



# Conference on Gender-Based Violence in Probation

## CHALLENGES AND LESSONS LEARNED

**15-16 October 2025 - Vienna, Austria**

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# Preface

Dear Colleagues,

It is my pleasure to welcome you to the CEP Conference on Gender-Based Violence.

The CEP and **NEU**START**** have created a programme dedicated to one of the most pressing and complex issues facing probation systems today: Gender-Based Violence (GBV).

As UN Women recently recalled, “At the current rate, it will take nearly 300 years to achieve gender equality. The actions taken today are still insufficient given the urgency, scale, and severity of the situation. It is now more imperative than ever to invest in guaranteeing the rights of women and girls around the world”.

Experts, practitioners and policymakers from across Europe will gather to explore innovative responses, share best practice and discuss the challenges of addressing GBV within probation frameworks.

GBV and domestic violence are hidden phenomena that need to be recognised more openly and seen as a real problem impacting society as a whole, and women and children in particular.

The programme will offer insights into offender rehabilitation, interagency cooperation and victim perspectives. This event provides a unique opportunity to share experiences and strengthen our collective approach to tackling GBV in community sanctions and measures.

On behalf of CEP, I would like to thank **NEU**START**** for their cooperation in developing the programme, and the Ministry of Justice for hosting us in beautiful Vienna.

I wish you all a productive conference and fruitful discussions with our colleagues!

Annie Devos  
CEP President



Dear colleagues, dear participants,

It is our great honor and pleasure to welcome you on behalf of **NEU**START**** here in Vienna. In cooperation with the Ministry of Justice, **NEU**START**** provides probation and other social services such as electronic monitoring, victim-offender mediation, community service or support for released prisoners in Austria.

A probation service run by a private non-profit organization such as **NEU**START**** is rather exceptional across Europe and is linked to the origins of this task in Austria.

**NEU**START**** was founded in 1957 by committed citizens. Today we would call it a civil society initiative. It emerged after children and adolescents in a justice-run correctional home protested against the intolerable conditions of their detention.

The founders of **NEU**START**** advocated a fundamentally different educational approach in the 1950s. They believed that young people develop better through positive role models and support in freedom than in a closed institution.

Those volunteers were the first probation officers in post-war Austria. Volunteers continue to be a key pillar of probation services in Austria. A total of 1,000 volunteer probation officers support **NEU**START**** 780 staff members today.

From our beginnings to the present day, the development of new socially constructive services has been at the core of **NEU**START****. Our goal is always to address societal challenges by caring for individuals. This also applies to gender-based violence. Since 2021, we have been conducting violence prevention counseling on behalf of the Federal Ministry of the Interior. This counseling is mandatory for individuals (primarily men) who are expelled by the police following a violent incident and are required to leave their homes in order to protect those at risk.

The issue of gender-based violence is one of the most important societal challenges of our time. We therefore very much welcome the focus of our conference, and the opportunity for mutual learning among experts from many countries. We are confident that the exchange of knowledge and experience will generate important insights for the further development of our work.

With this in mind, we wish all participants a stimulating conference and a pleasant stay in Vienna.

*Dr Christoph Koss  
Managing Director for Social Work and  
Organisation of Facilities.*

*Alfred Kohlberger  
Managing Director for Economic Affairs*

**NEU**START****



# Conference Programme

Arcotel Wimberger, Vienna, Austria  
15-16 October 2025

Chair of the Conference: Ms. Jana Špero Kamenjarin, CEP Secretary General

## WEDNESDAY 15 OCTOBER

|             |                                                                                                                                                                    |
|-------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 13.00-14.00 | Registration                                                                                                                                                       |
| 14.00-14.30 | Welcome and opening<br><i>Dr. Anna Sporrer, Federal Minister of Justice, Austria</i><br><i>Dr Christoph Koss, NEU<b>START</b>, Austria</i><br><i>CEP President</i> |
| 14.30-14.50 | Gender-Based Violence: Priority in EU<br><i>Representative of the European Commission (tbc)</i>                                                                    |
| 14.50-15.20 | Working with Gender-Based Violence: Austrian model<br><i>Ms. Dina Nachbaur, NEU<b>START</b>, Austria</i>                                                           |
| 15.20-16.00 | Gender-Based Violence as Rising Challenge in Europe<br><i>Prof. Kieran McCartan, CEP Expert Group on Gender-Based Violence, England and Wales</i>                  |
| 16.15-19.00 | Sightseeing tour - meet at reception                                                                                                                               |
| 19.30-23.00 | Conference Dinner and CEP Awards Ceremony                                                                                                                          |

