

STRENGTHENING SAFEGUARDS: STRATEGIES FOR ADDRESSING GENDER-BASED VIOLENCE IN ENVIRONMENTAL PROJECTS

A context-specific tool shared for broader awareness, adaptation, and application across environment programming

Working tool, first edition



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ABOUT IUCN

IUCN is a membership Union uniquely composed of both government and civil society organisations. It provides public, private and non-governmental organisations with the knowledge and tools that enable human progress, economic development and nature conservation to take place together.

Created in 1948, IUCN is now the world's largest and most diverse environmental network, harnessing the knowledge, resources and reach of more than 1,400 Member organisations and some 15,000 experts. It is a leading provider of conservation data, assessments and analysis. Its broad membership enables IUCN to fill the role of incubator and trusted repository of best practices, tools and international standards.

IUCN provides a neutral space in which diverse stakeholders including governments, NGOs, scientists, businesses, local communities, Indigenous Peoples Organisations and others can work together to forge and implement solutions to environmental challenges and achieve sustainable development.

Working with many partners and supporters, IUCN implements a large and diverse portfolio of conservation projects worldwide. Combining the latest science with the traditional knowledge of local communities, these projects work to reverse habitat loss, restore ecosystems and improve people's well-being.

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ABOUT THIS TOOL

This tool was originally developed by IUCN through AGENT (see box) for a set of fisheries project partners in Southeast Asia at their request, following the results of a gender analysis process, to better understand and prioritize resources and action to tackle gender-based violence (GBV). Now modified and anonymized for broader awareness raising and potential project guidance, **this tool provides an array of specific interventions that environment programs, donors and practitioners could consider to strengthen attention to addressing GBV across environment-related contexts.** As these interventions were originally identified for a specific project, any inspiration drawn or applications of this tool should ensure appropriate modification to respective contexts.

ABOUT AGENT – Advancing Gender in the Environment

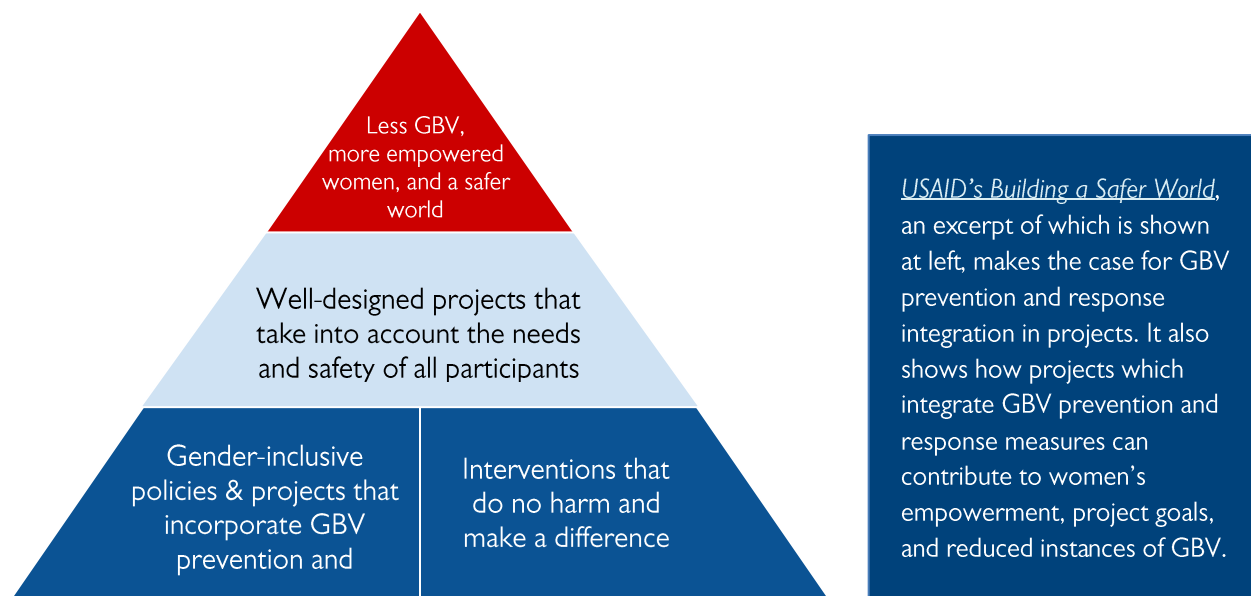
A collaboration between the United States Agency for International Development (USAID) and the International Union for Conservation of Nature (IUCN), [Advancing Gender in the Environment \(AGENT\)](#) aims to increase the effectiveness of environment programming through robust gender integration, while improving gender equality and women's empowerment outcomes through a broad range of environmental efforts. AGENT works to identify and fill knowledge gaps; make the case for gender across sectors; and provide tailored technical support to a wide range of environmental policies, programs, and projects. Better understanding and tackling gender-based violence and environment (GBV-ENV) linkages is one of AGENT's priority areas. Visit the [GBV-ENV Center](#) to learn more.

