

Reducing Gender-based Violence and Enhancing Economic Autonomy for Women and Marginalized Communities: Building on Synergies to Achieve the SDGs

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Andrew Gibbs, *Health Economics and HIV/AIDS Research Division (HEARD), University of KwaZulu Natal, Durban, South Africa*

James L. Lang, *Advisor, Gender, Violence and Rights, UNDP, Bangkok Regional Hub, Thailand*

Key messages:

- Women’s economic empowerment is a central component of gender equality, justice, non-discrimination and human rights
- Women’s economic dependency on men not only undermines their social and political autonomy and human rights, but also places them at risk of gender-based violence (GBV).
- As interrelated components of gender inequality, GBV and the inhibition of women’s economic autonomy share many of the same antecedents and drivers.
- Overlapping work to reduce GBV and increase women’s economic empowerment can be framed as local level interventions with desired changes for individuals, households and their communities, and at the level of the enabling environment including laws, policies and institutional practices. A broad set of new SDG targets corresponds to these two levels.
- Some economic interventions with specific gender components have been proven to reduce GBV and HIV risk within the domain of the project site.
- Promising interventions for women’s economic empowerment and GBV prevention tend to focusing on economic components as well as gender transformation related to social and political empowerment.
- Women’s economic empowerment and GBV reduction needs to be tailored to specific contexts and populations, recognizing women’s diversities in terms of age and identities
- Women’s economic empowerment interventions to reduce GBV need to strategically plan the roles and responsibilities of men in such programmes
- UNDP, given its broad scope of economic empowerment programming, and it’s mandate to support governments in achieving the SDGs, has great potential to integrate GBV prevention into this portfolio to achieve a greater impact with multiple outcomes including reduced violence and increased social and economic empowerment.

Part One: Overview of Women's Economic Empowerment and Gender-based Violence

Women's economic empowerment, autonomy and the valuing of women's contributions to economies are critical for achieving gender equality, justice and rights. Women's lack of economic autonomy, including their ability to access labour markets and control productive resources, not only undermines their social and political autonomy and human rights; it also limits countries' economic growth overall (Kabeer, 2012).

The blocks to women's economic empowerment, freedom and rights are multifaceted; entrenched in macroeconomic policy, institutional cultures, customs, social norms and household practices. Seen as a whole, these blocks to women's economic autonomy are part and parcel of the larger system of gender inequality and social injustice. This inequality is buttressed through prevailing concepts of "what constitutes the economy" that are gendered. The prevalent and global entrenched framing of the economy undervalues or renders invisible what is considered feminine, including women's work, the care economy and the intrinsic value of the natural world. This common framing overvalues what is considered masculine – including the realm of production, paid labour and exploitation of the natural world. In other words, the ways in which economies are understood are skewed to oppress women and increasingly marginalized groups that hold differing views of the economy.

Gender based-violence is also a constituent part of gender inequality and social injustice and is used to uphold and reinforce gender inequality. Men's violence against women - and other forms such as racial, ethnic or homophobic violence, etc. – serve as instruments (or weapons) to keep systems of inequality in place. As such, GBV is at times employed directly to undermine women's economic empowerment – from economic violence and restriction of movement perpetrated by a partner, to harassment on the street and in the workplace for women who dare to join the working world of men.

There other specific interactions between GBV and economic empowerment. For example, a lack of economic autonomy often places women in relationships of dependency with men, which can increase their vulnerability to gender-based violence (Abramsky et al., 2011; Vyas & Watts, 2009). Men's use of violence against women, and the threat of such violence, undermines women's ability to participate in labour markets and therefore secure control of productive assets (UN Women, n.d.). Threat of violence restricts women's mobility, for instance they may be unable to move in certain public spaces, or at certain times, undermining their rights and economic autonomy. Moreover, for women who experience violence from an intimate partner, this may include significant control over decisions about where to go, alongside the significant health consequences of violence, including hospitalization and depression, all limiting women's ability to strengthen access to and control over resources (WHO, 2013).

As related building blocks of gender inequality, GBV and the inhibition women's economic autonomy also share many of the same antecedents and structural drivers. There is clear evidence that the lack of an enabling environment for women's economic autonomy, especially laws and policies, is linked to women's experiences of violence by men. A recent study by Heise and Kotsadam (2015) of 44 low and middle-income countries looking at macro-factors related to women's recent (past 12 months) experiences of **intimate partner violence** (IPV), found that in countries where legal frameworks did not support women's equitable access to land, property and other productive resources, women's experiences of IPV were higher (Heise & Kotsadam, 2015). Similarly studies in Tanzania, Nicaragua and India all demonstrate that where women own land they are much less likely to experience GBV (Grabe, 2010; Grabe, Grose, & Dutt, 2014).