## THURSDAY 16 OCTOBER

|             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|-------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 09.00-09.30 | Work with Perpetrators European Network<br><i>Dr. Berta Vall, Work With Perpetrators EN, Catalonia-Spain</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| 09.30-10.45 | Workshop sessions (parallel)<br><b>Moderators:</b> Mr. Jo Tein, Ms. Iuliana Cărbunaru and Ms. Anna Esquerrà Roqueta<br><br>A) Good Practices: Clients in Probation-Based Rehabilitation Programs for Gender-Based Violence<br><i>Mr. Jan Vrkoc, The National Working Group for Offender Related Programmes in Cases of Domestic Violence, Germany</i><br><i>Ms. Saskia Pagell, Ministry of Social Affairs of Schleswig-Holstein, Germany</i><br><br>B) Interagency Cooperation regarding GBV-related Probation Clients: Working Together for Better Results<br><i>Mr. Jako Salla, Prison and Probation Service, Estonia</i><br><i>Mr. Endika Biota, Basque Penalty Management Service, Basque Country-Spain</i><br><br>C) Restorative Justice and Victim-Centered Perspectives of GBV<br><i>Ms. Edit Törzs, European Forum for Restorative Justice, Belgium</i><br><i>Ms. Marta Ferrer, Generalitat de Catalunya, Catalonia-Spain</i> |
| 10.45-11.15 | Coffee/Tea break                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| 11.15-12.30 | Workshop sessions repeated                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| 12.30-13.30 | Lunch                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 13.30-14.30 | RoundTable: How do we address Gender-Based Violence in Probation?<br><i>Ms. Annie Devos, Houses of Justice, Belgium</i><br><i>Ms. Pia Andersson, Prison and Probation Service of Finland</i><br><i>Mr. Žilvinas Miliauskas, Lithuanian Probation Agency, Lithuania</i><br><i>Mr. Fatih Güngör, General Directorate of Prisons and Detention Houses, Türkiye</i><br><b>Chairs:</b> Ms. Anna Esquerrà Roqueta and Mr. Daniel Danglades                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 14.30-15.00 | Summary and Closing Words<br><i>CEP president</i><br><i>Ms. Jana Špero Kamenjarin, CEP Secretary General</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |

# Abstracts

## **Working with Gender-Based Violence: Austrian model** *by Ms. Dina Nachbaur*

Austria, like other European countries, continues to grapple with gender based violence (GBV). The talk addresses three central themes:

First, it examines offences against sexual self determination and integrity. Particular emphasis is placed on the support available to survivors: psychosocial and legal process assistance ensures victims are guided through criminal proceedings with a minimized risk of secondary victimization. Despite these measures, outcomes remain unsatisfactory, and innovative approaches are being sought to hold perpetrators accountable and to support them in refraining from future violence.

Second, the presentation explores the challenges posed by online crime. Traditional institutional responses often prove inadequate in the face of rapidly evolving digital abuse. Austria is adapting its legal framework to provide quicker avenues for action. And NEU**START** is also developing new intervention approaches to guide reflection among those who have overstepped the boundaries of acceptable behaviour in the digital realm. Yet online and offline violence cannot always be neatly separated; in the realm of domestic violence, digital and physical abuse increasingly overlap.

Third, the newly established violence prevention counselling introduces a mandatory six hour intervention for individuals subject to a barring order prohibiting them from entering an apartment and approaching an endangered person.

Comprehensive risk assessment remains a core component, supported by dedicated high risk case conferences convened by security authorities. Perpetrator intervention organisations like NEU**START** strive to meet the standards of victim oriented offender work. A national umbrella organisation links these institutions with victim protection and child protection organisations. The focus is on developing standards and fostering exchange on new developments and thematic issues. The talk concludes by reflecting on lessons learned and charting future directions for Austria's multifaceted GBV response.

## **Gender-Based Violence as Rising Challenge in Europe** *by Prof. Kieran McCartan*

This talk will discuss current research and practice happening across Europe in the prevention and response to violence against women and children in all its forms (incl., sexual, physical, emotional violence). This work will be discussed in an EpiCrim (public health and criminal justice) framework, arguing that we need as inclusive approach as possible. The session will end with some insights from the work of the CEP Expert Group on this issue and recommendations for policy and practice.

