14</p> <p>Other services <input type="checkbox"/>15</p> <p>I don't know <input type="checkbox"/>16</p> </div>
<b>6 How likely or unlikely is it that you could lose your job in the next 6 months.</b>	<div style="text-align: right;"> <p>Very likely <input type="checkbox"/>1</p> <p>Quite likely <input type="checkbox"/>2</p> <p>Neither probable or unlikely <input type="checkbox"/>3</p> </div>

	Very unlikely <input type="checkbox"/> 4							
	I don't know <input type="checkbox"/> 5							
<b>2.2 Work-life balance (Pre-CRISALIS only if Question 2 ► Yes)</b>								
<b>7 Before starting work in MU, how did your work time-table reconcile with your family obligations/commitments or your external social obligations/commitments?</b>	Very well <input type="checkbox"/> 1							
	Quite well <input type="checkbox"/> 2							
	Not very well <input type="checkbox"/> 3							
	Not well at all <input type="checkbox"/> 4							
	I don't know <input type="checkbox"/> 5							
<b>8 Before starting work in MU, how often did the following situations occur/take place/happen? (only one answer per line)</b>		Every day	Many times a week	Many times a month	Many times a year	Rarely	Never	
	I was too tired when I got home to deal with the necessary housekeeping chores							
	It was hard for me to deal with my family responsibilities because I spent too much time at work							
	It was hard for me to concentrate at work because of my family responsibilities							
<b>2.2 Work-life balance (QUID)</b>								
<b>9 Since when you've started working in MU how does your work time-table reconcile with your family obligations/commitments or your external social obligations/commitments?</b>	Very well <input type="checkbox"/> 1							
	Quite well <input type="checkbox"/> 2							
	Not very well <input type="checkbox"/> 3							
	Not well at all <input type="checkbox"/> 4							
	I don't know <input type="checkbox"/> 5							
<b>10 Since you've started working in MUQuid, how often do the following situations occur/take place/happen? (only one answer per line)</b>		Every day	Many times a week	Many times a month	Many times a year	Rarely	Never	
	I am too tired when I get home to deal with the necessary housekeeping chores							



	It is hard for me to deal with my family responsibilities because I spend too much time at work							
	It is hard for me to concentrate at work because of my family responsibilities							

**10bis Do you get help with babysitting/ childminding?** Yes ☐<sub>1</sub> No ☐<sub>2</sub> ► *Go to quest.11*

**10ter What kind of help do you receive?**

Babysitting by a partner/ flatmate/ friend/ neighbour ☐<sub>1</sub>

Babysitting with regular contract ☐<sub>2</sub>

Nursery/ Babysitter/ After school club ☐<sub>3</sub>

Other ☐<sub>4</sub> ► *Go to quest. 11*

**10quater How do you fund it?**

It's for free ☐<sub>1</sub>

I only partly pay for it ☐<sub>2</sub>

I fully pay for it ☐<sub>3</sub>

**2.3 Happiness – Civicness**

Activities	Alone	With other people
Participation in religious services aside from weddings, funerals and baptisms	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>1</sub>
Use of internet for non-work-related (no need) purposes (social networks, tv series)	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>1</sub>
Practicing sports or exercising	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>1</sub>
Participation in social activities at clubs, societies and associations	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>1</sub>
Other hobbies	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>1</sub>

**11 When you aren't working and you are free from family commitments how do you spend your free time? Select the activities you engage with, and whether alone or with other people?**