On the other hand, women's economic empowerment, not only has the potential to strengthen economic growth, but also has the potential to support the transformation of inequitable gender relationships and reduce women's experiences of GBV (Kabeer, 2011, 2012), if programming and policy reform is sensitive to the issues. Where women's economic empowerment is conceptualised as overlapping with and programmed for women's political and social empowerment, the broader impact of reducing women's experiences of GBV can be achieved.

The evidence linking women's economic position and their experiences of IPV is mixed, but highlight how inequitable gender norms intersect with economic insecurity in shaping women's experiences of IPV. There is certainly evidence suggesting women's greater economic strength reduces their experiences of recent IPV, indeed the WHO's ten-country study on domestic violence found wealth was protective of recent IPV (Abramsky et al., 2011). However, a systematic review of evidence found that while in general higher economic status was protective of IPV, this was not always the case and depended on contextual factors including community gender norms and the educational level of the woman's partner (Vyas & Watts, 2009). Moreover, they also found that women's access to formal employment had mixed effects, in some cases increasing, and in some decreasing, IPV, highlighting the intersections of gender norms and economic autonomy for women in how they experience IPV (Heise & Kotsadam, 2015; Vyas & Watts, 2009). For example, working for cash is seen to increase a woman's risk of partner violence substantially more in settings where few women work than in settings where many women work (Heise & Kotsadam, 2015). This individual risk and protective factors are not fixed, and must be seen in fluid contexts where they interact with other variables such as social acceptability for violence, and measures of gender equality overall.

Inequitable gender norms also hinder women's access to labour markets and their control of economic resources over their lifetime and this impact begins from birth. Girls often receive less food than boys undermining cognitive development, and are less likely to be in school than boys (World Bank, 2012). Moreover, gender norms push girls into 'soft' subjects that limit choices in later life. For some girls, early marriage effectively ends education and girls' exclusion from education is a major factor undermining women's economic autonomy.¹ Once girls are married and/or have children, social norms can place women in homes and the care economy, less able to access public spaces and paid work. This is compounded by women's very real fear of sexual harassment and violence further limiting their mobility in public spaces.² Moreover, the ongoing devaluation of women's reproductive labour and childcare – the care

Definitions of Empowerment and Economic Interventions

Women's Economic Empowerment:

"A woman is economically empowered when she has both the ability to succeed and advance economically and the power to make and act on economic decisions. To succeed and advance economically, women need the skills and resources to compete in markets, as well as fair and equal access to economic institutions. To have the power and agency to benefit from economic activities, women need to have the ability to make and act on decisions and control resources and profits." (Golla, Malhotra, Nanda, & Mehra, 2011)

Economic Interventions: Economic interventions for women can focus on two areas. Firstly, at the individual/group level they can be on strengthening women's access to and control over individual resources. Secondly they can focus on creating and enabling environment for women, including policy and legislative reform around laws, policies and economic systems as well as transforming gender norms at the community and national level that restrict women's economic participation. (Golla et al., 2011)

¹ <http://www.girlsnotbrides.org/themes/education/>

² <http://www.unwomen.org/en/what-we-do/ending-violence-against-women/creating-safe-public-spaces>

economy - both undermines their ability to participate in the labour market directly, and also means they do not receive remuneration for their carework (Elson & Cagatay, 2000).

Men are central in shaping women's economic marginalization and supporting or hindering women's empowerment. Many men support or are complicit in unjust relationships and social norms that undermine women's economic autonomy, and men are overwhelmingly the beneficiaries of these norms (Heise & Garcia-Moreno, 2002). In addition, for some men, structural exclusion from the economic, social and political mainstream may be related to their use of GBV. For instance in the UN Multi-country Study on Men and Violence in the Asia-Pacific by Partners for Prevention, food insecurity, as a proxy for poverty, was part of a cluster of factors associated with men's perpetration of IPV (Fulu et al, 2013). Yet, there are opportunities to work with men, while simultaneously working with women. These include building on men's own experiences with marginalization to inspire empathy for women and ensure men support and enable women's economic, social and political autonomy (Jewkes, Flood, & Lang, 2014).

