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Newsletter

Beyond Fear - Building Safer Workplaces for Women

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Welcome to the first official newsletter of the Beyond Fear project.

The BEYOND FEAR project aims to prevent and manage gender-based violence in the workplace, promoting safety and inclusion. Workplace harassment takes many forms: from psychological abuse such as mobbing and bullying, to isolation and sexual violence, including unwanted advances, sexist comments, or blackmail. These behaviors not only harm the victims, causing anxiety, depression, and loss of self-esteem, but also undermine productivity and organizational performance, with far-reaching impacts on businesses. Therefore, the project's main objectives include raising awareness among female workers of their rights and of ways to prevent violence, providing practical tools to recognize and address harassment and abuse, and supporting companies in implementing policies and practices that foster respectful, safe work environments.



**Co-funded by
the European Union**

~ Meet Project Partners ~



Exeo Lab is an Italian consultancy firm specializing in local development, policy design, business innovation, and international cooperation. With years of experience, Exeo Lab supports public authorities, SMEs, and startups through research-based advisory services, digital transformation, and EU-funded capacity-building initiatives. The company boasts a strong stakeholder network at local, national, and international levels, enabling impactful collaboration, strategic partnerships, and tangible results.



The international network **LET HER IN** is formed by 48 organizations from 22 countries, both inside and outside the EU, with diverse expertise and experience in the field of gender issues, women's integration, and inclusion. The association strives for members to increase the effectiveness of their efforts and contribute to launching joint initiatives to tackle gender inequality and discrimination; develop and implement high-impact initiatives to address social, educational, and economic inequities, etc.



Smart Education Hub (SEH) is a Berlin-based organization dedicated to advancing education, skills development, and social inclusion across multiple thematic areas, including career guidance, employability, equal access to the labor market, inclusion, equality, non-discrimination, climate awareness, entrepreneurial learning, and the responsible use of AI and data.

~ Meet Project Partners ~



Networkpro is a non-profit organization established in 2015 in Amsterdam, now active in eight municipalities across the Netherlands and connected to a growing European network. Their mission is to foster an inclusive society by empowering women to participate fully and confidently in social, economic, and political life. They focus on women who often remain unseen: those without networks, with limited access to the labor market, or who are finding their place in a new country.



Women Elevation Malta is a non-profit organization set up in 2024. It has the noble aim of promoting self-development and an entrepreneurial spirit as a way of life for women, not just as businesspeople, but also as workers, mothers, and citizens at the national, European, and Mediterranean levels. Our goal is to create accessible entrepreneurial networks and provide women with the resources, funding, and support services they need to grow and start their own businesses.



The Serendipitous Black Cloud is an organization offering a mix of systemic psychotherapy, grief counseling, project services, and tailored training to support mental health, resilience, and well-being. It works with individuals, couples, families, and groups, addressing issues such as stress, trauma, burnout, loss, and relational challenges through a holistic lens that considers people in the context of their relationships and environments.

~ First Transnational Partner Meeting ~

The first Transnational Partner Meeting of the Beyond Fear project took place in Potenza, Italy, in January. Partners from Italy, Cyprus, Germany, the Netherlands, Malta, and Spain came together to discuss the project's key tasks, objectives, and initial steps. The meeting provided an important opportunity to strengthen cooperation within the consortium, align on upcoming activities, and build a shared understanding of the project's mission: creating safer and more inclusive workplaces for women.



During the Transnational Partner Meeting, the hosts also organized a special visit to UIL Basilicata's headquarters, where partners learned more about their Listening Room initiative, a dedicated safe space where women can openly speak about gender-based violence in the workplace. This inspiring experience clearly demonstrated UIL Basilicata's strong commitment to protecting workers' rights and promoting a workplace culture built on trust, protection, and inclusion.

~ Next Steps ~

All partners are currently working on the needs analysis of female workers and business owners, which will help us create the training content at a later stage of the project. In June, the partners will travel to Germany for the 2nd transnational partner meeting.