**11bis In my free time I like seeing friends**

Never ☐<sub>1</sub>

Occasionally ☐<sub>2</sub>

Always ☐<sub>3</sub>

<p><b>11</b> In my free time I like taking parts in the activities organised by MU</p>	<p>Never <input type="checkbox"/><sub>1</sub> Occasionally <input type="checkbox"/><sub>2</sub> Always <input type="checkbox"/><sub>3</sub> 76</p>																								
<p><b>12</b> In general, would you say that it is OK to trust the majority of people or do you believe that a person can never be too careful when interacting with others? (To answer use a scale from 1 to 10 in which 1 means 'one can never be too careful' and 10 means 'it is OK to trust the majority of people' – other numbers are to express an inbetween opinion)</p>	<p><input type="text"/> <input type="text"/></p>																								
<p><b>13</b> To what extent do you trust the people that you spend time with and that aren't relatives of yours? (friends, colleagues, neighbours, etc.)? (To answer use a scale from 1 to 10 in which 1 means 'minimum trust' and 10 means 'maximum trust' – other numbers are to express an inbetween opinion)</p>	<p><input type="text"/> <input type="text"/></p>																								
<p><b>14</b> Could you indicate your level of satisfaction for each of the following aspects? (To answer use a scale from 1 to 10 in which 1 means 'not at all satisfied' and 10 means 'very satisfied' – other numbers are to express an inbetween opinion)</p> <p><b>15</b> Considering all the aspects of your current life-style, how happy are you? (To answer use a scale from 1 to 10 in which 1 means 'not at all happy' and 10 means 'very happy' – other numbers are to express an inbetween opinion)</p>	<table border="0"> <tr> <td>Your education</td> <td><input type="text"/></td> <td><input type="text"/></td> </tr> <tr> <td>Your current work</td> <td><input type="text"/></td> <td><input type="text"/></td> </tr> <tr> <td>Your house</td> <td><input type="text"/></td> <td><input type="text"/></td> </tr> <tr> <td>Your family life</td> <td><input type="text"/></td> <td><input type="text"/></td> </tr> <tr> <td>Your health</td> <td><input type="text"/></td> <td><input type="text"/></td> </tr> <tr> <td>Your social life</td> <td><input type="text"/></td> <td><input type="text"/></td> </tr> <tr> <td>The area where you live</td> <td><input type="text"/></td> <td><input type="text"/></td> </tr> </table> <p><input type="text"/> <input type="text"/></p>	Your education	<input type="text"/>	<input type="text"/>	Your current work	<input type="text"/>	<input type="text"/>	Your house	<input type="text"/>	<input type="text"/>	Your family life	<input type="text"/>	<input type="text"/>	Your health	<input type="text"/>	<input type="text"/>	Your social life	<input type="text"/>	<input type="text"/>	The area where you live	<input type="text"/>	<input type="text"/>			
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Your social life	<input type="text"/>	<input type="text"/>																							
The area where you live	<input type="text"/>	<input type="text"/>																							
<p align="center"><b>2.4. Pro-social activity</b></p>																									
<p><b>16</b> Did you do any non-paid/voluntary work in the past 12 months?</p>	<p align="center">Yes <input type="checkbox"/><sub>1</sub>      No <input type="checkbox"/><sub>2</sub> ► <i>Go to quest. 18</i></p>																								
<p><b>17</b> Specify the kind of organization in which you carried out the activity and the frequency</p>	<table border="0"> <thead> <tr> <th></th> <th align="center">Every week</th> <th align="center">Every month</th> <th align="center">Occasionally</th> </tr> </thead> <tbody> <tr> <td>Community work or social services (organizations that help the elderly, young people, people with disabilities or in need)</td> <td align="center"><input type="checkbox"/></td> <td align="center"><input type="checkbox"/></td> <td align="center"><input type="checkbox"/></td> </tr> <tr> <td>Educational, cultural, professional or sports associations</td> <td align="center"><input type="checkbox"/></td> <td align="center"><input type="checkbox"/></td> <td align="center"><input type="checkbox"/></td> </tr> <tr> <td>Social movements organizations (e.g. Environmental, civil rights, etc) or for fundraising (e.g.. social campaigns)</td> <td align="center"><input type="checkbox"/></td> <td align="center"><input type="checkbox"/></td> <td align="center"><input type="checkbox"/></td> </tr> <tr> <td>Political parties, commercial association</td> <td align="center"><input type="checkbox"/></td> <td align="center"><input type="checkbox"/></td> <td align="center"><input type="checkbox"/></td> </tr> <tr> <td>Other voluntary organizations , which ones?.....</td> <td align="center"><input type="checkbox"/></td> <td align="center"><input type="checkbox"/></td> <td align="center"><input type="checkbox"/></td> </tr> </tbody> </table>		Every week	Every month	Occasionally	Community work or social services (organizations that help the elderly, young people, people with disabilities or in need)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Educational, cultural, professional or sports associations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Social movements organizations (e.g. Environmental, civil rights, etc) or for fundraising (e.g.. social campaigns)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Political parties, commercial association	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Other voluntary organizations , which ones?.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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<p align="center"><b>2.5. Religion</b></p>																									

<b>18 With regards to religion, do you consider yourself a person that is:</b>	I don't want to answer <input type="checkbox"/> <sub>1</sub> Very religious <input type="checkbox"/> <sub>2</sub> Quite religious <input type="checkbox"/> <sub>3</sub> Not very religious <input type="checkbox"/> <sub>4</sub> Not a believer <input type="checkbox"/> <sub>5</sub> ► <i>Go to section. 2.6</i>
<b>19 What is your religious orientation?</b>	I don't want to answer <input type="checkbox"/> <sub>1</sub> ► <i>Go to section. 2.6</i> Cristian <input type="checkbox"/> <sub>2</sub> Muslim <input type="checkbox"/> <sub>3</sub> Hindu <input type="checkbox"/> <sub>4</sub> Buddhist <input type="checkbox"/> <sub>5</sub> Other, specify ..... <input type="checkbox"/> <sub>6</sub>
<b>20 Generally, how often do you attend the main functions that are foreseen by your religion?</b>	I don't want to answer <input type="checkbox"/> <sub>1</sub> Many times a week <input type="checkbox"/> <sub>2</sub> Once a week <input type="checkbox"/> <sub>3</sub> Once or twice a month <input type="checkbox"/> <sub>4</sub> Only on main festivities <input type="checkbox"/> <sub>5</sub> Only on special occasions (weddings, funerals...) <input type="checkbox"/> <sub>6</sub> Never <input type="checkbox"/> <sub>7</sub>