The two overlap at the macro level, where it is difficult to separate ending GBV from ensuring women's economic, political and social empowerment. These actions it all fall under the larger project of achieving gender equality, social justice and human rights for all. Conceptual frameworks for understanding the relationships among factors associated with GBV, such as the social ecological model (see "Re-thinking Financing for Addressing GBV"), are also applicable to factors shaping women's economic autonomy. In this paper, for purposes of simplicity, these factors are explored at the individual/relationship level for instance a woman's educational level, her own access to savings and so forth – and at the enabling environment level, with factors such as laws, policies and economic systems shaping broad access for women's economic autonomy. The new Sustainable Development Goals, especially the targets under Goals 1, 4, 5, 8 and 16, provide an excellent opportunity to delineate the individual factors and those that contribute to the enabling environment for women's economic empowerment and GBV reduction. (See Annex)

Part Two: Programming and Policy Responses

For simplicity, this paper focuses on two main policy and programmatic domains for building women's economic autonomy: interventions focused on the individual and relationship level and those focused on the institutional and policy levels. In other words, interventions focused on strengthening individual women's access to and control over resources, or interventions focused on transforming the enabling environment including institutional practices and social norms. Both domains of work are interrelated and required for long term change. In addition, strengthening women's economic autonomy without simultaneously supporting women's social and political empowerment risks increasing women's experience of violence. As such, the most effective approaches to reducing women's experiences of GBV through strengthening economic autonomy are naturally combined with economic empowerment with social and political empowerment.

To date, there is some evidence of effectiveness of approaches to reduce GBV through women's economic empowerment, including: 1) small group or community based interventions working with women to strengthen their economic empowerment combined with social and political empowerment; 2) cash transfers as part of broad-based social protection mechanism; 3) strengthening the enabling environment, with strategies such as policy and legal reform, which strengthen legal access to markets, but also promote productive sectors with significant levels of women's participation, for instance the informal sector and also engaging in macro-economic policy making (see Table 1).

Table 1: A sampling of programmatic and policy responses for economic empowerment and the reduction of gender-based violence

Small group or community-based interventions working with women to strengthen their economic empowerment	
Type of intervention	Objective
Group-based microfinance or village savings and loans associations (VSLA) combined with gender empowerment training	Support women directly to strengthen their economic and social positions, and thus reduce risk of violence and STDs
Group-based vocational training combined with gender empowerment training	Support women to access work/labour market and strengthen social position.
Group-based interventions, which also work with male partners and/or community leaders	Support women directly to strengthen their economic position and voice and increase acceptance and support by male partners and community leaders
Community mobilization for sex workers including claiming workers' rights	Support sex workers to claim their rights and build solidarity in the community
Social protection cash transfers: national or emergency cash or food transfers targeting households	
Cash transfers for poverty reduction and or child health and wellbeing	Beyond improving child health, can reduce women's experiences of violence if combine with gender components
Creating an enabling environment: legal and policy reform	
Macro-economic reform	Strengthening the economy where women are primarily engaged, e.g. informal sector
Strengthening women's access to land and inheritance rights	Transform laws and policies and support women to access these rights and productive assets; to lessen dependency on men and risks to violence
Safe cities, transport and work places	Ensure women's safety to move around communities to access work and safe, supportive work places

Economic interventions working with women

Many women's economic empowerment interventions have used women focused microfinance or village savings and loans associations (VSLA) to increase women's access to loans and savings (Ellsberg et al., 2015; WHO & UNAIDS, 2013). Other economic interventions include strengthening women's access to the labour markets through skills training broadly (such as getting and keeping jobs, writing CVs) or through training in particular jobs sectors, such as to be a hotelier. These are combined with gender/social empowerment components and are often group-based to ensure holistic approaches to women's economic empowerment.

Other approaches to women's economic empowerment have attempted to develop more holistic approaches. For instance, the collective mobilization of sex workers for HIV and GBV prevention has integrated economic empowerment in two first. First, by working with sex workers to strategically claim workers' rights, in so doing engaging in political and social mobilization and reducing sex workers' experiences of violence (Beattie et al., 2015). Second, as part of wider collective mobilization, sex workers have also been provided with smaller scale economic interventions such as microfinance and group-based savings and loans approaches (Odek et al., 2009).

While interventions are primarily targeted at women, some women's economic empowerment interventions have included men in programming, recognizing that without engaging men in women's economic, social and political empowerment, particularly in contexts of extreme male unemployment, women may face a 'backlash'. Strategies have included working with women's main partners around women's economic autonomy. Other approaches have worked more directly with young men at the same time as working with young women, recognizing this may be effective in contexts of high youth unemployment and lead to less resistance to women's empowerment (Gibbs, Willan, Misselhorn, & Mangoma, 2012).

Social protection cash transfers

Recently there has been growing interest in how broad based social protection programmes, particularly cash transfer programmes, can have multiple outcomes beyond only improving economic wellbeing and child health, while also recognizing their limitations in terms of meaningfully transforming relationships (Molyneux & Thomson, 2011; UNDP, 2015). In this regard, research has explored whether cash transfer programmes can have positive secondary outcomes of reducing women's experiences of IPV (UNDP, 2015).

