

# Reducing Risk of Gender Based Violence


In workplace, through programming, and within services and activities



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The image features a dark, textured interior space, possibly a cave or a rustic building. A bright, rectangular opening in the distance reveals a person standing in a doorway, silhouetted against the bright light. The person appears to be holding a long object, possibly a staff or a weapon. The overall atmosphere is mysterious and somber. Overlaid on the right side of the image is the text "What is Gender-Based Violence" in a large, bold, white sans-serif font.

# **What is Gender-Based Violence**

# An Overview



- **GBV happens in every country and every cultural/religious context.**
- **GBV happens to old, young, men, women, rich, poor, religious, non-believers, alike.**
- **The frequency and severity of GBV increases in emergencies— including conflict, natural disaster, and displacement.**
- **All humanitarians have an obligation to prevent GBV, as established by the IASC and UN Secretary General**

# Defining GBV

- It roots in the communities' expectations of a man or a woman
- Culturally influenced

***“Gender-based violence is an umbrella term for any harmful act that is perpetrated against a person’s will, and that is based on socially ascribed (gender) differences between males and females”***

***IASC, Guidelines of GBV in Humanitarian Settings,  
2005***

# Statistics on Gender Inequality



- 70% of adults living in poverty (less than \$1/day) are women
- Women are less likely than men to work in the formal sector
- Women represent more than two-thirds of the world's illiterate
- Women hold only 15% of elected parliamentary seats globally

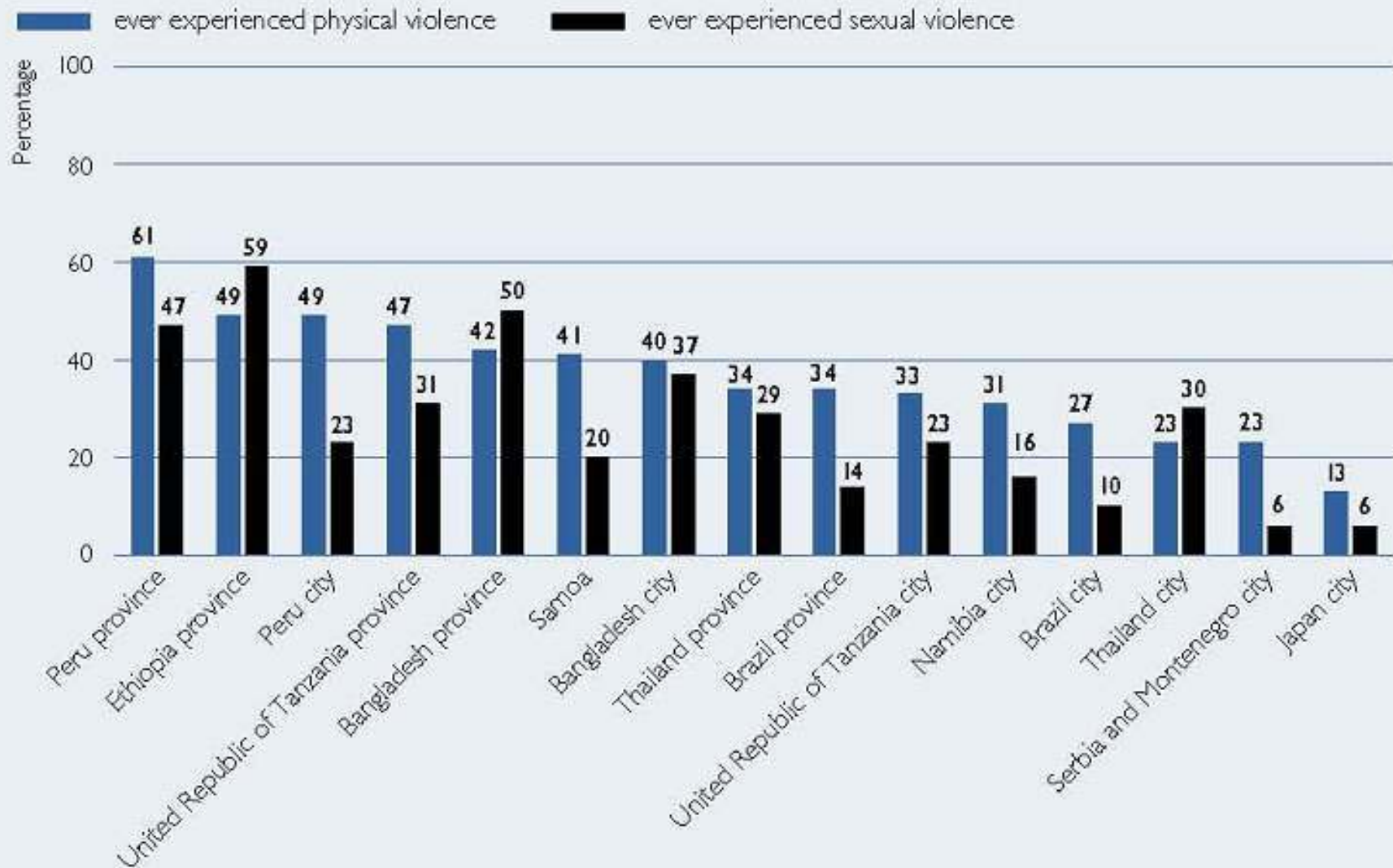
# Sexual Violence

Every 98 seconds  
an American is  
sexually  
assaulted.

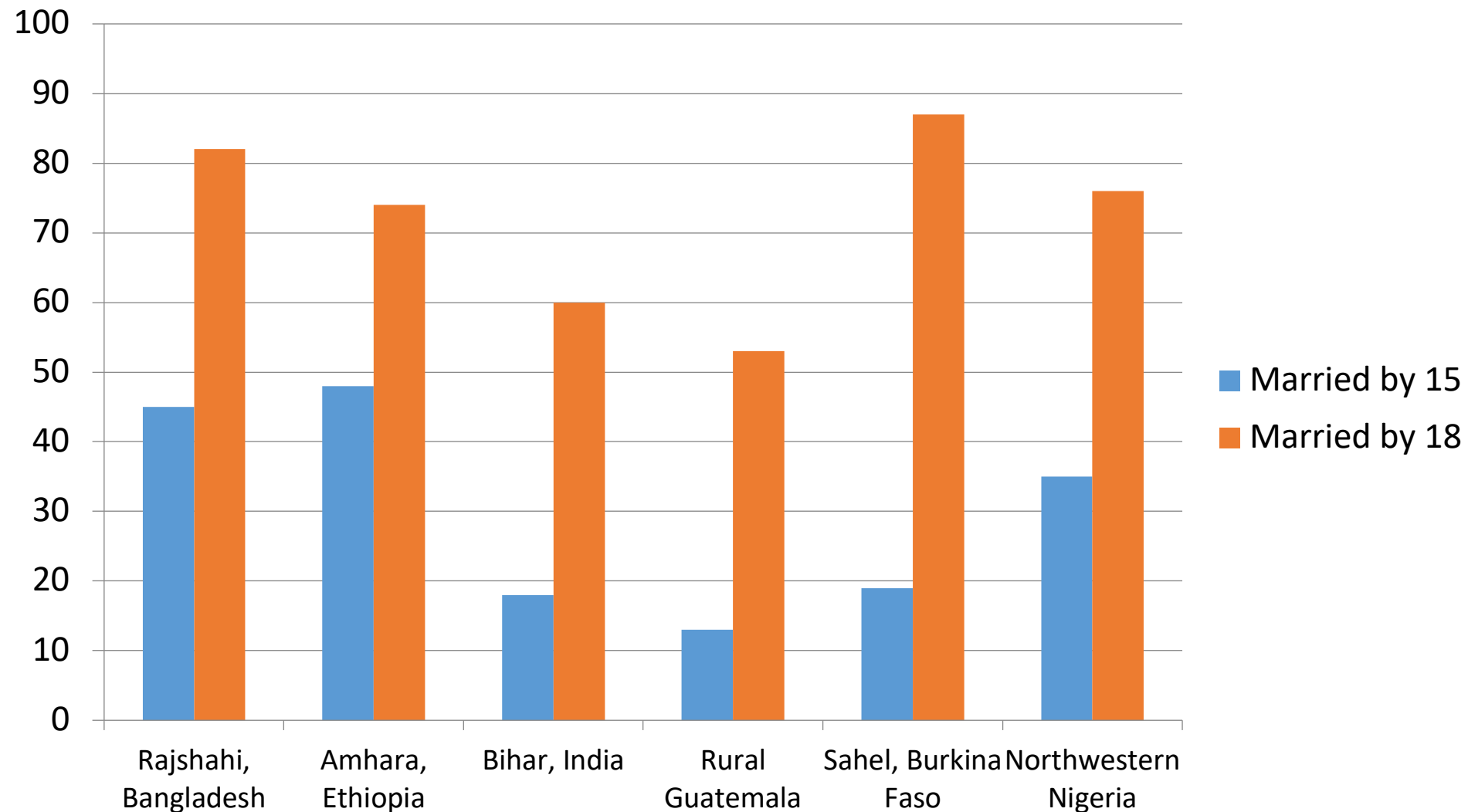
1 in 5 women  
1 in 71 men  
will be raped at  
some point in  
their lives