## **Work with Perpetrators European Network** *by Dr. Berta Vall*

This talk will present the European Standards for Perpetrator Programmes (PP), which outline the minimum requirements for safe and effective interventions for male perpetrators of intimate partner violence. These standards represent a critical step towards ensuring that interventions with individuals who use violence in intimate relationships are safe, effective, victim-centred, and accountable. The session will first explore the vision and collaborative process behind the development of these standards, including the involvement of diverse stakeholders and the balance between European-wide guidance and local contextual realities. Next, the content of the standards will be introduced, highlighting their innovative aspects, research grounding, and responsiveness to the needs of perpetrator programmes in both community settings and probation contexts. Drawing on a robust evidence base - including large-scale studies on effectiveness and victim-centred evaluation - the discussion will focus on how these findings informed the standards and their feasibility in practice. Finally, the talk will describe the next steps, including the piloting, monitoring, and accreditation process, while reflecting on the potential of these standards to regulate and strengthen the field. At the same time, the standards allow for diversity and innovation within the field. By setting clear benchmarks, the standards aim to enhance victim safety, improve perpetrator accountability, and ultimately contribute to a more gender-equitable Europe.

## **RoundTable: How do we address Gender-Based Violence in Probation?** *by Ms. Annie Devos*

In Belgium, the "Houses of Justice" are responsible for the enforcement of probation. Like the prisons, we are at the level of the execution of the sentences. We have the specificity to provide also assistance to victims in the same premises. Our aim is to work with the perpetrators to avoid recidivism and create victimization.

We face a difficult area with domestic violence. This hidden phenomenon needs to be recognized in a more open way and to be seen as a real problem which impacts the whole society and more specifically women and children. Ripple effects of domestic violence are important. All the attention we pay to domestic violence also leads us in our organisation to question our practices and our methodology.

Recently, some legal changes were made as the temporary house ban, the recognition of the femicide in the penal code, and a project to work on electronic monitoring tags. The population that we have in charge have often multiple and complex issues as lack of education, financial resources, mental health disorders, unstable family situation, or addictions (drugs, alcohol, medicines, etc.). We need to put the offender at the centre of our intervention and work with his reality. Toxic masculinity (often valued in the prison setting), addictions, toxic dynamics between partners, victimization of the offender by himself, denial of the principle of equality between men and women are current situations. It often needs not only a change in the behaviour, but also a cultural change. Such a change is demanding, needs time and aligned efforts. Getting a perpetrator sentenced is one thing, helping him to

face and tackle his problems needs a lot of efforts, from the perpetrator in the first place, but also from his family or environment, from us, as a public service, and from the whole society. The question of the specialisation of professionals (domestic violence, terrorism, sex offences) also arises within the judiciary and probation services. In Belgium, experiences of courts specialized in domestic violence are currently arising to promote a more holistic approach. We need also to highlight recent initiatives for cross-sectoral approaches to situations, bringing together different professionals from different sectors. This is not a phenomenon that can be approached from just one angle. Expertise and treatment options need to be combined, a real challenge.

**by Ms. Pia Andersson**

Finland is actively working to address gender-based and domestic violence (including sexual violence), which remain as a societal issue. While awareness and support services have improved, Finland still faces relatively high rates of intimate partner violence, especially against women. The government has implemented national action plans aligned with the Istanbul Convention, increased funding for shelters and support services, and improved multi-agency cooperation. Current efforts also focus on prevention, early intervention, and improving the legal framework and training for professionals. The police and juridical, social and health care institutions as well as non-governmental organisations are working together to address the gender-based and domestic violence in Finland.

In the Prison and Probation Service of Finland we collaborate with a broad range of stakeholders and do multi-agency cooperation on national and local level in matters of gender-based and domestic violence (including sexual violence). We have improved our awareness, knowledge and rehabilitative interventions with persons who are suspected or have committed an act of gender-based and domestic violence or are victims of this kind of violence.

**by Mr. Žilvinas Miliauskas**

Despite significant legislative progress in Lithuania over the last 10 years, including the adoption of several key sub-statutory acts regulating work with violent individuals, facilitating their removal from a close environment, or tightening accountability, the number of domestic violence cases remains consistently high.

Probation Service is the main institution in Lithuania that allocates the most human resources to combatting gender-based violence. Although we focus on actively conducting behavior modification programs for perpetrators of gender-based violence and providing social assistance, the most attention should be given to inter-institutional collaboration. This approach would involve combining efforts for a specific case management scenario and providing the individual with all necessary support: separation from the environment where the crime occurred, addiction treatment, application of violence-specific behavior modification programs, reduction of social challenges, etc.