In addition, there have been programmatic attempts to strengthen cash transfer programmes through integrating them with social empowerment programmes. In some countries and contexts cash transfer programmes have been made conditional on girls' school participation, which can be broadly thought of as a social empowerment programme (Sarah Baird, Ferreira, Özler, & Woolcock, 2013). While other programmatic approaches have harnessed cash transfers and worked either directly with women receiving cash transfers in groups, or with male partners of women receiving them.

Creating an enabling environment

There are a wide range of interventions that can be classified as working to strengthen the enabling environment for women's economic empowerment from the macro- to the community- level. At the macro-economic level issues such as trade-reform have significant impacts on women's working opportunities. At the country level, macro-policies such support for sectors with higher levels of female participation (e.g. informal sector, garment factories), or reform of social protection systems, all have the potential to support women's economic autonomy.

A significant amount of work has focused on challenging unjust ownership, inheritance and landownership laws to ensure women have equal access to and control over resources (Open Society Foundation, 2014). This includes law reform, but also a strong focus on implementation of these laws at the community level as there is often a gap between laws and implementation 'on the ground' (Open Society Foundation, 2014).

Another area of potential intervention to create an enabling environment for women's economic empowerment is around reducing the threats of sexual and physical harassment for women, both on the way to work and in work settings. Broadly, strategies to improve women's safety in cities and on transport are critical for supporting women's economic empowerment. Specifically in workplaces, interventions to reduce sexual violence including legal reform and strategies to implement are important. For informal work settings, a range of strategies to reduce sexual violence have been implemented such as secure storage (and sleeping) for hawkers.

Examples of promising programme approaches and/or areas of policy change

The majority of well evaluated interventions – in terms of their impact on reducing GBV for women – have been focused narrowly on strengthening women's economic empowerment through group-

based interventions and primarily evaluated in Africa. There exists less robust evidence in terms of reducing GBV or IPV of interventions from other contexts or on the impact of strengthening the enabling environment, although there is a wealth of programmatic experience on these approaches. In addition, the majority of evidence comes from relatively narrow focus on women 'in general' with little consideration of women's diversities, such as sex work, living with HIV, indigenous women etc. As such, while the evidence is described, the principles of practice embedded in these approaches are just as important to emphasize (see Table 2).

Economic interventions for women

There is a rigorous body of evidence about how combining small group economic and social empowerment interventions for women are effective in reducing women's experience of GBV (Ellsberg et al., 2015). In rural South Africa, the Intervention with Microfinance for AIDS and Gender Equality (IMAGE) trial provided robust evidence of this approach. Women in the IMAGE study participated in microfinance and received 10 gender training sessions and support around community mobilization. Using a cluster randomized control trial the evaluators found two-years later women who had been part of the intervention experienced 55% less IPV in the previous year than women who had not (Pronyk et al., 2006). In addition, there was no impact on IPV for women who only received microfinance (Kim et al., 2009), reinforcing the importance of combining economic empowerment with social empowerment. The IMAGE model has been replicated widely in South Africa and in other countries, with various adaptations also occurring.

Highlighting the importance of tailoring interventions to specific contexts and populations the Shaping Adolescents in Zimbabwe! (SHAZ!) initially used a similar approach to the IMAGE project - microfinance alongside gender training for adolescent girls. However, a pilot study found poor repayment rates and generally weak outcomes (Dunbar et al., 2010). Subsequently SHAZ! developed an mixed economic package including vocational training (many adolescent women chose hairdressing or secretarial skills), microgrants (to enable adolescent women to start businesses), alongside gender training. In a large evaluation they showed that two years later, adolescent girls who'd received the intervention experienced less sexual and/or physical violence (Dunbar, Kang-DuFour, Mudekunya, Lambdin, & Padian, 2014).

In India the collectivization of sex workers including claims around economic rights has been a central component of the Avahan project. In the Avahan approach sex workers are collectivized and work together to gain greater political, social and economic profile and autonomy. Such an approach has led to reductions in sex workers being raped and being beaten by non-partners such as clients and police (Beattie et al., 2015). Other approaches with sex workers have used microfinance, combined with wider social training and also seen reductions in violence, but the impacts of these approaches only apply to those directly involved (Odek et al., 2009).

A number of different approaches around women's small-group economic empowerment have worked to include men. The International Rescue Committee (IRC) in Burundi and the Cote d'Ivoire have run VSLA schemes for women and have explicitly sought to include women's male partner's through couples discussion groups focused on gender norms and violence. These have shown reductions in the acceptability of violence and where couples have attended more sessions, actual reductions in the levels of violence in a couple (Gupta et al., 2013). Fewer evaluations have formerly evaluated the impact of working more directly with men on economic strengthening and gender transformative interventions, although there is a significant focus amongst large agencies such as the World Bank on youth employment initiatives that include men. In South Africa the Stepping Stones and Creating Futures intervention works with young women and men in urban informal settlements through group-based activities. While only a pilot it showed a reduction in women's experience of IPV and improved gender norms and controlling behaviors for men (Jewkes et al., 2014).