8 out of 10 survivors  
of rape knew the  
person who sexually  
assaulted them

# Domestic violence - Women



# Early Marriage - Girls





# Sexual Harassment in the Workplace

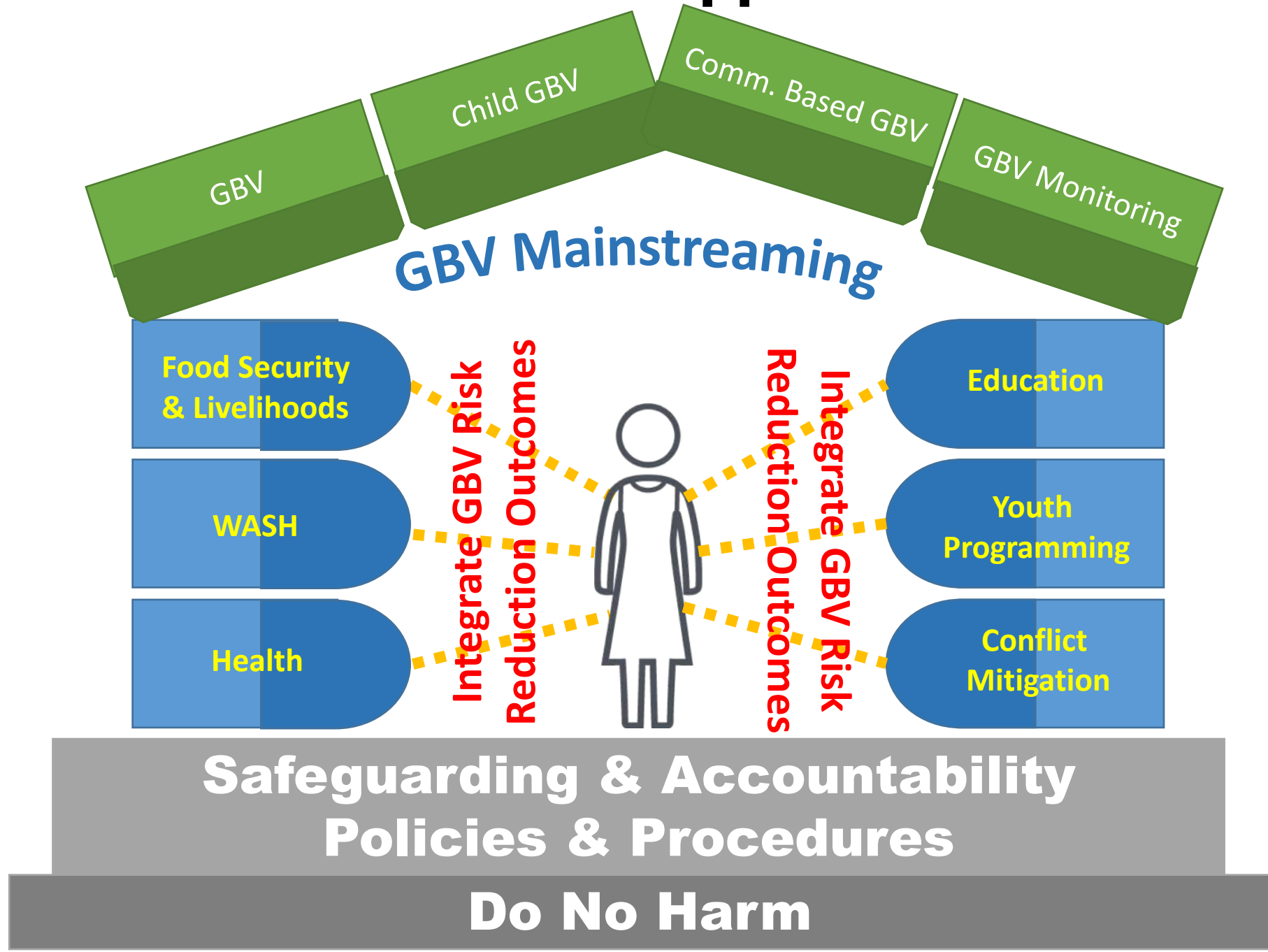
*At least 1 in 4 women experience sexual harassment in the workplace and in some reports, it is as high as 85 %*