Another significant challenge when working with perpetrators of gender-based violence is their low motivation to change their behavior. The vast majority of domestic violence cases occur after the use of psychoactive substances. To acknowledge such behavior as a pattern, one must also admit to having an addiction. And that is usually not happening very easily.

In conclusion, Lithuania is on the right path by providing the necessary tools to institutions working with perpetrators of gender-based violence. However, we are only at the beginning of this journey, as the non-decreasing number of perpetrators reveals that we do not have a properly functioning system. For this reason, in the near future, we must concentrate on an inter-institutional collaboration model that would allow for shared responsibility for the individual who has erred, thereby providing them with appropriate assistance.

**by Mr. Fatih Güngör**

The current state of the Turkish probation system was examined, highlighting that the system aims not only to enforce criminal sanctions but also to fulfil legal and social functions aimed at reintegrating perpetrators of violence into society. In this context, it was stated that the implementation of structured sessions with specialist personnel, the 'Stop Now! Intervention Programme' for male offenders of violent crimes, the 'Stop Violence! Intervention Programme' for female offenders, along with anger management and similar social integration programmes, made significant contributions to preventing recidivism and strengthening social integration. Furthermore, the "Watch Out for Triggers! Individual Awareness Programme" developed for offenders who have committed crimes against sexual integrity, helps individuals recognise the cognitive and emotional processes that lead to criminal behaviour, identify risk factors, and prevent reoffending. Furthermore, the electronic monitoring system used in the enforcement of decisions aimed at protecting victims and society ensures that offenders are effectively supervised and monitored within the community, while the victim tracking system continuously monitors the victim's safety and protects them against potential risks.

Consequently, the probation system plays a role in combating violent and sexual crimes, both legally and in terms of rehabilitation and supporting public safety.

# Workshops

## Workshop A

### Good Practices: Clients in Probation-Based Rehabilitation Programs for Gender-Based Violence

by Mr. Jan Vrkoc

In Germany, perpetrator work is an important component in the prevention of domestic violence. To be effective, perpetrator work must be carried out professionally and take place in cooperation alliances. The speaker explains the development and professionalization of perpetrator work in Germany. From the founding of the Bundesarbeitsgemeinschaft Täterarbeit Häusliche Gewalt, which is the national umbrella organization for the work with perpetrators of domestic violence, to the development of national Standard for this work, to the qualification of specialists and the accreditation of member organizations. In particular, the most important framework conditions and contents of the perpetrator program according to the German Standard will be discussed.

by Ms. Saskia Pagell

Article 51 of the Istanbul Convention obliges member states to conduct risk assessment and risk management in cases of domestic violence. In Schleswig-Holstein, this was initially not firmly established, although women's services like women's shelters as well as crisis and counselling centres in particular had long been calling for it. Through an intensive, collaborative process, a high-risk management system was developed, which is today comprehensive and binding, supported and accepted by the involved institutions. Police, judiciary, youth welfare offices, women's support services and many more players are part of the implementation on site in networks and case conferences as well as of the interdisciplinary exchange that accompanies the process on the Länder level. In the meantime, the legal basis for counselling services for affected women, children as well as for perpetrators has been expanded and the possibility of electronic monitoring has been introduced.

Key conditions of success include communication on an equal footing, recognition of different perspectives and roles, giving time and space to criticism and concerns, working together in a spirit of partnership and the willingness to share knowledge.

## Workshop B

### Interagency Cooperation regarding GBV-related Probation Clients: Working Together for Better Results

by Mr. Jako Salla and Mr. Endika Biota

At the workshops two approaches for the work with GBV-related probation clients are presented.

The presentation from Estonia describes the approach to GBV as one of the priority areas of both probation service and criminal justice in general. The aims at probation are threefold: to protect the victim and prevent reoffending, to support

the change of the convicted person and to prevent the intergenerational impact of witnessing violence by children. The key part of the presentation focuses on Safe Cooperation Framework (TUKO) that is an interagency cooperation model that is supported by the probation law and that requires police, municipalities, prisons and other authorities to share information and work together with each other in order to prevent reoffending. Thanks to this framework the probation has required an important tool to reach its goals, and it is also a valuable mechanism for other parties. The framework supports not only data sharing but also real meetings with the aim of common assessment of the situation and a common risk management plan where each relevant participant has a role and duties.