WHY ADDRESS GBV IN ENVIRONMENTAL PROGRAMMING

Gender-based violence is pervasive. [Research](#) demonstrates that GBV is employed as a means to reinforce existing privileges and power imbalances over roles and resources, which worsen in the face of environmental stressors, pressures, and degradation. Examples of GBV-ENV linkages include:

- Domestic violence to prevent women's inheritance or land ownership;
- 'Sex-for-fish' extortion of women fish processors and sellers by fishermen;
- Sexual and physical violence against, predominantly, women and girls when collecting water and firewood;
- Increased domestic violence and early, forced and child marriage in the aftermath of disasters;
- Sexual exploitation and human trafficking associated with both legal and illegal extractive industries and environmental crimes;
- Domestic and other forms of violence to limit, restrict or otherwise control women's participation in decision-making processes or participate in or benefit from environment projects; and
- Rape threats and smear campaigns to diminish or silence women environmental human rights defenders.

A human rights violation and form of socioeconomic control that sustains gender inequality, GBV can undermine strategies and outcomes of environmental efforts. For example, while environmental programming is often geared to address and improve inequitable, unsustainable natural resource governance, disruption to access and control norms can create conditions for new or exacerbated GBV incidence. Understanding these dynamics and considering ways to anticipate and respond is fundamental to identify risks, ensure safeguards, and realize gender-responsive strategies and outcomes across conservation and sustainable development spheres.



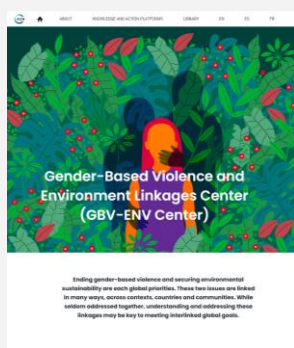
From USAID's Building a Safer World: Toolkit for integrating GBV prevention and response into USAID energy and infrastructure projects (Aug 2015)

GBV-ENV KEY RESOURCES

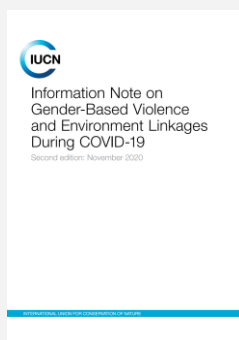
Supported through AGENT, IUCN has published and continues to gather and curate key evidence on GBV-ENV linkages. Among key recent resources are the following:



[Gender-Based Violence and Environment Linkages: The Violence of Inequality](#) (2020) gathers evidence and examples from around the world, revealing the complex and interlinking nature of GBV across three main contexts: access to and control of natural resources; environmental pressure and threats; and environmental action to defend and conserve ecosystems and resources. Recommendations gear to a wide range of audiences and for uptake throughout the project cycle.



The [Gender-Based Violence and Environment Linkages Center \(GBV-ENV Center\)](#) curates knowledge, resources and tools on GBV-ENV linkages, including though creating snapshots of promising practice and fostering cross-sector cooperation.



The [IUCN Information Note on Gender-Based Violence and Environment Linkages During COVID-19. Second edition: November 2020](#) shows how crises can exacerbate GBV across environment-related contexts, as is case of the global novel coronavirus pandemic.



IUCN's [Gender-based Violence and the Environment Issue Brief](#) summarizes key issues and top-line recommendations to meet environment and gender equality goals in tandem.

UNDERSCORING THE VALUE OF GENDER ANALYSES

As mentioned above, this tool in its original form was developed due to the findings of a gender analysis. Examining gender dynamics in its Southeast Asia context, the fishery project's analysis revealed tensions and potential for violence in relation to women accessing financial opportunities, a core part of the project's women's economic empowerment component. Based on this finding, project managers paused implementation and reached out for assistance, now reorienting activities to strengthen specific safeguards.