*75% of harassment survivors experienced retaliation when they reported it.*

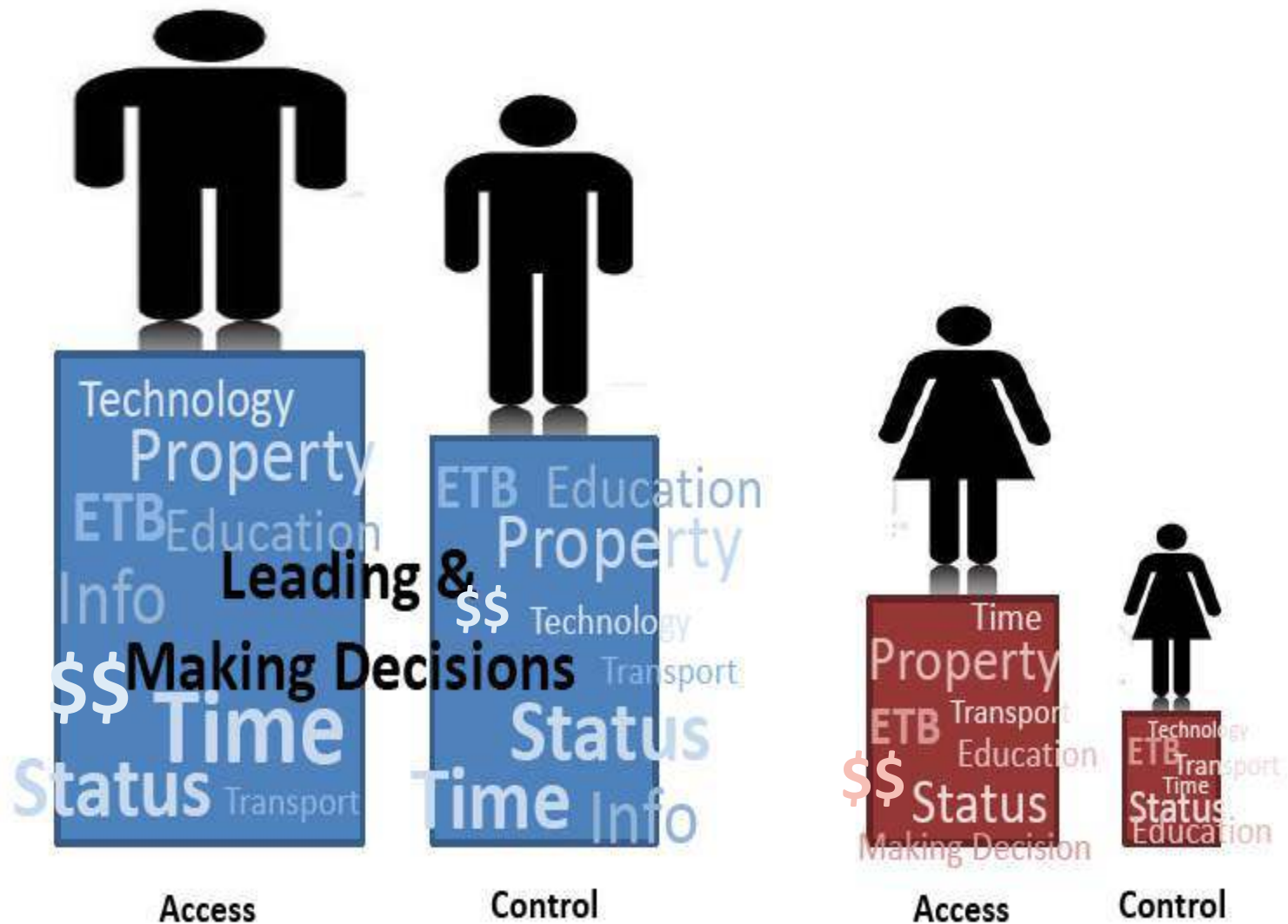
*87–94% of employees experiencing harassment do not file a formal complaint.*