<b>2.6. Socio-economic status</b>	
<b>21 Has your housing situation changed since before you started working in MU?</b>	YES <input type="checkbox"/> <sub>1</sub> NO <input type="checkbox"/> <sub>2</sub> ► <i>Go to quest.27</i>
<b>22 What was your previous housing situation?</b>	Independent house <input type="checkbox"/> <sub>1</sub> In a community <input type="checkbox"/> <sub>2</sub> ► <i>Go to quest 27</i> In a social assistance residence <input type="checkbox"/> <sub>3</sub> ► <i>Go to quest 27</i> A room only for me <input type="checkbox"/> <sub>4</sub> ► <i>Go to quest 27</i> A shared room <input type="checkbox"/> <sub>5</sub> ► <i>Go to quest 27</i> Other <input type="checkbox"/> <sub>6</sub> ► <i>Go to quest 27</i>
<b>23 The house where you lived was:</b>	Rental <input type="checkbox"/> <sub>1</sub> ► <i>Go to quest. 24</i> Yours without a mortgage <input type="checkbox"/> <sub>2</sub> ► <i>Go to quest. 27</i> Yours with mortgage <input type="checkbox"/> <sub>3</sub> ► <i>Go to quest. 25</i> Other (e.g. hosted by friends/ relatives.) <input type="checkbox"/> <sub>4</sub> ► <i>Go to quest. 27</i>
<b>24 How much did the rent cost per month? (excluding shared additional charges, heating expenses and other expenses)?</b>	..... ► <i>Go to quest. 26</i>

25 What was the monthly cost for your mortgage?	..... ► <i>Go to quest. 26</i>	
26 Were there ever any times or periods in which you were behind with the payment of rent or of mortgage instalments of the house you were living in?	YES <input type="checkbox"/> <sub>1</sub>	NO <input type="checkbox"/> <sub>2</sub>
27 What is your current housing situation?	Independent house <input type="checkbox"/> <sub>1</sub> In a community <input type="checkbox"/> <sub>2</sub> ► <i>Go to quest. 32</i> In a social assistance residence or other sheltered residence <input type="checkbox"/> <sub>3</sub> ► <i>Go to quest. 32</i> A room only for me <input type="checkbox"/> <sub>4</sub> ► <i>Go to quest. 32</i> A shared room <input type="checkbox"/> <sub>5</sub> ► <i>Go to quest. 32</i> Other <input type="checkbox"/> <sub>6</sub> ► <i>Go to quest. 32</i>	
28 The house where you're currently living in::	Rental <input type="checkbox"/> <sub>1</sub> ► <i>Go to quest. 29</i> Yours without a mortgage <input type="checkbox"/> <sub>2</sub> ► <i>Go to quest. 32</i> Yours with a mortgage <input type="checkbox"/> <sub>3</sub> Other (e.g. free loan agreement ...) <input type="checkbox"/> <sub>4</sub> ► <i>Go to quest. 32</i> ► <i>VGo to quest. . 30</i>	
29 How much do you spend on rent per month? (Excluding shared additional charges, heating expenses and other expenses).	..... ► <i>Go to quest. 31</i>	
30 How much do you spend on mortgage a month?	.....	
31 In the past 12 months have there been any times or periods in which you were behind with the payment of rent or of mortgage instalments of the house you were living in?	YES <input type="checkbox"/> <sub>1</sub>	NO <input type="checkbox"/> <sub>2</sub>
32 How many rooms are there in the house? (DON'T count bathrooms, corridors and entrance)	.....	
33 Do you have sufficient space (in square metres) for you in the house you are living in?	YES <input type="checkbox"/> <sub>1</sub>	NO <input type="checkbox"/> <sub>2</sub>
34 Before working for MU were you economically independent?	Totally independent <input type="checkbox"/> <sub>1</sub> Almost totally independent <input type="checkbox"/> <sub>2</sub> Partially independent <input type="checkbox"/> <sub>3</sub> Not at all independent <input type="checkbox"/> <sub>4</sub>	
35 At present, do you consider yourself independent?	Totally independent <input type="checkbox"/> <sub>1</sub> Almost totally independent <input type="checkbox"/> <sub>2</sub> Partially independent <input type="checkbox"/> <sub>3</sub> Not at all independent <input type="checkbox"/> <sub>4</sub>	
36 Could you indicate the total net amount of your monthly salary in MU?	Euro..... <input type="checkbox"/> <sub>1</sub>	
37 Do you have any other financial income aside from your salary in MU?	YES <input type="checkbox"/> <sub>1</sub>	NO <input type="checkbox"/> <sub>2</sub> ► <i>Go to quest. 38</i>