Many major environment organizations and development partners prioritize or require gender analyses,¹ recognizing the invaluable opportunity they offer to better understand a project context through a gender and sociocultural lens. Ideally gender analyses are conducted in project design, as their findings and recommendations should inform every stage of the implementation cycle ahead. Gender analyses can help identify risks, strengthen safeguards, and tailor action-oriented recommendations toward gender-responsive strategies, stakeholder and partner arrangements, resources, indicators, and outcomes. Proactive and careful attention to GBV in particular is critical in any gender analysis process.

Important to note: if an analysis of this kind is not included at a project outset, it is never too late to learn and make adjustments. If this is the case, the primary recommendation implied in this tool is to conduct a baseline assessment, upon which further strategic adjustments and interventions can be built.

SAMPLE QUESTIONS TO INVESTIGATE IN A GENDER ANALYSIS

- What are the specific forms of vulnerability in the area of implementation? Who tends to be most vulnerable, excluded or disenfranchised? Why?
- What are the national/local data on GBV? What forms of violence do local women and members of vulnerable populations endure?
- What are the customary norms around GBV? What are the legal as well as customary methods for accessing support or services to address an incident of GBV?
- Who are the trusted GBV support and care providers?
- What types of violence should implementers be aware of?

Please note these example questions are for the purposes of developing a gender analysis, wherein GBV considerations should be paid special attention. Answering these questions may reveal information necessary to develop standard operating procedures or referral pathways for GBV survivors. There may be a need for a dedicated GBV risk assessment, separately or in conjunction with an analysis. Any data gathering should follow a survivor-centered approach (see resources below).

¹ Gender analyses are often required, for example by IUCN for all projects via the [IUCN Gender Equality and Women's Empowerment Policy](#) and by many multilateral funds (such as the [Global Environment Facility](#)). They are also mandated by law through the [Women's Entrepreneurship and Economic Empowerment Act](#) for all USAID projects, strategies, and activities.

HOW TO USE THIS TOOL

The interventions in this tool are organized into two sections. The first focuses on safeguards that can help ensure projects safely integrate GBV response measures. The second section includes a specific set of safeguards relating to addressing and preventing GBV that, in this tool, focus on engaging men and promoting positive masculinities.

SECTION ONE: Safeguards to integrate GBV-response measures

- [Ensure GBV expertise and survivor-centered resources](#)
- [Support staff and partners to support GBV survivors, including through referral pathways](#)
- [Protect anonymity and confidentiality for survivors and those who report GBV](#)
- [Capture learning - safely and responsibly](#)

SECTION TWO: Safeguards towards preventing GBV, with a focus on engaging men and promoting positive masculinities

- [Ensure male-engagement experts and support resources for men are available and integrated](#)
- [Sensitize men on GBV and gender norms](#)
- [Foster and sustain men's empowerment and positive dynamics, including for peer support to address GBV](#)

Each intervention listed includes a description of the approach, indicative level of effort (LOE) required, illustrative examples of similar actions, and useful tools and resources. The interventions are not necessarily presented in a specific order; rather, they represent various opportunities for consideration and action. Projects can consider and apply suggestions in different order or LOE based on context and need; for example, more urgent action may be needed to protect and support survivors immediately.

Please note: the GBV safeguards listed in this document (especially in the first section) focus on women, but it is important to recognize that **men and others also experience and are impacted by GBV**. This is particularly true in the fisheries sector. When strategies in this tool focus on women, readers might consider whether a parallel intervention could be developed to focus on engaging and supporting men who experience violence in the sector or supporting those who may be coping with the impacts of GBV on family or community members. Projects should always consider gender diversity and **social inclusion** principles in order to not marginalize certain groups during implementation.

It is also worth mentioning that not only can environmental projects improve GBV considerations and actions, but working with local stakeholders and using locally relevant resources can also enrich the experience and expertise of counterparts to support human-rights-centered environmental action and goals.

As indicated above, please note again that this tool was originally created for a specific project and context. Any application of strategies recommended here will likely require considerable reframing for other local situations, which should be done with local experts. Some aspects may not be easily modified or applied in all settings. The interventions here are not exhaustive - other interventions not listed here may be more appropriate or necessary to ensure GBV prevention and response.

Comments and recommendations for strengthening this tool are welcome on an ongoing basis and will inform potential revisions. Comments, recommended resources, and requests for support can be sent to: [GBV-ENV\[at\]iucn.org](mailto:GBV-ENV[at]iucn.org).

SECTION ONE: SAFEGUARDS TO INTEGRATE GBV RESPONSE MEASURES

The following suggested interventions guide environment practitioners towards identifying and integrating key issues, principles, and actions to safeguard against GBV.