# **GBV Prevention**

# Holistic Approach

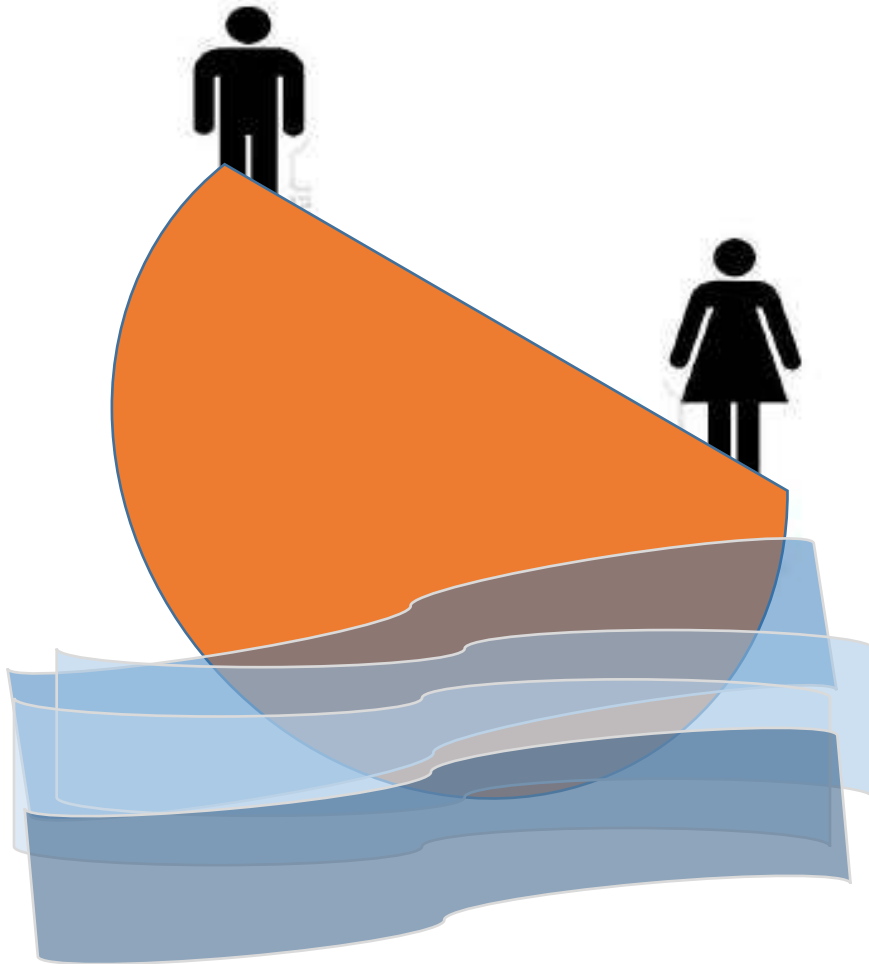


# Gender Power Dynamics

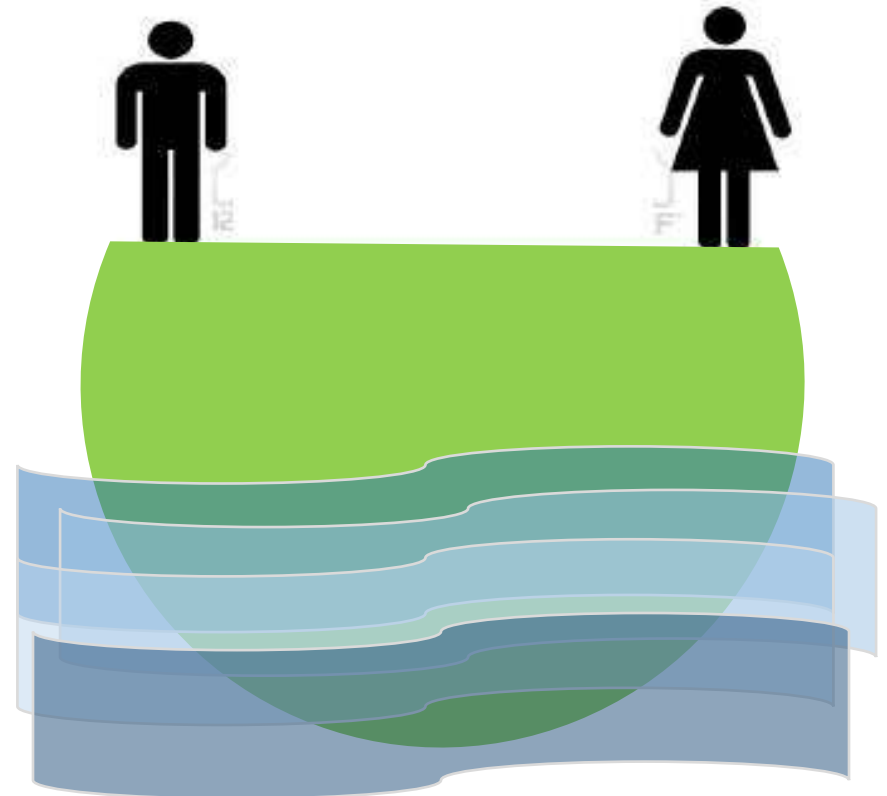


# Gender Power Dynamics

- Status Quo



- Healthy Balance



# Unpacking Internal Practices and Programming

## GBV in Programming

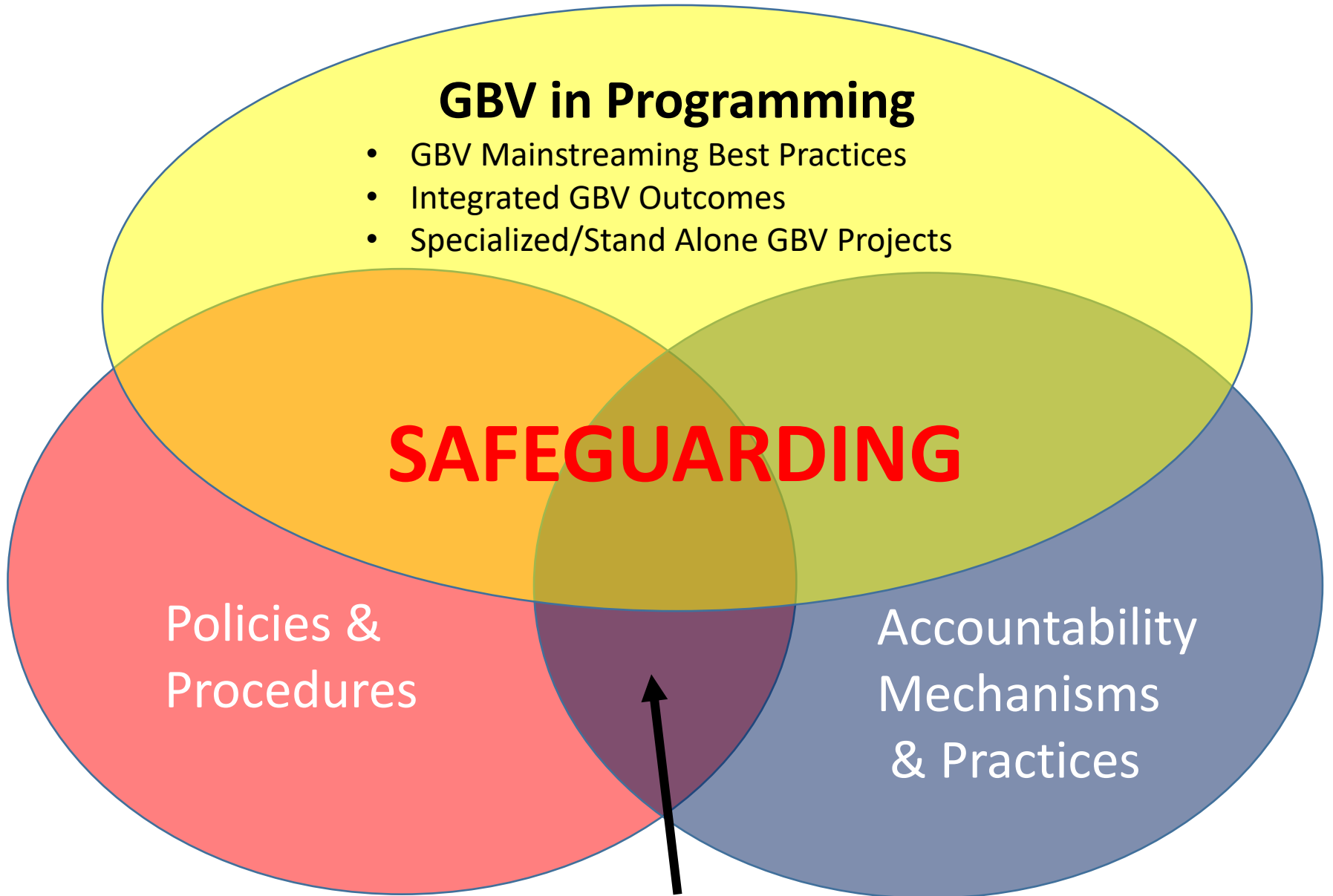
- GBV Mainstreaming Best Practices
- Integrated GBV Outcomes
- Specialized/Stand Alone GBV Projects

## SAFEGUARDING

Policies &  
Procedures

Accountability  
Mechanisms  
& Practices

Violation Reporting & Investigation Procedures



# Internal Practices



**Safeguarding & Accountability  
Policies & Procedures**

**Do No Harm**

# **Setting parameters**

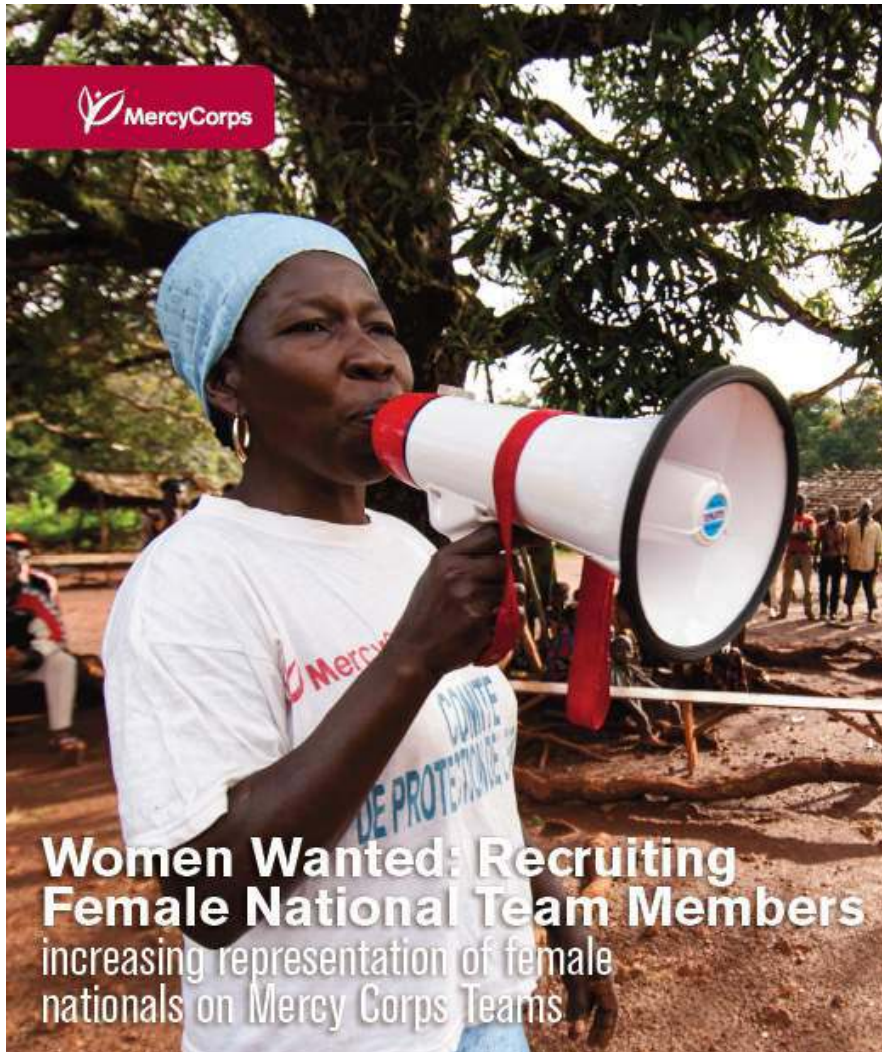
## **Safeguarding Policies & Procedures**