Social Protection Cash transfers

While there are certainly recognized limitations of cash transfers as a form of women's economic empowerment – with many suggesting they reinforce gender relationships through primarily targeting women as carers (Molyneux & Thomson, 2011) – growing evidence, primarily from Latin America, suggests they may also have the potential to reduce women's experiences of violence (UNDP, 2015). A World Food Programme intervention with Columbian refugees in Ecuador provided a short-term (six month) food transfer to women, alongside a short nutritional training programme. The intervention showed that women experienced a significant reduction in moderate physical violence and physical and/or sexual violence (Hidrobo, Peterman, & Heise, 2013). Similar evidence of effect has been seen in the Oportunidades in Mexico (Bobonis, Gonzales-Brenes, & Castro, 2013). While in rural Kenya, the GiveDirectly programme gave short-term cash transfers to women and men and found that both transfers led to reductions in violence against women (Haushofer & Shaprio, 2013).

In Brazil the Bolsa Família Program is a national cash-transfer programme targeting the poorest households, which is primarily received by women. Promundo is developing a companion programme that works with men to mitigate the potential backlash of women's economic autonomy that cash transfers provide, through group-based training that works with men to support women's economic autonomy and empowerment.³

Cash transfers also have the potential to strengthen women's access to economic resources in the longer term through promoting particular health and education outcomes. In particular research suggests cash-transfers for girls school attendance can increase participation in schooling (Sarah Baird et al., 2013). In Malawi the Zomba cash transfer provided cash to the girl child and the family based on the girl's school attendance. The study showed significant improvements in attendance and a reduced HIV-prevalence at end line (S. Baird, Garfein, McIntosh, & Ozler, 2012). In South Africa girls and family similarly received cash conditional on a girl's attendance at school. While this study showed no impact on school attendance (it was already over 80%) or HIV-incidence, it did reduce girl's experience of IPV.⁴ (See UNDP background paper on "Re-thinking Finance for GBV programming" by Michelle Remme and James Lang for a further discussion on Zomba cash transfers).

Creating an enabling environment

There is little rigorous evidence – in terms of formerly evaluated research – on the impact on GBV and IPV of creating an enabling environment for women's economic empowerment, however there is significant programmatic evidence of what would be supportive of such approaches. At the macro-economic level, strategies to strengthen social protection access for women, including lobbying for reform of social protection systems to recognize women's specific needs and their contribution to domestic labour. In Albania for instance, UN Women worked with the Albanian government to reframe its legal framework to enable women to access state family subsidies, rather than just men. This enabled trafficked women, women filing for divorce and survivors of domestic violence to access social support.⁵

There has been a significant body of research around strategies to secure women's inheritance and landownership laws in Africa. ICRW published a compendium of strategies highlighting the NGO GROOTS' approach in Kenya to securing women's rights. GROOTS' approach includes training home-based carers to identify property grabbing, and providing support to take cases to local legal systems

³ <http://promundoglobal.org/programs/bolsa-familia-companion-program/>

⁴ Pettifor et al (2015) *Effects of cash transfer for the prevention of HIV in young South African women*. IAS 2015

⁵ <http://www.unwomen.org/en/what-we-do/economic-empowerment/macro-economics-policies-and-social-protection#sthash.74dBiSkL.dpuf>

(ICRW, 2013). ICRW identify GROOTS’ strategies as a promising approach for achieving women’s economic autonomy (ICRW, 2013).

There have been a number of large-scale strategies to support women’s safety both in the workplace and also to and from work. UN Women have been working on the Safe Cities campaign since 2010 to reduce sexual harassment and violence in public spaces, which has the potential to support women’s economic empowerment.⁶ More specific strategies include providing secure sleeping and storage spaces for informal workers, who often have to sleep where they sell. In Pakistan in 2010 the *Protection Against Harassment of Women at Workplace Bill* was signed into force, which was specific in outlining and criminalising sexual harassment in the workplace (Taylor, 2015).