<b>37bis How much does this other income amount to monthly?</b>	Euro..... <input type="checkbox"/> <sub>1</sub>																											
<b>38 Do you have sufficient financial resources to deal with your most important needs? (like for example shopping for food, medication, bills, rent/mortgage, etc)</b>	YES <input type="checkbox"/> <sub>1</sub> NO <input type="checkbox"/> <sub>2</sub>																											
<b>38bis Which one of the following costs affects your expenses the most ?</b>	<table border="0"> <thead> <tr> <th></th><th>First choice</th><th>Second choice</th></tr> </thead> <tbody> <tr> <td>Shopping for food</td><td><input type="checkbox"/><sub>1</sub></td><td><input type="checkbox"/><sub>2</sub></td></tr> <tr> <td>Medical expenses</td><td><input type="checkbox"/><sub>1</sub></td><td><input type="checkbox"/><sub>2</sub></td></tr> <tr> <td>Schooling expenses for your children</td><td><input type="checkbox"/><sub>1</sub></td><td><input type="checkbox"/><sub>2</sub></td></tr> <tr> <td>Rent/mortgage expenses</td><td><input type="checkbox"/><sub>1</sub></td><td><input type="checkbox"/><sub>2</sub></td></tr> <tr> <td>Car expenses and maintenance</td><td><input type="checkbox"/><sub>1</sub></td><td><input type="checkbox"/><sub>2</sub></td></tr> <tr> <td>Loans to relatives</td><td><input type="checkbox"/><sub>1</sub></td><td><input type="checkbox"/><sub>2</sub></td></tr> <tr> <td>Remittances towards country of origin</td><td><input type="checkbox"/><sub>1</sub></td><td><input type="checkbox"/><sub>2</sub></td></tr> <tr> <td>Other</td><td><input type="checkbox"/><sub>1</sub></td><td><input type="checkbox"/><sub>2</sub></td></tr> </tbody> </table>		First choice	Second choice	Shopping for food	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	Medical expenses	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	Schooling expenses for your children	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	Rent/mortgage expenses	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	Car expenses and maintenance	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	Loans to relatives	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	Remittances towards country of origin	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	Other	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>
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<b>If 'Other' which ones?</b>																												
<b>39 Comparing your financial situation 12 months ago with your current situation, would you say it has improved, worsened or stayed the same?</b>	Improved <input type="checkbox"/> <sub>1</sub> Not comparable <input type="checkbox"/> <sub>4</sub> Worsened <input type="checkbox"/> <sub>2</sub> I don't know <input type="checkbox"/> <sub>5</sub> The same <input type="checkbox"/> <sub>3</sub> I don't want to answer <input type="checkbox"/> <sub>6</sub>																											
<b>40 What are your expectations with regards to your economic situation for the next 12 months?</b>	It will improve <input type="checkbox"/> <sub>1</sub> It's not foreseeable <input type="checkbox"/> <sub>4</sub> It will get worse <input type="checkbox"/> <sub>2</sub> I don't know <input type="checkbox"/> <sub>5</sub> It will stay the same <input type="checkbox"/> <sub>3</sub> I don't want to answer <input type="checkbox"/> <sub>6</sub>																											
<b>41 Does your family have savings?</b>	I don't have savings <input type="checkbox"/> <sub>1</sub> Less than 500 euro <input type="checkbox"/> <sub>2</sub> Between 501 and 5.000 euro <input type="checkbox"/> <sub>3</sub> Between 5.001 and 10.000 euro <input type="checkbox"/> <sub>4</sub> Between 10.001 and 30.000 euro <input type="checkbox"/> <sub>5</sub> Between 30.001 and 50.000 euro <input type="checkbox"/> <sub>6</sub> Over 50.000 euro <input type="checkbox"/> <sub>7</sub> I don't want to answer <input type="checkbox"/> <sub>8</sub>																											
<b>2.7. Health</b>																												