- **Codes of Conduct**
- **Child Safeguarding Policies & Procedures**
- **Child and Vulnerable Adults Protection & Prevention of Sexual Exploitation and Abuse Policy**
- **Ethics Complaints & Whistleblowing Policy**
- **Anti-Bribery Policy**
- **Anti-Corruption Policy**
- **Recruiting Female Team Members**  
(Gender Advisor & HR)

**Focal Point:**



# Recruitment and Retainment



- Intentional Hiring Practices
- Align benefits for retainment
- Support and Mentoring
- Accountable Practices
- Jumpstart change



# Prevention in Programming

## GBV Mainstreaming



**Safeguarding & Accountability  
Policies & Procedures**

**Do No Harm**

# Intentionality: Sex & Age Disaggregated Data



	0-5	6-9	10-14	15-19	20-24	25-34	35-49	50-64	65+
Male									
Female									



# Gender & GBV Risk Analysis

Talk to women and girls

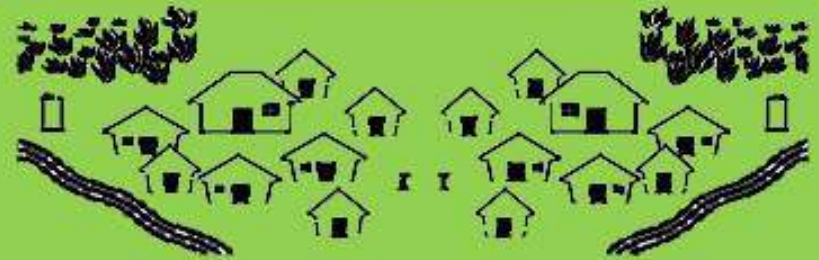
- Access and control of resources and time
- Opportunities and Challenges
- Safety: Map safe and unsafe areas in relation to their daily routines
- Links to Support networks
- Identify positive coping
- Safety is relative



# GBV Risk Analysis: Where are at risk to different beneficiaries



**The delivery of support**



**Physical layout**



**All cohorts fully engaged  
PARTICIPATION**



**Social practices / Daily tasks**



**The dissemination of information  
and awareness**



# Safety throughout the program cycle

## Pre-Deployment

- What are the known safety issues affecting adolescent girls?
- Who is on the ground working in child GBV and GBV already ?

## M&E

- What is the purpose of the data we are collecting?
- Is girls' safety a topic to monitor & evaluate?
- Are we using the most appropriate staff to collect the data and are they trained @ safety including translators?

## Assessment

- What is the purpose of the assessment ?
- Are we reaching out to girls and do we include questions around their safety? Are the questions of safety relevant to the work we plan to do?
- Are we scanning the area?
- Are we making sure every one is trained to mitigate sensitive topics that arise, including translators
- Are we assessing what services are locally available to refer a survivor seeking help

## Implementation

- Have we hired the most appropriate staff to work with girls?
- Are we regularly talking with girls about their challenges?
- Are we working as partners with their gatekeepers?
- Do we routinely do safety audits and safety assessments to monitor the evolving safety concerns?

## Design

- Is safety a part of the goal and objectives of the project?
- Are we incorporating activities to improve safety?



# Women and Girls' Empowerment & Voice



- Effort in intention
- Safe spaces
- Mentors
- Enabling environments
  - Map and work with gatekeepers
  - Work with men and boys
  - Work with stakeholders
- Strengthening Capacities, Networks, Assets and Agency

# Modeling the Positive





# Feedback:

## Community Accountability Reporting Mechanisms



**MERCY CORPS**

**3assama3**

MEERCY CORPS IS LISTENING

If you have concerns, recommendations, questions and opinions regarding:

- Behavior of Mercy Corps staff, contractors, consultants, volunteers, and local partners;
- Mercy Corps' and local partners' activities, events or services.

This may include, but is not limited to:

- Sexual advances towards children or community members;
- Direct violence and threats against children and community members;
- Activities placing children or community members at risk of violence and exploitation;
- Discrimination against or exclusion of groups or persons from services or assistance they have the right to receive;
- Financial misconduct (i.e. bribes, payment for false services);
- Potential adverse impact of Mercy Corps' activities on the community;
- Dissatisfaction with the quality of Mercy Corps' programs;
- Requests for specific information and assistance.

Are there any issues or concerns, not mentioned above that you would like to share with us?

**WE WOULD LIKE TO HEAR FROM YOU!**

Share your concerns, recommendations, questions and opinions by:

Drop off complaints in the 3assama3 boxes available in all Mercy Corps' offices and centers

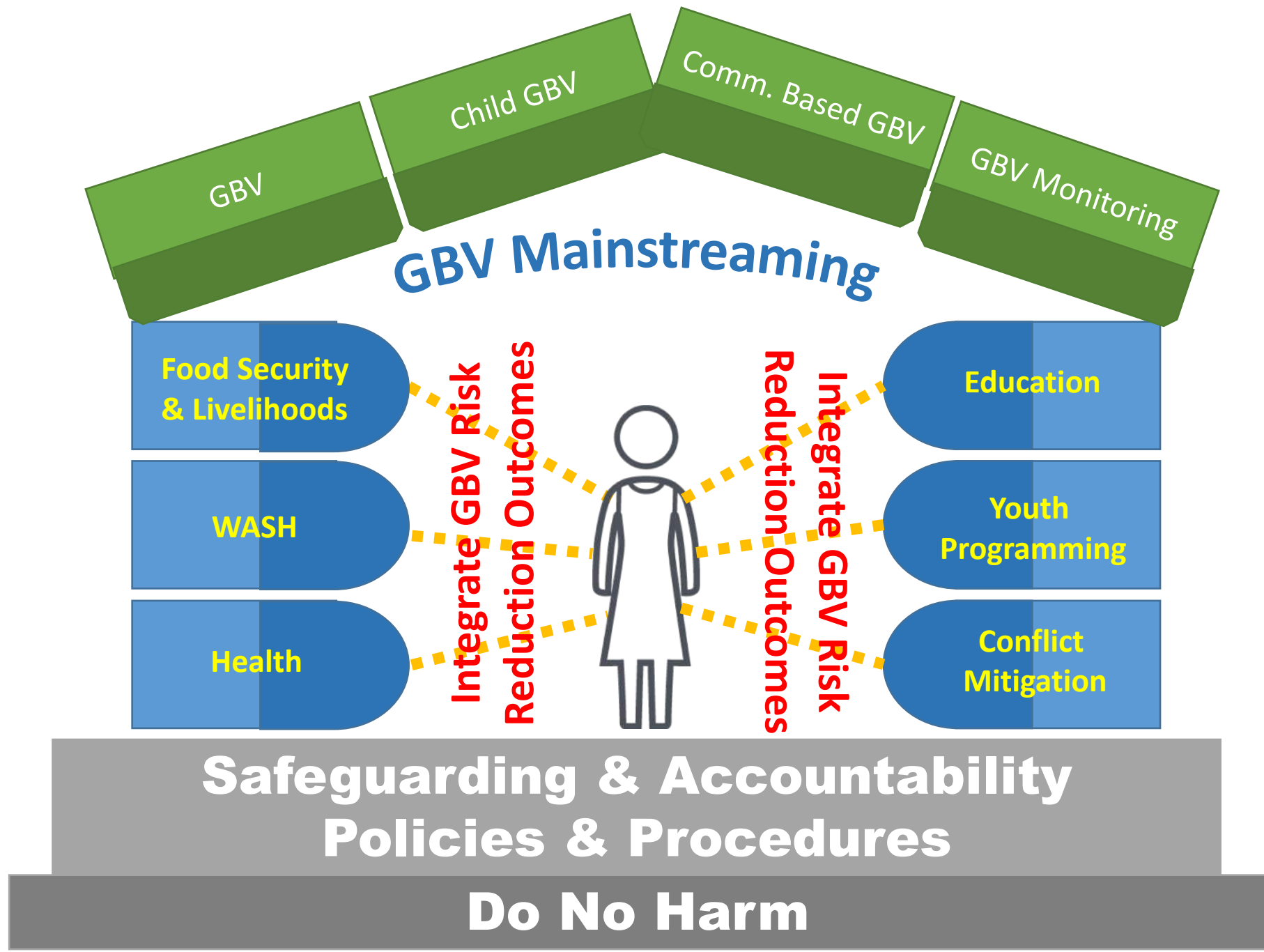
Contacting Mercy Corps Focal Points on the following hotline numbers:

BEIRUT/MOUNT LEBANON:	81-750 100
SOUTH:	81-750 200
TRIPOLI:	81-750 300
BEKAA:	81-750 400

or by Emailing

[lb-3assama3@mercy Corps.org](mailto:lb-3assama3@mercy Corps.org)





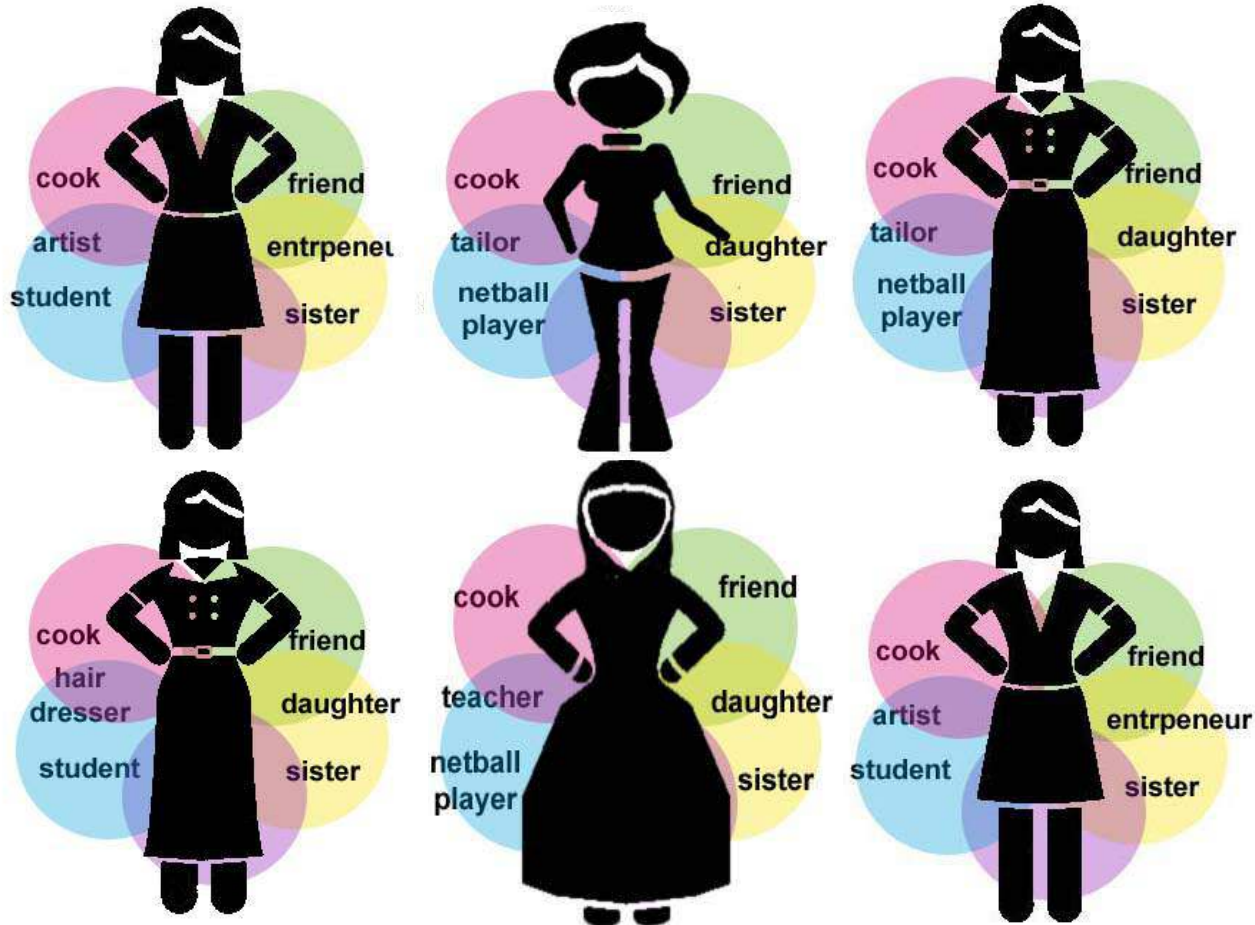




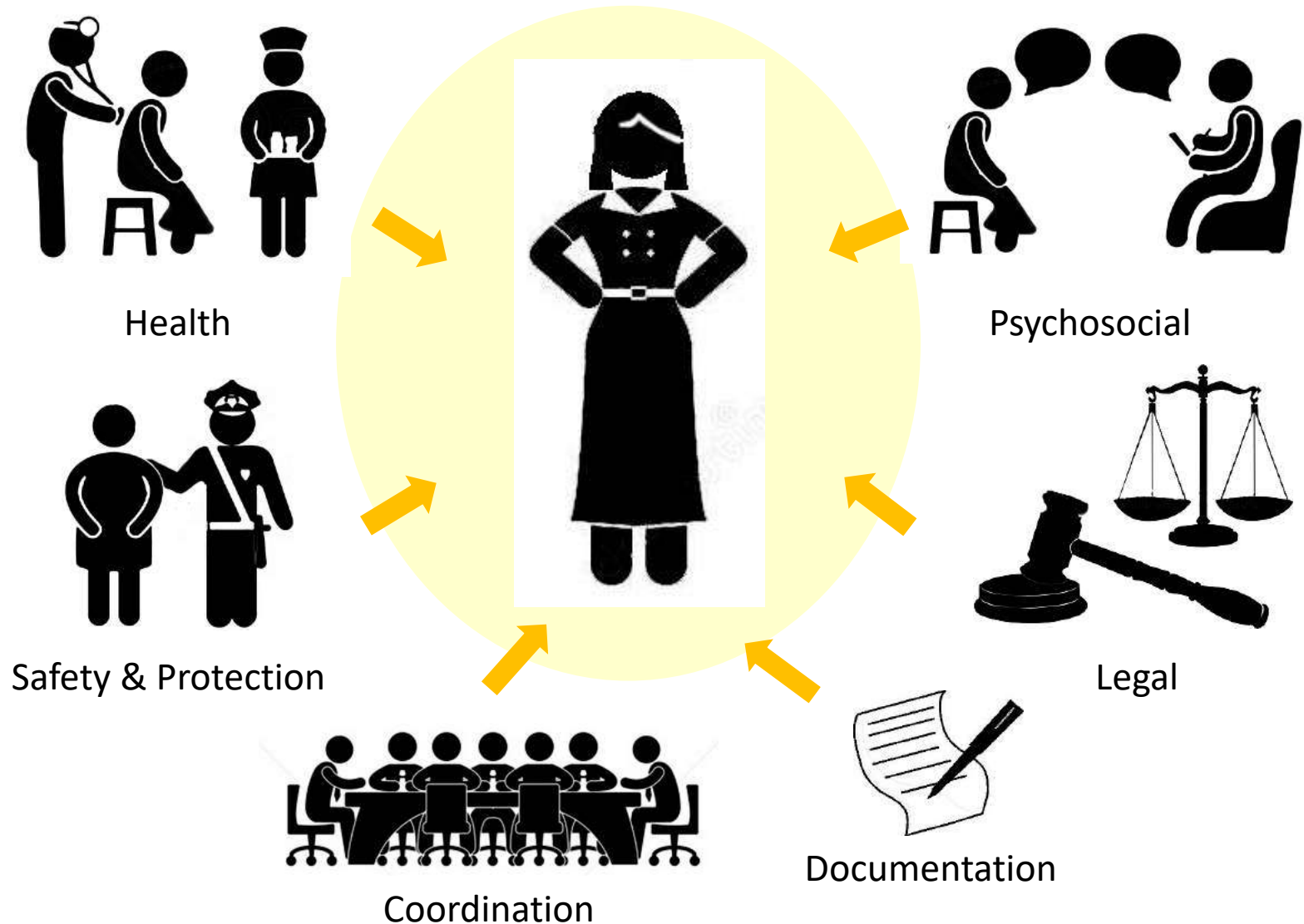
# **GBV Response**



# How do we know someone has experienced GBV?



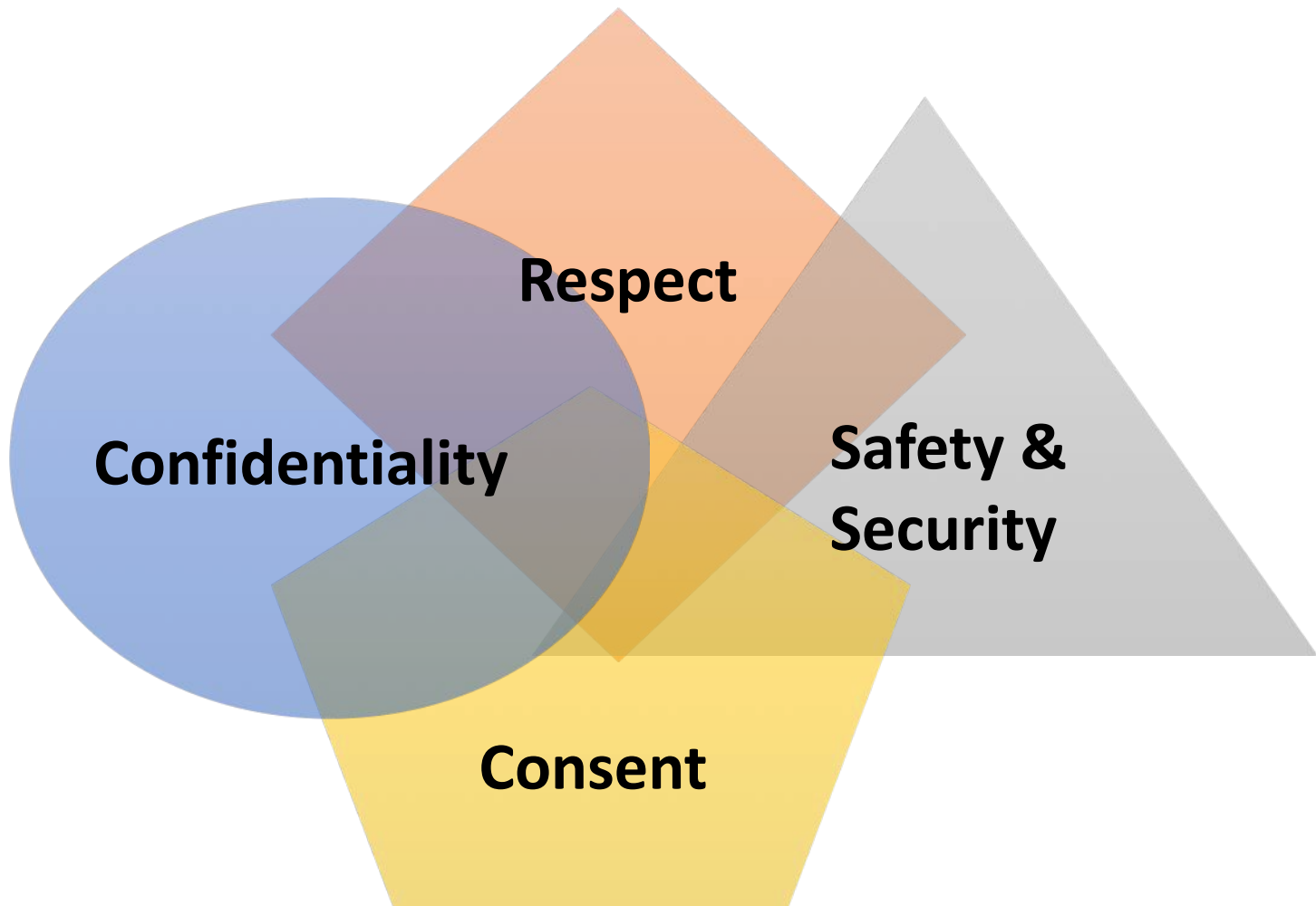