Table 2: Key components of successful interventions to reduce violence against women

Gender transformative	As GBV is shaped by and used as a tool to maintain gender inequalities, effective interventions need to ensure they focus on transforming gender norms and relationships. This means not just changes to women’s economic empowerment, but complementary increases in voice and autonomy. In large reviews, gender transformative interventions show much greater success at reducing violence (Ellsberg et al., 2015).
Ensure adequate exposure to messages of change	For interventions to be successful in reducing violence participants have to attend a minimum number of sessions of a curricula (e.g. 70 percent) or have adequate exposure to messages of change. One-off sessions are unlikely to be effective in reducing violence. As such, ensuring active participation of those targeted is critical.
Strategically engage men and boys in change	Men and boys can support or hinder women’s economic empowerment. Considering how to engage them is crucial for effective women’s economic empowerment. Effective approaches to do this include working with men and boys to recognize the challenges they face in their lives, positive aspects of masculinity and building on their empathy to effect wider gender transformative change (Jewkes, Flood, & Lang, 2014).
Community-driven and based on local circumstances	Interventions that are top-down, eternally designed, and not resonating with the realities of people’s lives are unlikely to be successful at transforming gender norms and reducing violence. Working with communities from the ‘ground-up’ and using participatory and co-design approaches are much more likely to be well-received and lead to sustainable change (Ellsberg et al., 2015).
Recognize and programme for diversities	It is critical to recognize that communities are diverse along a range of axes and identities. Programmes that do not respond to and recognize these diversities among individuals are much less likely to be successful.

Part Three: Potential areas of UNDP programming and policy advocacy

3.1 UNDP relative comparative advantages to work in this area

Overall, UNDP’s programming is responsive to UNDP’s gender policy, which stipulates UNDP’s work should contribute to women’s empowerment and gender equality. UNDP and its partners implement significant programming in the area of women’s economic empowerment, livelihoods, and contribute to institutional strengthening policy enhancements and advocacy as part of the enabling environment for empowerment.

⁶ <http://www.unwomen.org/en/what-we-do/ending-violence-against-women/creating-safe-public-spaces>

Over the years this body of work has included a spectrum of actions framed by the three core UNDP areas of work, including: 1) poverty reduction and inclusive growth, 2) crisis prevention and recovery, and; 3) governance, including access to justice, legal frameworks, property rights. In addition, there has been a strong focus on economic empowerment of vulnerable groups of women, such as women living with HIV, women affected by emergencies or living in areas of at risk to climate change, indigenous women, etc. Overall, UNDP has key comparative advantages in terms of its wealth of experience in livelihoods programming in both stable and fragile contexts, in discrete women's economic empowerment programming including vocational training, micro-credit and increasing access to economic tools and opportunities, and policy areas including social protection, labour policy, land and property rights, and trade policy.

Underneath these broad areas the types and programming and policy support for women's economic empowerment has varied greatly according to the country context and community needs. From the global to the local level, UNDP has worked on engendering macroeconomic and trade policies, promoting safe workplaces and movement for women and gender responsive business practices (see for example, the [Empresas por la Igualdad de Género](#) in Latin American and the Caribbean). And a February 2016 search of the UNDP Global Environment Facility database using the keywords "women and livelihoods" under the "project outcome and outputs" category, produced 62 UNDP project currently under implementation or approved worldwide that have women's economic empowerment objectives along with those related to addressing environmental degradation, disaster risk reduction and resilience to climate change.

3.2 Examples of potential areas that UNDP can strengthen or support in the future.

The following are illustrative examples at the community and policy levels:

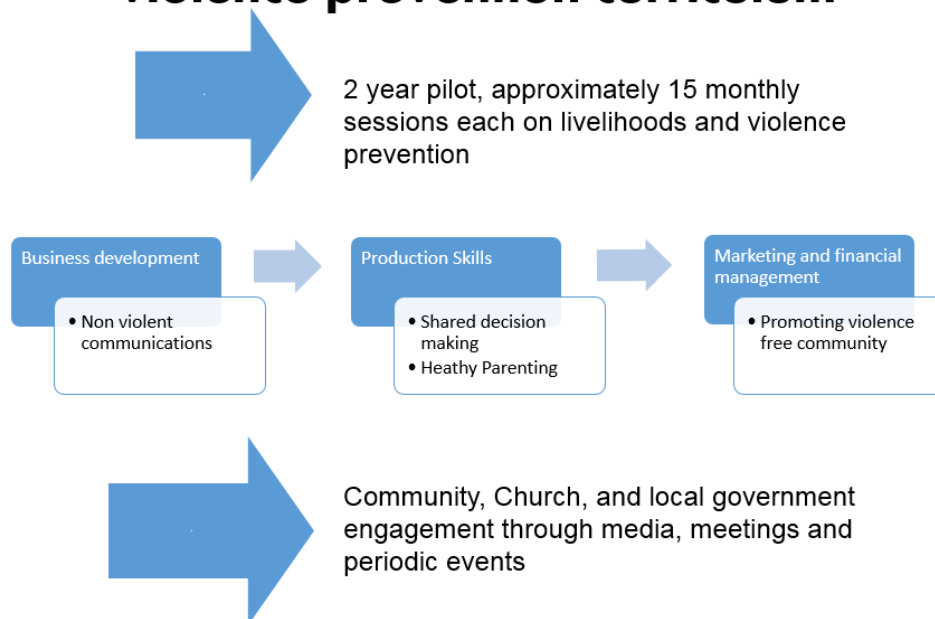
Integrating GBV prevention into existing livelihoods programming: an example from Indonesia