<p><b>42</b> Indicate which of the following statements best describe your health conditions today. Pick one box for every group.</p>	<p><b>Ability to move</b>          I don't have difficulties walking <input type="checkbox"/>          I have some difficulties walking <input type="checkbox"/></p> <p><b>Personal care</b>          I don't have difficulties in taking care of myself <input type="checkbox"/>          I have some difficulties getting washed or dressed <input type="checkbox"/></p> <p><b>Regular activities</b> (e.g. work, studying, housekeeping activities, family care, free time activities)          I don't have difficulties in dealing with regular activities <input type="checkbox"/>          I have some difficulties in dealing with regular activities <input type="checkbox"/></p> <p><b>Pain or discomfort</b>          I don't feel any pain or discomfort <input type="checkbox"/>          I feel mild pain or discomfort <input type="checkbox"/></p> <p><b>Anxiety or depression</b>          I'm neither anxious or depressed <input type="checkbox"/>          I'm mildly anxious or depressed <input type="checkbox"/>          I'm extremely anxious or depressed <input type="checkbox"/></p>
<p><b>43</b> Express your current health conditions (indicate your answer with a figure on a scale from 1 to 10 in which 1 indicates 'terrible health conditions' and '10' indicates excellent health conditions', other numbers are for in between opinions.)</p>	<p>.....</p>
<p align="center"><b>4. Willingness to Pay</b></p>	
<p><b>44</b> Now think about your current work environment. If you were offered a new job, for the same kind of task, would you accept it?</p>	<p>I would accept in any circumstance <input type="checkbox"/>1 ► <b>Go to quest. 46</b>          I would accept even with the same salary if the contract were permanent <input type="checkbox"/>2 ► <b>Go to quest. 46</b>          I would accept with the same salary, regardless of the type of contract <input type="checkbox"/>3 ► <b>Go to quest. 46</b>          I would accept only with a higher salary <input type="checkbox"/>4 ► <b>Go to quest. 45</b>          I wouldn't accept <input type="checkbox"/>4 ► <b>Go to quest. 45</b></p>
<p><b>45</b> How much higher should the salary be for you to accept?</p>	<p>Of at least 100 € <input type="checkbox"/>1    Between 101 and 200 € <input type="checkbox"/>2    Over 200 € <input type="checkbox"/>3</p>
<p align="center"><b>5. Internal welfare</b></p>	
<p><b>46</b> What pillar of the way of working of Makers Unite program you feel more curious about: 1. Getting to know each other. 2. Self-Development, 3. Professional Development 4. Creative thinking.</p>	<p>Getting to know each other <input type="checkbox"/>1          Self development <input type="checkbox"/>2</p>

	Professional Development <input type="checkbox"/> <sub>3</sub>
	Creative Thinking <input type="checkbox"/> <sub>4</sub>

<b>47 How satisfied are you happy with each of these aspects of your work at MU? (Use any number 1-10 where 1 is very little and 10 is very happy.)</b>	Mission and values of MU	<input type="checkbox"/> <input type="checkbox"/>
	The quality and beauty of the product you create	<input type="checkbox"/> <input type="checkbox"/>
	Your salary	<input type="checkbox"/> <input type="checkbox"/>
	Your routine and job security	<input type="checkbox"/> <input type="checkbox"/>
	Work environment	<input type="checkbox"/> <input type="checkbox"/>
	Respect and fairness I experience at work	<input type="checkbox"/> <input type="checkbox"/>
	My colleagues	<input type="checkbox"/> <input type="checkbox"/>

### 6. Labour Inclusion

<b>48 Who helped you, at work and outside work in the last months? (name and examples)</b>	Max 600 characters
<b>49 Which new skills and abilities have you developed?</b>	Max 600 characters
<b>53 Per ognuna delle seguenti frasi indica la risposta che meglio descrive la tua situazione lavorativa</b> 1. Always 2. Most times 3. Sometimes 4. Rarely 5. Never 6. I don't want to answer	Your colleagues help and support you <input type="checkbox"/> Your tutor/ supervisor supports you <input type="checkbox"/> I have enough time to complete my tasks <input type="checkbox"/> I have the impression to do useful work <input type="checkbox"/> I know what's expected from me at work <input type="checkbox"/> I experience stress and tension at work <input type="checkbox"/> I need to hide my feelings at work <input type="checkbox"/>
<b>54 Quanto sei in accordo o in disaccordo sulle seguenti affermazioni sul tuo lavoro?</b> 1. In disagreement 2. A little in disagreement 3. Not in agreement nor in disagreement 4. I quite agree 5. I strongly agree 6. I don't answer	I receive the acknowledgment I deserve at work <input type="checkbox"/> I get on really well with colleagues in general <input type="checkbox"/> MU encourages me to give my best and work at my best <input type="checkbox"/> I get on better with my child/ children thanks to my job <input type="checkbox"/> Thanks to my current work my career and professional prospects will improve <input type="checkbox"/>
<b>55 Tendenzialmente, alla fine della tua giornata di lavoro in Makers Unite, quali sono le sensazioni che descrivono meglio il tuo stato d'animo?</b>	Always satisfied <input type="checkbox"/> <sub>1</sub> ► <b>Go to quest 7.</b> Sometimes satisfied <input type="checkbox"/> <sub>2</sub> ► <b>Go to quest 7.</b> Never satisfied <input type="checkbox"/> <sub>3</sub>
<b>56 Why are you sometimes not satisfied?</b>	Max 600 characters