The presentation from Basque Penalty Management Service explores the evolution and current state of alternative measures to prison. It offers a comprehensive overview of the strategies focused on community-based measures and inclusive approaches. Special attention is given to the Gakoa and Aldatuz programmes, specialised programmes for men convicted of gender-based violence, which allows them to serve suspended sentences and community works through structured psychological intervention. The session will examine the legal, institutional, and therapeutic aspects that support these alternative measures. By sharing practical insights and lessons learned, the presentation aims to dialogue on how probation can effectively address complex social issues while promoting reintegration and public safety. The discussion will also address the challenges ahead, including social awareness, professional training and the need for continuous evaluation and innovation.

After the presentations there will be also time for questions and discussion. The proposed discussion points focus on the separation of victim and perpetrator (the Spanish model) and the experiences of successes and pitfalls of interagency cooperation.

## Workshop C

### Restorative Justice and Victim-Centered Perspectives of GBV

by Ms. Edit Törzs

Gender-based violence might cause serious harm and – paradoxically - survivors sometimes need those responsible for the harms to be able to move forward. The workshop will look into the needs of survivors/victims of gender-based violence, and how restorative justice may answer those needs. The most common concerns about restorative justice in these cases, as well as its benefits will be explored. Participants will discuss how probation services and restorative justice services can collaborate on these cases and what are the consequences for probation clients.

by Ms. Marta Ferrer

In Catalonia (Spain) people convicted to a prison sentence under 2 years can see this sentence suspended under the obligation of following a rehabilitation programme in the community. In this case, the person is referred to the Probation Service that depends on the Department of Justice and Democratic Quality of the Catalan Government. A probation officer monitors and oversees the convicted person but, in the case of gender-based violence (GBV) offenses, the specific rehabilitation program is carried out by expert psychologists.

In the context of this specific program for addressing GBV, we incorporate virtual reality as an effective system for working on one of the main aspects addressed by the program: the perpetrator's empathy with the victim.

The intervention with immersive virtual reality glasses is based on the virtual embodiment of the user: an illusion is created that allows the brain to perceive the virtual body as real. The virtual reality scenarios take advantage of this illusion and place male aggressors in female bodies within the context of a scene of gender violence so that the aggressors can experience the situation from the victim's perspective.

## Short biographies of speakers

### Ms. Dina Nachbaur



Ms. Dina Nachbaur holds a PhD in Law, has a background in Sociology and possesses extensive professional experience in the field of victim protection. At the Ludwig Boltzmann Institute of Human Rights, she was responsible for projects on human trafficking and women's rights. From 2017 to 2018, she contributed to the first Austrian study on gender-based online violence against women and girls.

Since 2021, she has been a member of the management team at **NEUSTART – Probation, Conflict Regulation and Social Work**, where she is responsible for key areas of social work, in particular violence prevention counselling and electronic monitoring. She also teaches criminal procedure law, communication, and conflict management at the Faculty of Law at Sigmund Freud University. In addition, she is part of the trainer team for the qualification and further training of psychosocial and legal court assistance professionals.

### Prof. Kieran McCartan



Kieran McCartan, Ph.D. is a Professor of Criminology and Health at the University of the West of England, Bristol. Kieran has an extensive research and publication track record going back over 20 years on understanding and responding to sexual abuse, as well as trauma informed practice and criminal justice workforce development. Kieran has advised many national and international governments as well as organisations.

Kieran is the Chair elect of National Organisation for the Treatment of Abuse (NOTA), the chair of the CEP Expert group on Gender-Based Violence in Probation and a member of the board of the Risk Management Authority, Scotland.

### Dr. Berta Vall



Dr. Berta Vall Castelló holds a PhD in Psychology and is Professor at the Faculty of Psychology, Education and Sports Sciences (FPCEE) Blanquerna, Ramon Llull University. She is also Research and Development Coordinator at the European Network for the Work With Perpetrators of Domestic Violence (WWP EN). Dr. Vall advises the European Commission and the Council of Europe on gender-based violence and related public policies, and has contributed to workshops on

cyberviolence for the European Institute for Gender Equality (EIGE). She regularly trains professionals working with perpetrators, focusing on programme evaluation and outcome measurement. Her research aims to improve the effectiveness of perpetrator interventions, and she has contributed to numerous European projects, scientific publications, and international reports, including for UN Women, UNFPA, and GREVIO.