In the Sarmi District of Papua Province, Indonesia, UNDP has supported a successful women's empowerment/livelihoods project focused on coconut processing into soaps and oils. The project supplied equipment and convened women for a sequence of trainings on coconut processing, product development, marketing and business management skills. As the project grew, men started joining their partners in the work and at the trainings. The project increased cooperation within households - men collected the coconuts, women processed them into valued added products - and the whole family benefitted from the sales.

Based on these successes, and the recognition that GBV is a significant problem for many communities in Papua, the District Government wants to integrate GBV prevention into replications and scale up of the successful livelihoods project. For example, in addition to the existing livelihoods trainings, there will be a curriculum for couples focused on healthy relationships and positive parenting, non-violent communications and problem solving skills. This will be combined with the strengthening of local services for GBV survivors and broader community engagement (Figure 1). This project will provide technical assistance for the integrated livelihoods/prevention intervention, but the cost for the intervention itself will be covered by the District Government through local community development and autonomy funds. The Indonesian Ministry of Women's Empowerment and Child Protection (MoWECP) has also offered resources to convene the multi-sector dialogues at the provincial and national level to discuss the pilot, its results, and further multi-sector investment and scale up.

Integrated Livelihoods and Prevention in Sarimi District, Papua, Indonesia

Combining livelihoods training with violence prevention curriculum



Enhancing the enabling environment: promoting women’s land and inheritance rights

Section to be completed after Seoul workshop, cross referenced to A2J programme

Part Four: Defining and Measuring change

As programmes and policy work start to consider integrating and actively programming around preventing GBV, it is crucial that they also seek to plan to measure change. The primary objective is to reduce women’s experiences of GBV and IPV. However, assessing this can be incredibly challenging outside the context of rigorous research projects.

The current SDG framework can be readily adapted to frame work around integrating GBV

DFIDs Change Objectives

For DFID, progress in addressing VAWG through their economic development programming is measured under two key impacts:

- Women and girls in employment, trade, microenterprise and market places are free from violence
- Women and girls' increased economic activity and empowerment helps to reduce VAWG and protect women and girls

prevention work into economic empowerment programmes (Table 3). This enables key change priorities to be identified as specific SDG targets, and then linked to specific work objectives with clearly articulated results which are measurable. Moreover, it ties this to specific actions that UNDP staff can take to start the process of driving change.

Table 3 A sampling of SDG targets related to women's economic empowerment and GBV reduction

Goal 1: No Poverty

- Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable
- By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance\
- Create sound policy frameworks at the national, regional and international levels, based on pro-poor and gender-sensitive development strategies, to support accelerated investment in poverty eradication actions

Goal 2: Zero Hunger

- By 2030, double the agricultural productivity and incomes of small-scale food producers, in particular women, indigenous peoples, family farmers, pastoralists and fishers, including through secure and equal access to land, other productive resources and inputs, knowledge, financial services, markets and opportunities for value addition and non-farm employment

Goal 4: Quality Education

- By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university
- By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations
- By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development

Goal 5: Gender Equality

- End all forms of discrimination against all women and girls everywhere
- Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation
- Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation
- Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate
- Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life
- Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws
- Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women
- Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels

Goal 8: Decent Work

- By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value
- Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment
- Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance and financial services for all

Goal 10: Reduced inequalities

- By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status
- Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard
- Facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies

Goal 11: Sustainable cities and communities

- By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons

Goal 16: Peace, justice and strong institutions

- Significantly reduce all forms of violence and related death rates everywhere
- End abuse, exploitation, trafficking and all forms of violence against and torture of children
- Promote the rule of law at the national and international levels and ensure equal access to justice for all
- Develop effective, accountable and transparent institutions at all levels
- Ensure responsive, inclusive, participatory and representative decision-making at all levels
- Promote and enforce non-discriminatory laws and policies for sustainable development