### 3. Personality traits

#### 3.1 Now we would like to find out more about your ability to react in front of difficult situations *Resilience Scale*

Please choose a number to the side of the following statements that indicate how much you agree or disagree.

1. I totally disagree
2. I disagree a little

3. I don't agree nor do I disagree  
 4. I agree a little  
 5. I totally agree

	1	2	3	4	5
1. I am able to adapt to change	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. I have trusting and safe relationships	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Sometimes luck or religion can help	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. I can deal with whatever happens to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Past successes give me the necessary confidence to deal with new challenges	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. I see the positive side of things	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Dealing with stress makes me stronger	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. I tend to recover easily after an illness or suffering	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Things happen for a reason	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. I put all of my effort into whatever I do	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. I am able to achieve my goals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. When things seem without hope I don't give up	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. I know who to turn to to ask for help	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. When I am under pressure I concentrate and think clearly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. When I have to solve a problem I prefer having the situation under control	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. I don't get easily discouraged by failure	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. I think of myself as a strong person	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. I can make difficult or unpopular decisions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. I am able to deal with unpleasant feelings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



20. I act based on my feelings	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
21. I have a clear sense of what my goals are	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
22. I have control over my life	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
23. I like challenges	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
24. I work to achieve my goals	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
25. I am proud of what I have achieved	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>

### 3.2 Locus of Control of Behavior

Please choose a number to the side of the following statements indicating how much you agree or disagree

1. I totally disagree
2. I disagree a little
3. I don't agree nor do I disagree
4. I agree a little
5. I totally agree

	1	2	3	4	5
1. I can foresee difficulties and get prepared to avoid them	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. A lot of what happens to me is probably only due to chance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Everyone knows that one's future is determined by luck or chance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. I can control my problems only if I have an external support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. When I make plans, I am almost certain I can carry them out	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. My problems will control me for all my life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Solving my problems and mistakes depends on me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Achieving a goal is a matter of hard work, luck has little to no importance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. My life is controlled by external events or actions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. People are victims of circumstances beyond their control	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. To continue dealing with my problems I need professional help	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. When I'm stressed, the tension in my muscles is due to mechanisms beyond my control	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. I think that a person could truly be the master of his/her own destiny	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. It's impossible for me to control the fast and irregular breathing that I have when I'm facing difficulties	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. I understand why my problems change as situations change	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. I trust my ability to successfully deal with problems that I will encounter in the future	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. In my case, managing to control my problems is mainly a matter of luck	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

# Measuring through Photovoice

**Yolanda Hernández-Albújar, Ph.D.**

*Universidad Loyola*



## What is Photovoice?

Since Caroline Wang and Mary Ann Burris established photovoice in their studies on rural women in China in the 90s, this technique has become a well-established qualitative tool for social action and empowerment. Photovoice represents a Participatory Action Research methodology in which participants generate and share images to highlight the experiences, interests, and circumstances that most matter in their daily life. The aim is to put participants and their tales at the center of the research in order to elaborate collective understandings of the problems and concerns that most affect them. Moreover, this technique allows participants to generate not only a community of people sharing similar experiences but also to actively reflect on possible actions and solutions to their problems.

## Workshop activities

The activities of the workshop centered around the following objectives:

- To provide a safe and secure space for participants to express themselves and construct a solid and supportive network with other women in the same situation
- To identify the participants' needs, requests, and expectations regarding their experiences as migrants and as workers. What issues most impacted their life and why?
- To enable participants to reflect on their personal experiences and situate them at the public and social level in their communities
- To promote leadership among participants to encourage mentoring other women in similar situation.

## Structure and activities

Phase	Days	Activities
1. Collaborative introduction to photovoice (8 hours)	Day 1 (4 hours)	Let's get to know each other
		Participant's introduction to PV
		Choosing a theme to practice
		Reflexive Walking
	Day 2 (4 hours)	Photograph's presentation
		Review of PV
		Learning to develop cooperative narratives ( <a href="#">SHOWeD method</a> )
		Preparing a mural for the photographs
2. Photovoice project (8 hours)	Day 3 (4 hours)	Let's be creative
		Selecting the theme for next project
		Focus group: First impressions about the project
		Presentation of photographs taken during the month
	Day 4 (4 hours)	Group discussion of the meaning and significance of pictures for participants
		Selecting the pictures for the exhibit and elaborating the narratives around the pictures selected
		Co-construction of narratives
3. Exhibit and assessment of the project	Day 5	Pairing the narratives with the photographs
		Organizing the exhibit
		Learning how to present the project to others
	Day 6	Qualitative semi-structured individual interviews with participants



### Photovoice photographic exhibition

created and installed by the beneficiaries, and presented to Quid colleagues and their trainers.