### Mr. Jan Vrkoč



Mr. Jan Vrkoč is a social worker, frontline professional and a lecturer living and working in Munich, Germany. He is a board member of the Bundesarbeitsgemeinschaft Täterarbeit Häusliche Gewalt (BAG TäHG), the federal association for the work with perpetrators of domestic violence in Germany, which developed a Standard for the work with perpetrators of domestic violence, endorsed by the German government. He is also a board member of the European Network for the Work With Perpetrators, WWP

EN. He has been working with perpetrators and facilitating groups according to the Standard for more than 10 years. His aim is to promote gender equality and prevent violence against women and children.

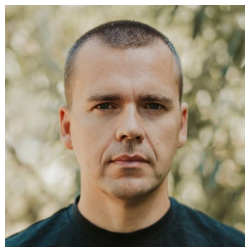
### Ms. Saskia Pagell



Ms. Saskia Pagell is Head of the Unit for Equality, Gender-based violence and Anti-Discrimination in the Ministry of Social Affairs of Schleswig-Holstein. With more than seven years of experience in this field, she specializes in the prevention of gender-based violence and has played a key role in developing the high-risk management system for domestic violence in Schleswig-Holstein. She holds a M.A. in History, Politics and Public Law and lives in Kiel.

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### Mr. Jako Salla



Mr. Jako Salla works as the Director of Probation at the Estonian Prison and Probation Service since the spring of 2023. Before that he was the head of Estonian Victim Support for 4 years which also included the responsibility for victim hotlines, women's shelters and sexual violence crisis centers. He has also worked as a strategy adviser for The Office of the Prosecutor General and at various positions in the field of criminal policy at Ministry of Justice.

During last decade in Estonia both DV and VAW have been declared to be state priorities in the field of criminal policy due to their high rates in Estonia and the great impact on criminality and reoffending. Jako has been an active participant in reforms both in policy and practice fields advocating joint action between authorities, development of needed services and provision of protection for victims and their families.

### Mr. Endika Biota



Mr. Endika Biota Piñeiro is a Basque psychologist who has over 10 years of experience working with people at risk of social exclusion. He started out working for an NGO, supporting people who were or had been in prison. He later expanded his work to include people experiencing homelessness and mental health issues. In 2021, he joined the Basque Penalty Management Service, where he worked, in addition to other functions, as a probation officer. He currently works as a psychotherapist in the

Gakoa programme, a specialised programme within the Basque Penalty Management Service in which gender-based violence offenders serve alternative sentences to prison.

### Ms. Edit Törzs



Ms. Edit Törzs is the Executive Director of the European Forum for Restorative Justice (EFRJ). She studied law in Hungary, where she later followed the PhD programme in the field of criminology. She also has a degree in European and French Law from Université Panthéon-Assas, Paris. From 2004 she worked for the Hungarian Probation Service and was responsible for the implementation of victim-offender mediation as part of the work of the probation service. In 2012 she moved to Belgium to join the team of

the European Forum for Restorative Justice. Since 2016 she is leading the team at the EFRJ. She is a trained mediator and facilitator of restorative conferences and studied also dance and movement therapy.

### Ms. Marta Ferrer



Ms. Marta Ferrer began her work experience as educator in a detention centre for young offenders in 1983. For 17 years, she worked in connection with the juvenile justice field, always in the Department of Justice in Catalonia (Spain). From 2000 to 2018, she was Head of the Department of Social and Criminological Research and Training in the Centre for Legal Studies and Specialized Training. Currently, she is Deputy Director of Probation and Restorative Justice.

During her career, she has participated in different European projects. From 2006-2011 she was member of the PC-CP in the Council of Europe. She also had been member of the board of different European organisations. From 2016 up till October 2022 she was a Board Member of the Confederation of European Probation (CEP) and in October 2022 she was elected Vice-President.

### Ms. Annie Devos



Ms. Annie Devos has acquired a large experience throughout her career in the field of prison and probation.

She has consecutively been prison governor (1988-1991), technical expert on prison policy for the Minister of Justice (1991-1995), seconded head of the department for policy and general affairs (1995-1997) and head of the department in charge of the individual inmates' file (1997-1999) at the Ministry of Justice. Afterwards, Annie has run

the Belgian probation department – called "Houses of Justice" – since its creation in 1999. At the time, the services depended on the judicial organisation and were then transferred to the services of the Ministry of Justice until late 2014. In 2015, the services were divided between the 3 linguistic communities due to the 6th State reform.