ENSURE GBV EXPERTISE AND SURVIVOR-CENTERED RESOURCES ARE AVAILABLE AND INTEGRATED

Identify local GBV experts and/or service providers and integrate information and expertise into dedicated sessions with local beneficiaries to establish knowledge and safe procedures to report incidence of violence. Women-only sessions should create a safe, locally appropriate space to share information on GBV issues, including a list of resources (for safety purposes, preferably digitally, such as through a WhatsApp group, or orally,) and on accessing help and reporting. These considerations should be provided to/for men via men's groups or men-only spaces, as well; and/or it may be more effective to provide information to men interpersonally or in private.

DESCRIPTION (AND/OR STEPS) OF WHAT THIS INTERVENTION ENTAILS

ESTIMATED LOE: Low

Understand local laws and customary procedures, and map reporting mechanisms. If a survivor wants to report their case, understanding the reporting process is important. In most countries the local unit of governance, such as village councils, is a necessary first step for any GBV reporting. Often the police and other support services will not respond to a report unless it is reported first to the local unit where the survivor resides. This can be done through some desk-based research, but is more effective to gather through speaking with partners and organizations working on GBV in the community and contacting local authorities for more information.

- Reporting will likely involve contacting the police, so it is also valuable to consider whether police have training on addressing reports of GBV and knowing whether there are female police available to provide support.

Map local GBV experts and support services. Services should include:

- Clinics (for mental and physical health support)
- Legal support services
- Shelters
- Local women's, men's, and GBV-related networks and helplines
- Identify if a local government GBV focal point exists, and how to access that referral pathway. (If this focal point does not exist, there may be a need to work with community leaders and policy makers to appoint one. This will require checking the local governance code on whether there are provisions for GBV response or interventions, including the process for establishing a focal point.)

Once identified, **reach out to existing support networks**, including local women's networks and other stakeholders, to ask:

- Their feedback on your efforts - Do they have any guidance on project implementation? Specific questions could include:
 - What should you, as an implementer, be aware of?
 - What questions should you (and should you not) ask?
 - What issues are/are not critical in the community?
 - What challenges do local organizations – particularly those representing marginalized groups – experience?
 - What challenges do they foresee for the activity?
 - What should you know about local women/vulnerable populations, and the forms of (physical or structural) violence they endure?
- Their capacity gaps - Do they need their own capacity building or resources to ensure survivors are adequately supported and/or help address environment links?
- Their review of the mapping
- Interest in potential inclusion in women-exclusive sessions to share expertise:
 - Would they be comfortable speaking at the trainings to inform participants of services available?
 - Are there survivors who would feel comfortable sharing their stories so participants can learn from their experience?

- When it comes to male survivors, would the men be comfortable sharing their story among other men? There will always be a possibility of sharing stories anonymously.

If a provider agrees to participate, **develop a session with local women for learning on what GBV support is available and accessible to them.** It is important that the support introduced in this session is selected based on accessibility to the participants, to ensure participants see a clear and feasible pathway for support.

- In advance of the session, hold a sensitization meeting with providers to discuss appropriate communication styles and messaging for communicating with survivors.
- During the session, each provider should detail the work they do and the type of support they provide.

Identify and use commonly used and accessible social media tools for women participants to share resources

- First identify which social media platforms are most used for rapid communication. Is it WhatsApp, for example, or WeChat, Line, or Facebook Messenger? If connectivity is a problem then communicating through text message might be preferred.
- Develop a simple handout with a map of services available (developed in point #1) to share with women during women-specific sessions. Make sure the map is in local language(s).
- In some cases, **awareness-raising campaign tools**, such as posters, radio programs, etc., in local languages can help destigmatize taboo topics such as GBV.

EXAMPLE CASE

A [preliminary mapping of GBV in Nepal](#) was conducted by the Asia Foundation in 2010, supported by DFID, with the objectives of:

1. Expanding the knowledge base and understanding of the problem, players, and interventions on GBV in Nepal;
2. Identifying strategic interventions; and
3. Recommending future strategies to obtain more comprehensive knowledge about GBV.