# Measuring through interviews

Monitoring and Evaluation is the single most critical addition necessary to strengthen anti-trafficking work; resources for monitoring and evaluation must be an integral part of all anti-trafficking projects.

This course offers the opportunity not only to collect data about anti-trafficking projects but also to use such data to assess whether objectives and wider goals have been met.

Data collected can provide an evidence-base to inform and improve strategic and programmatic decisions.

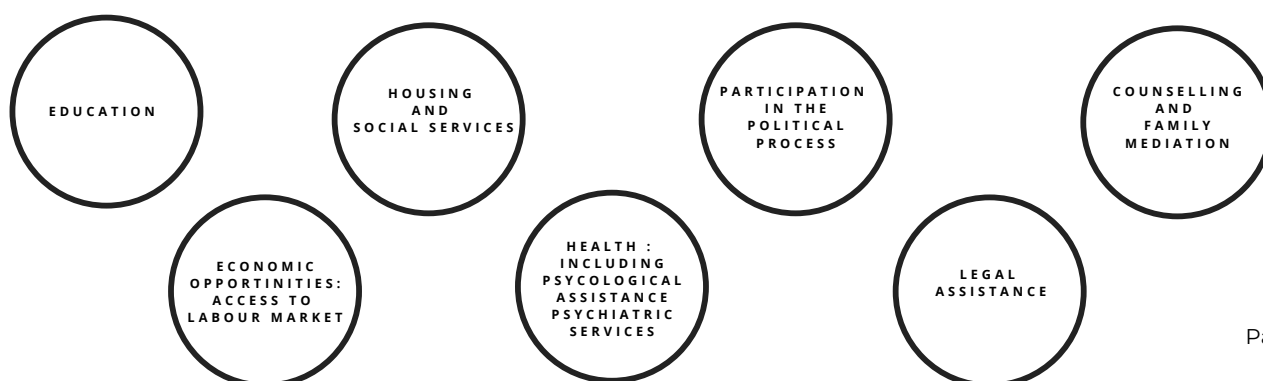
Impact evaluations can offer even greater benefits and are particularly useful in the anti-trafficking context where it is often difficult to clearly define target groups and predict sometimes far-reaching and unintended consequences.

A good evaluation should be:

- conducted by independent and impartial evaluators;
- make methodological frameworks,
- conclusions and recommendations public and widely available;
- evaluate initiatives for fulfillment of objectives, impact and effects, as well as efficiency and sustainability.
- Lessons learned should be documented;
- Ensure that beneficiaries and the other subjects involved in the monitoring and evaluation, follow issues of safety, security, and confidentiality;
- include the participation of recipients and target groups in the evaluation process;
- evaluate for relevance, efficiency, effectiveness, and sustainability, with specific reference to the impact on human rights;
- Ensuring ethical principles;
- impact assessments offer critical added value, ensuring anti-trafficking initiatives do no harm;
- following effective evaluations, develop mechanisms for feeding successes, best practices as well as failures or lessons learned into future policy and programme design;

## Key domains for integration indicators

A few domains can be identified as sources for basic indicators to measure the success of integration policy:( aggiungerei anche i seguenti insiemi oltre a quelli già presenti qui sotto..."legal assistance", "counselling and family mediation"



## Methodology

1

3 sets of one-to-one, confidential Interviews in the beneficiary's mother tongue – every 2 months, 45/1 hour;

From the workplace, without;

2

**Beneficiaries Profiling:** ethnographic, anthropological, empathic, relativistic belonging, support, trust, confidentiality, safety and security, non discrimination,

- Sensitivity problems in the workplace
- Awareness and empowerment about program, workplace, and work opportunity
- Relationship to the history of human trafficking and bridge
- Risk of relapse
- Minimise the risk of re-traumatising
- Trust and mistrust, relationship
- Attitude to multicultural community in the workplace
- Attitude to the sense of belonging
- Seizing the opportunity
- Labour and social inclusion
- Talents, Human capability, Passion
- Psychological trauma linked with human trafficking past
- Bridging/ Relationship between the team/ Filters and not barriers
- Motivation and commitment
- Reduced vulnerability