Annie has been appointed as Director-General for the Wallonia-Brussels Federation, which comprises the head office, the 13 local houses of Justice, the Centre for Electronic Monitoring and the Centre for Assistance to People concerned by any Radicalism or Extremism leading to Violence (CAPREV) and subsidises partner services in charge of offenders' and victims' support.

Annie Devos was successively President and Vice-President of the Council for Penological Co-operation (PC-CP) of the Council of Europe until November 2023, and she has been the President of the Confederation of European Probation (CEP) since October 2022. The Government of the Wallonia-Brussels Federation has appointed Annie as ad interim Secretary-General for its ministry in June 2025.

### Ms. Pia Andersson



Ms. Pia Andersson is a social psychologist and a social worker with master's degree at the University of Helsinki. She holds various professional certificates in Management and Leadership, Project Management, Communication and Performance for Leaders, Service Design, Assessment methods etc. She has a 30-year broad experience of probation work. Since 2012 she has worked as a Senior Specialist in the HQ of the Prison and Probation Service in Finland. Her previous positions are as a Deputy Director for a Probation Office, the Head Manager for the Assessment Centre, Senior Specialist in the Ministry of Justice and the Chief of Social Work Department in a municipality. At the beginning of the working career Pia worked as a Social Worker in the Probation Service and in the Prison Service.

Additionally, Pia is experienced in project management, electronic monitoring and international work. Since 2019 Pia has served as the CEP Board Member. She is the Chair of the CEP Technology Expert Group and a former member of the CEP Electronic Monitoring Group.

### Mr. Žilvinas Miliauskas

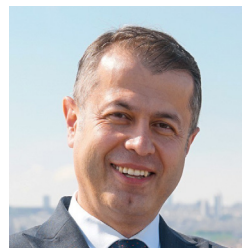


Mr. Žilvinas Miliauskas brings over 15 years of experience in the correctional system, having held various positions throughout his career. He began as a prison educator and currently, after 15 years of working in the field, he serves as an Advisor to the Director General at the Probation Service. His primary responsibilities involve revitalizing and implementing innovative probation initiatives, enhancing ongoing processes, introducing international best practices into Lithuania, and managing major international projects.

Žilvinas addresses HR and legal matters, support staff well-being through international project funding, and continuously work to improve organizational efficiency in all of the areas: resocialization, supervision, electronic monitoring, and HR policies such as work place motivation and working conditions.

Having worked eye-to-eye with offenders in the prisons for so many years, he has developed a genuine commitment to the mission of the system and a dedication to continuous learning and improvement in this field.

### Mr. Fatih Güngör



Mr. Fatih Güngör is a Judge currently acting as the Deputy General Director at the General Directorate of Prisons and Detention Houses, Ministry of Justice, Türkiye. He is responsible for foreign relations, human rights issues and projects. Mr. Güngör has a bachelor degree in Faculty of Law, a master degree in Institute of Social Sciences-Civil Law and continues his PhD in Institute of Social Sciences-Criminal Justice. His professional career started in 2005. After serving as a Judge for 6 years in various districts, he started his managerial career in 2011. Having participated in numerous national and international meetings, workshops, and conferences to date, Mr. Güngör has taken on responsibilities in the implementation of both local initiatives and several European Union projects.

### Ms. Jana Špero Kamenjarin



Ms. Jana Špero Kamenjarin is CEP Secretary General from September 2022. Prior to it, she was the Director General for Prison and Probation in Croatia and board member/vice president of CEP. She is a Master of Law and Master-Specialist in criminal investigation. As an International Consultant of the Council of Europe, she was involved in different activities regarding the development of probation services: workshops, round tables and projects. She is a regular speaker/lecturer at seminars and workshops regarding probation.

## CEP Awards

In 2016 the Confederation of European Probation established a Probation Awards Scheme to celebrate outstanding contributions to Probation. The first edition took place at the General Assembly in Bucharest in October 2016, and this is the fourth edition to the CEP Awards.

### Objectives

The awards scheme reflects CEP's vision - to contribute to safer communities by supporting the rehabilitation and reintegration of people subject to probation supervision and providing the best possible interventions to reduce re-offending and the impact of crime.

The Award Scheme aims to:

- Celebrate and recognize outstanding achievement in a range of probation settings
- Promote professionalism and excellence
- Foster good practice through dissemination of information about award winners
- Improve awareness of probation and stimulate publicity
- Encourage leadership and partnership
- Promote research and the sharing of professional knowledge
- Promote CEP values, and a commitment to diversity and human rights

### Categories

- **Rehabilitation and social inclusion (The Sue Hall Award)** – An award for effective rehabilitation and work which promotes social inclusion of probation clients.