Table 4: Suggested Change Objectives and Actions for UNDP

Enabling Environment Level Changes

Change Priority	Driven by	Desired result	Actions
Policy change: to ensure equitable women’s rights to resources	Legal reform; capacity building with civil society; implementation	Women have equitable access to land rights, inheritance rights and other economic resources	Advocate for legal reform; support for civil society implementation
Policy integration: to ensure women’s economic empowerment is considered in economic policy	Capacity building with economists/government; economic analysis	The impact of macro-economic reforms and policies on women’s economic empowerment is fully considered Supportive macro-economic environment for women’s economic empowerment created	Support gender analysis of economic policies; advocate for gendered approaches to macro-economic policies

Programmatic Change

Change Priority	Driven by	Desired result	Actions and recommendations
Practice change: of economic empowerment interventions	Internal advocacy, capacity development, model provision, research	Women’s economic empowerment interventions include social and political empowerment components	Provision of evidence and technical support to economic programmes; Funding of additional programmatic interventions to include gender components Strategic integration of working with men and boys into women’s empowerment interventions
Practice change: of social and political empowerment interventions	As above	Women’s social and political empowerment interventions include economic components	As above
Practice change: of cash transfer programmes	Research; capacity development; model provision	Cash transfer programmes actively consider impacts on GBV	Analysis and M&E of cash transfer programmes Funding for small scale social interventions alongside cash transfer programmes

		Cash transfer programmes include social components to maximize potential impact on GBV	
Community Norm Change: gender norms at the community level support women's economic empowerment / engagement	local leadership, women's voices, community demand, inspired by community mobilization and participatory and social marketing interventions	Women are supported to access work	Promote women's involvement in the world of work
Men's violence against women is not acceptable in the community		Women have equal access to productive resources (e.g. land, inheritance)	Address gender inequitable attitudes that limit women's ability to work
			Support programmes to secure women's access to resources
Practice change: increased monitoring and evaluation to assess GBV outcomes		M&E systems report on the impact of programmes on GBV	Technical support provided for inclusion of IPV M&E
Community Norm change: to strengthen structures to reduce women's vulnerability to sexual violence in public settings		Women are free to move without fear of violence, enabling job access	Support policies in factories
			Support structural changes in transportation and public spaces

Family/Relationship/Individual Level Changes

Change Priority	Driven by	Desired result	Actions and recommendations
Family Relationship Change: to support women's ability to work outside the home	Community norm change, individual knowledge change, practice change	Women are supported by male partners/families to work outside the home Men share in care work Women retain control of their earnings	Targeted couples interventions
Individual behavior change: to increase women's economic empowerment and reduce experiences of GBV	All of the above, as well as targeted interventions for specific groups of at risk women	Women have reduced experience of IPV Men's use of violence reduced Women have greater economic empowerment	Targeted interventions combining gender transformation and economic strengthening Targeted interventions to strengthen access to savings & loans Business skills training combined with gender training

Part Five: Conclusion and Next Steps

Women's economic empowerment can be an effective platform for preventing GBV and IPV. The prevention of GBV is not only an important in and off itself in terms of achieving women's human rights, but also supports wider economic development. To prevent GBV economic empowerment programming needs to include social and political empowerment as well.

UNDP has a broad portfolio of programmatic and policy work that has the potential to integrate and leverage work around reducing women's experiences of GBV. This additional focus is in line with UNDP's Gender Policy. UNDP staff can make a number of concrete steps to ensure that preventing violence against women is integrated into their existing programmatic and policy work. While there remains limited evidence of the impact of some approaches, there is considerable agreement on the guiding principles of successful programming. These principles are:

- Gender transformative
- Ensuring enough dosage
- Strategically consider engaging men and boys
- Community driven
- Recognise and programme for diversities

At the programmatic level steps can be taken to ensure that any economic empowerment interventions, whether working with women or families, actively consider the potential to include social and political interventions, which are gender transformative to support women's social and political empowerment. In addition, there can be concrete steps taken to ensure that men's involvement in such process are also considered as potentially important components of holistic programming.

UNDP also has the ability to shape the wider enabling environment for women's economic empowerment. While the evidence base on how this shapes women's experiences of GBV is limited, there are a range of strategies and approaches that logically support women's empowerment and reduce their experiences of GBV.

GBV is preventable. UNDP's extensive experience in economic empowerment programming and work on strengthening the enabling environment provides a crucial platform that can be leveraged to achieve this goal. Integrating women's social and political empowerment alongside economic empowerment provides multiple opportunities to further extend UNDPs work in this area.

Recommended Resources:

[DFID's Guidance Note on Violence against Women and Girls: Economic Development and Women's Economic Empowerment](#)

[USAID's Toolkit for Integrating GBV Prevention & Response into Economic Growth Projects](#)

[VAW Resource Guide \(World Bank et al\) Sector Brief on Finance and Enterprise Development](#)

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