# Survivor Centered Approach



# Survivor's worries



# Guiding Principles

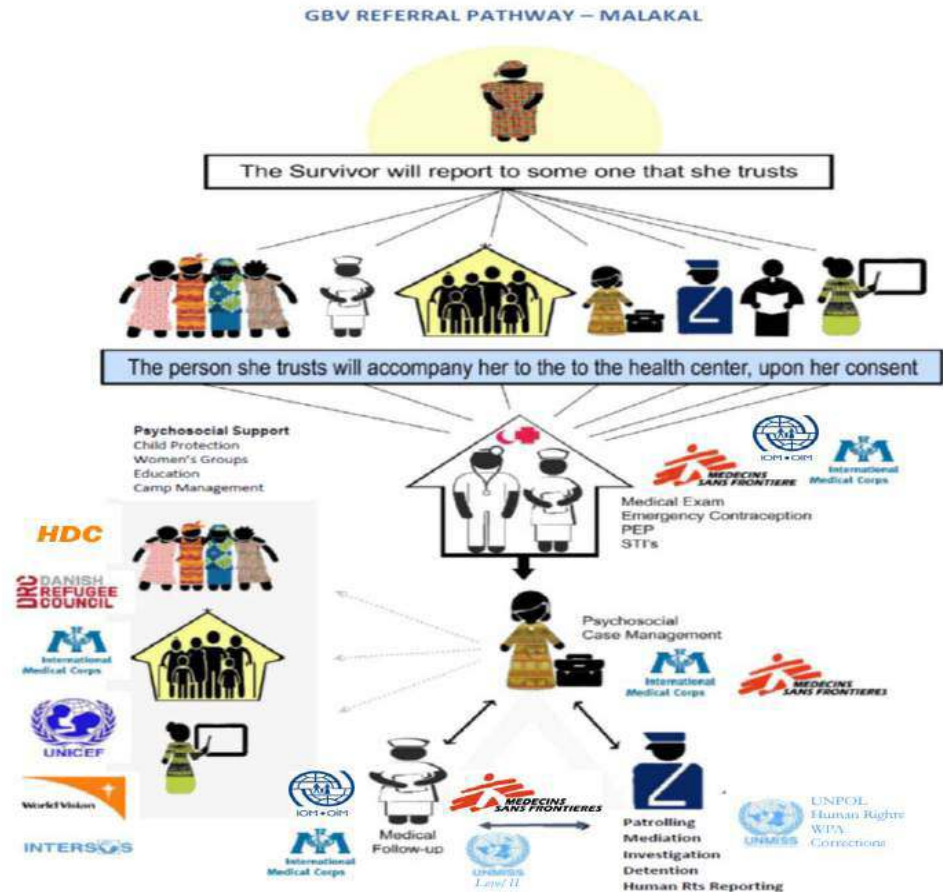




# Be Prepared: service mapping and the referral pathway

How to support survivors of gender-based violence when a GBV actor is not available in your area