### **Trainers and other team members involved**

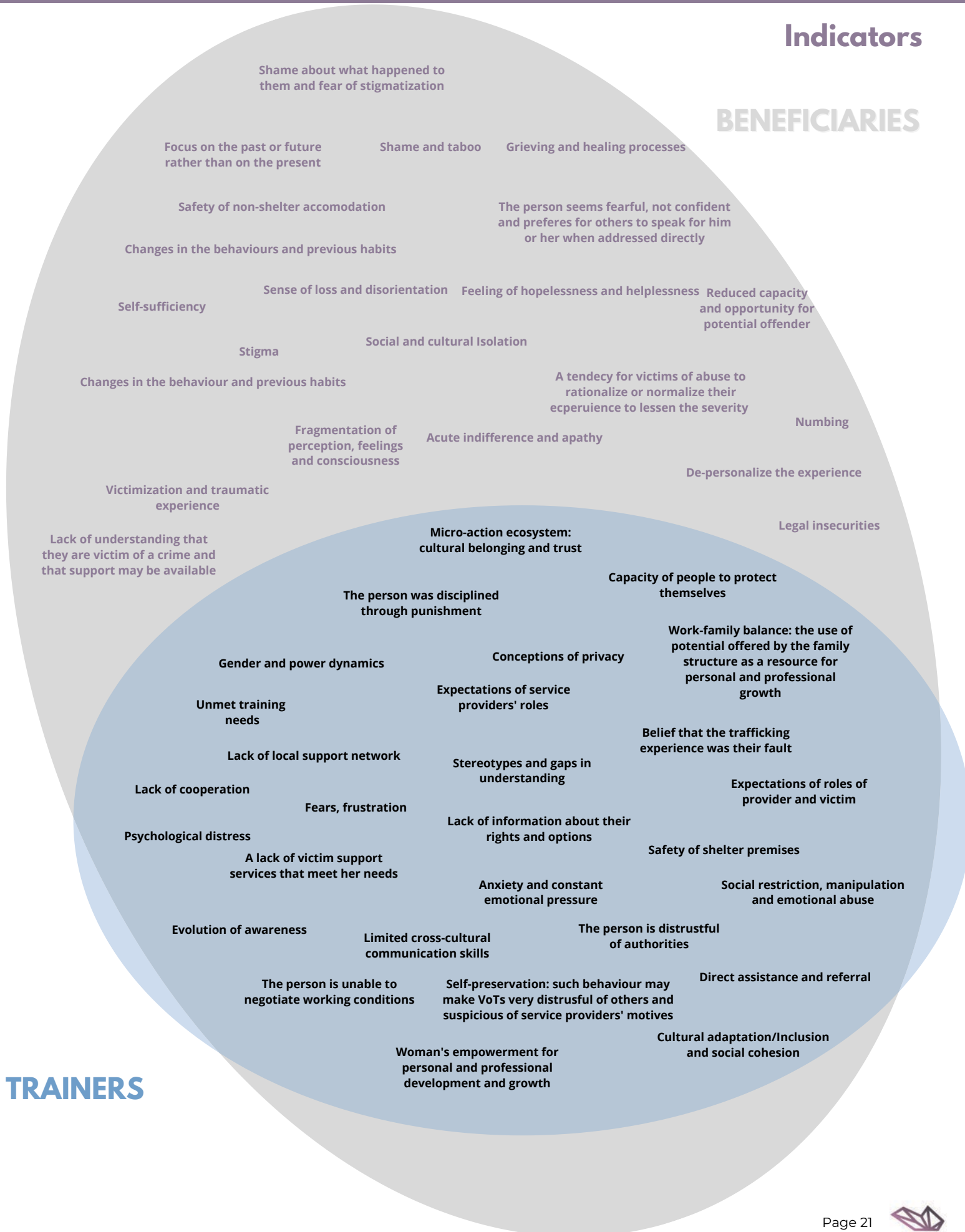
- Identity/ history
- Human and professional approach
- Non Discrimination
- Monitoring different programs of assistance and service offered
- Sense of awareness and participation about the project/possible obstacles
- Competence/ Skills
- On the job training challenges/ Requests to the company
- Bridging/ Relationship between the team/ Filters and not barriers

3

Implementation to ensure recommendations for the future (Roadmap) after Measuring and evaluating change, and assist the management process to let that monitoring and evaluation results do feed into on-going program. Implementation with methodological guidelines for assessing the intervention's contribution to the impact.

## Indicators

## BENEFICIARIES



## MEET THE CONSORTIUM AND THE PARTNERS

**These are our amazing  
multicultural team, who  
worked together for 22  
months**



If you want to replicate this  
activity or another one in your  
organization, check out the  
dedicated Report & How To  
Guide.