- **Enhancing the profile of probation and promoting professionalisation** - An award for work raising the profile and public awareness of probation and for promoting the development of probation practice through the development of skills and training.
- **Probation Research** – An award for research which has had a demonstrable impact on probation practice and/or policy within the last five years.

The CEP Awards ceremony will take place during the Gala dinner on Wednesday 15th October 2025 in the Palace of Justice where the winning projects will be awarded. Highly commended projects will be published on the CEP website after the General Assembly. CEP will also disseminate it through its social media.

Projects that were not awarded will be kept on record for future contact and sharing opportunities.

CEP President, Secretary General and Board members would like to thank all CEP members for sending their proposals as well as for the positive work being developed. CEP is encouraging all its members to continue working on high quality probation services in Europe and to contribute to safer communities by rehabilitating and reintegrating people who have offended.

Scan the QR code for directions to the Palace of Justice:





# Vienna

Vienna combines imperial grandeur with vibrant cultural life. Few cities can boast such a well-preserved historic cityscape: from Baroque and Gründerzeit architecture to the Gothic St Stephen's Cathedral and the palaces of the Habsburg era, including Schönbrunn, the Belvedere, and the Hofburg. Along the famous Ringstrasse, the State Opera, the Museum of Art History and Natural History, the Burgtheater, the Parliament, and the Town Hall line one magnificent boulevard.

Vienna is also a city of atmosphere – from its coffeehouse culture and world-famous Donauwalzer (Danube Waltz) to the unique blend of Gemütlichkeit (cosiness) and the occasional Grant (grumpiness). Not without reason, it regularly ranks among the world's most liveable cities.

## Sightseeing Tour

Conference participants are invited to discover Vienna on a guided sightseeing bus tour on **Wednesday, 15 October**. Approximately **15 minutes** after the end of the conference, we'll meet at the reception and go together to the tour's starting location. The tour begins at **4:30 p.m.** and ends around **6:00 p.m.**

Starting and ending at Westbahnhof, the route showcases highlights of the Ringstrasse and beyond. Key sights include the State Opera, the Museum of Art History and Natural History, the Burgtheater, the Parliament, the Vienna City Hall, and the University of Vienna.

The tour continues past the Danube Canal, the Giant Ferris Wheel, and St Francis of Assisi Church, before taking in the Belvedere Palaces, the Museum of Military History, and St Charles' Church. Schönbrunn Palace, one of Vienna's most iconic landmarks, also features on the route, offering a glimpse of imperial splendour.

source: <https://www.austria.info/en-gb/cities-and-places/vienna/>

## This image shows a full page of white paper with horizontal dotted lines. The lines are evenly spaced and run across the width of the page, providing a guide for handwriting practice. There are no margins, text, or other markings on the page.

**CEP survey** - Scan the QR code below to share your feedback with us.



**EU survey** - Scan the QR code below to provide feedback for the EU project.



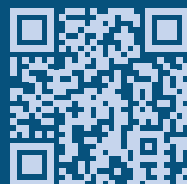
Reference of the project: **101200208**  
Type of activity: **Awareness-raising**

The new CEP website is live, redesigned to make it easier for you to find the latest news, events, and resources in European probation.

Visit [www.cep-probation.org](http://www.cep-probation.org) or scan QR code on the next page and explore what's new!

CEP is the Confederation of European Probation. It aims to promote the social inclusion of people who have offended through community sanctions and measures such as probation, community service, mediation and conciliation. CEP is committed to enhance the profile of probation and to improve professionalism in this field, on a national and a European level.

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Confederation of European  
Probation

## Upcoming events

### **Final conference for CoPPER Erasmus+ project**

6 November 2025 in The Hague, The Netherlands - *Registration deadline: 21/10*

### **CEP & EuroPris Workshop on Transition from Prison to Probation**

2-3 December 2025 in Barcelona, Catalonia-Spain - *Registration deadline: 17/11*

## SAVE THE DATE

**Workshop on Caseload and Workload** – Spring 2026

**CJFE Summer Course** - Summer 2026

**Workshop on Alternatives to Detention and Technology** – Autumn 2026

**Training exchange for DG & senior managers** – Autumn 2026

**14th Electronic Monitoring Conference** - Autumn 2026

## Find us on social media!



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