A STEP-BY-STEP POCKET GUIDE FOR HUMANITARIAN PRACTITIONERS



# **Be Prepared: Train staff in Listening Skills / Psychological First Aid**



# Accountability of SEA

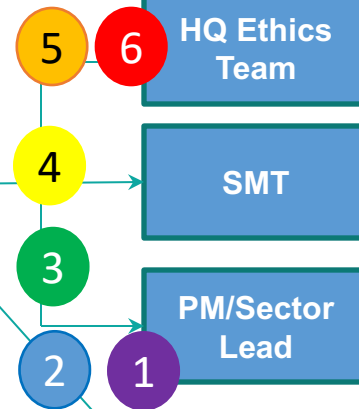
## Feedback Mechanism



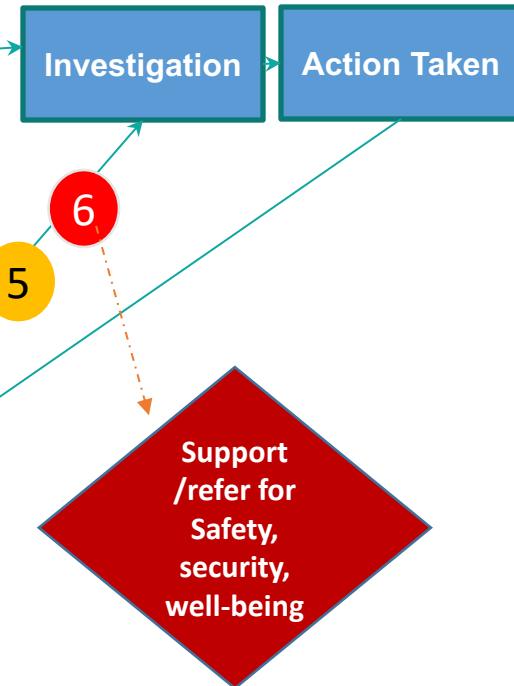
## Processing



## Responsibilities



## Action/redress



- 6 Sexual Misconduct
- 5 Financial corruption
- 4 Violation of Cod of Conduct
- 3 Dissatisfaction
- 2 Vulnerable - urgent needs and support
- 1 Program Quality

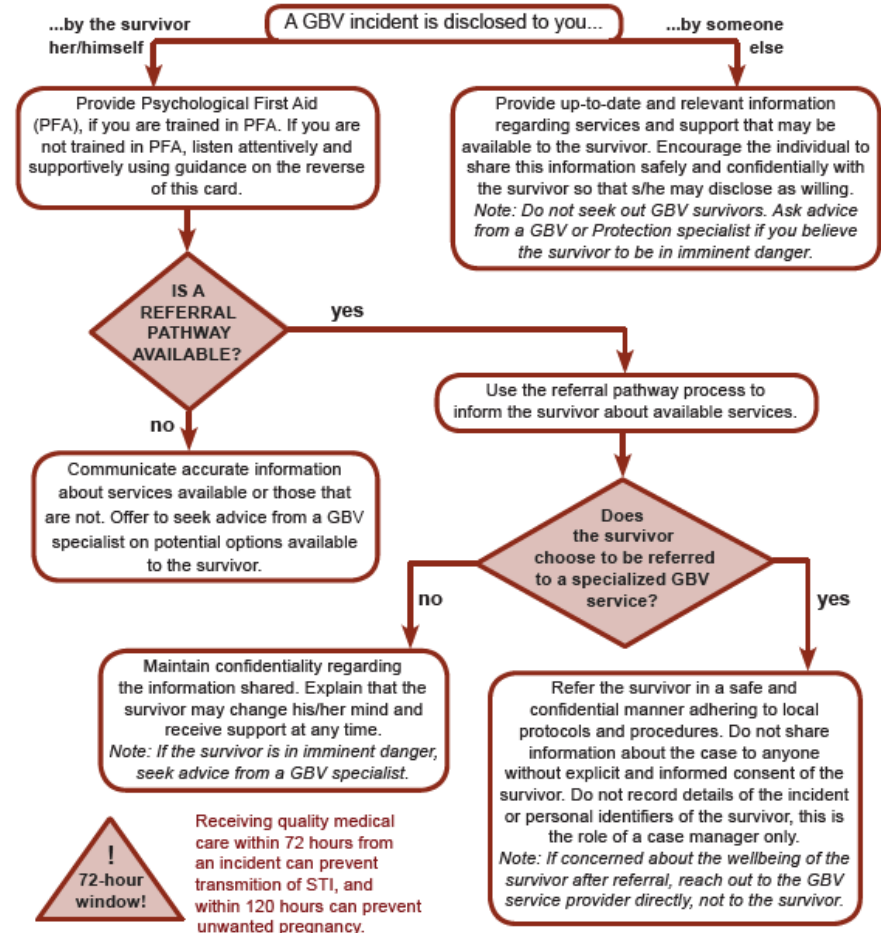
FP= Focal Point  
SMT=Senior Management Team  
PM= Program Manager



# Sexual Abuse & Exploitation and Sexual Harassment in the Workplace: Survivor Support and referral



## SAFELY AND ETHICALLY RESPONDING TO A GBV DISCLOSURE



# Psychosocial Needs & Response



# Reconnecting: safe spaces

- Dedicated space for women and adolescent girls
- Access to information, networking and socialization
- Access to group psychosocial, life skills, educational and recreational activities
- Access case management services through on-site social workers:
  - Entry point for survivors to other services
  - Non-identifiable/greater security & confidentiality





# Sexual violence in the humanitarian sector



**We all have a role to play!**

**National Domestic Violence Hotline, USA**

**<https://www.thehotline.org/>**

**IASC GBV Case Management Guidelines,**

**[https://reliefweb.int/sites/reliefweb.int/files/resources/interagency-gbv-case-management-guidelines\\_final\\_2017\\_low-res.pdf](https://reliefweb.int/sites/reliefweb.int/files/resources/interagency-gbv-case-management-guidelines_final_2017_low-res.pdf)**

**Guidelines for Integrating GBV in Humanitarian Action,**

**[https://gbvguidelines.org/wp/wp-content/uploads/2015/09/2015-IASC-Gender-based-Violence-Guidelines\\_lo-res.pdf](https://gbvguidelines.org/wp/wp-content/uploads/2015/09/2015-IASC-Gender-based-Violence-Guidelines_lo-res.pdf)**

**PSAE and CARMS Training: <https://www.chsalliance.org/what-we-do/training/chs-alliance-approved-trainers-scheme>**

**Child Safeguarding: <https://www.keepingchildrensafe.org.uk/>**

**Sex and Age Matter: <http://fic.tufts.edu/publication-item/sex-and-age-matter/>**



# Q&A