Among other results, this process found that a major challenge for mapping GBV in Nepal is a lack of consolidated and comprehensive data on existing GBV support services. To overcome this gap, the Foundation conducted a literature review and worked with 36 Kathmandu-based NGOs working on GBV in Nepal to gather data and resulted in specific recommendations. One distilled that an integrated approach on GBV can be used by combining counseling, community mediation, assistance for litigation, and advocacy on women's rights needs and that these services should be developed to address the issues related to sexual violence and other types of problems women, children, youths, and adolescents face in rural communities. Finally, they recommended that a "ready-reference of resources and support services available for victims/survivors of domestic violence and GBV be provided to all health and medical practitioners who come into contact with female patients daily. Addresses, contact numbers, and names of contact persons should be made available to provide guidance to victims/survivors."

RESOURCES AND TOOLS

- [This helpdesk](#) provides staff with technical GBV support, focused on questions implementers may have about existing or prospective GBV response and service delivery specifically in the humanitarian response field, which can be tailored and adapted to various contexts.
- [Handbook for Coordinating Gender-based Violence Interventions in Humanitarian Settings](#) - This resource includes a guide for information system coordination, including mapping of the "3 w's- who, what, where" (pg 53) and a template to map the "3 w's" (pg 154)
- UNHCR's [Sexual and Gender-Based Violence \(SGBV\) Prevention and Response](#) Training guide includes a session on minimum response services (pg 339) which includes activities focused on identifying accessible services.
- [CARE's Guidance for Gender Based Violence \(GBV\) Monitoring and Mitigation within Non-GBV Focused Sectoral Programming](#) includes guidance on how to create or find a referral list of community resources and services for people experiencing GBV (pg 90).
- UN Women's Virtual Knowledge Center to End Violence against Women and Girls includes a page on [conducting a service mapping exercise](#).
- See [IUCN's GBV and Environment paper](#) for more information on the value of engaging with other experts (pg. 222).

SUPPORT STAFF AND PARTNERS TO SUPPORT GBV SURVIVORS, INCLUDING THROUGH REFERRAL PATHWAYS

Develop and train facilitators and implementers on a standard operating procedure (SOP) if/when a participant indicates they are experiencing GBV.

DESCRIPTION (AND/OR STEPS) OF WHAT INTERVENTION ENTAILS

ESTIMATED LOE:
Low/Medium

Projects should be prepared to receive disclosures of GBV. Projects should, at a minimum;

- **Identify and affirm survivor-centered guiding principles** for all staff's awareness and uptake. Staff can refer to resources below to select principles appropriate to their context, and can refer to USAID's [Guiding Principles for Working with GBV Survivors](#). If necessary and possible, translate most relevant sections of the tools to local language(s) for staff.
- **Awareness raising tools can help destigmatize sensitive topics like GBV.** GBV can be taboo for staff as well; workplace tools (such as posters, handouts, factsheets, etc.) can increase visibility, mainstream attention to the topic, and help address potential barriers.
- **Assign, train, and inform selected staff focal points** (ideally a woman and a man to address gender-differentiated disclosures) who are informed of all GBV services/referral focal points for their community and how to access them.
 - The focal point will likely depend heavily on the mapping conducted in the first intervention, noted above.
 - Select one staff person per project who will help reduce risk for exposure of GBV survivors and reduce undermining confidentiality.
 - Develop an SOP or protocol for facilitators to follow, in case a participant indicates they are experiencing GBV. SOPs should clearly communicate next steps and what happens after a report (formal or informal) is made. Make sure the tool is translated into local language(s).

EXAMPLE CASE

The [Handbook for Coordinating Gender-based Violence Interventions in Humanitarian Settings](#), provides an **example referral pathway** for GBV cases developed in Darfur by UNFPA, which includes a list of their guiding principles. A 'referral pathway' is a tool to help safely link a survivor to supportive services, such as medical care, mental health support, police assistance etc. Please note this will be very context-specific as, for example, police may not be a safe referral in some cases. Development of the referral pathway illuminated to GBV providers that there were major gaps in meaningful service providers or community outreach workers on the ground, which compounded access to care for the few survivors that might seek help. This led UNFPA, in partnership with the Ministry of Health (MoH), to scale up training of clinical management on rape, targeting remote areas to the extent that access was not restricted. However, large gaps still exist in terms of access to services.

RESOURCES AND TOOLS

- [CARE's Guidance for Gender Based Violence \(GBV\) Monitoring and Mitigation within Non-GBV Focused Sectoral Programming](#) includes guidance on developing a protocol pertaining to what actions should take place when and if incidents of GBV occur during program implementation (pg 14).
- [Standard Operating Procedures for Gender-Based Violence Prevention and Response](#) includes a table of guiding principles to care for GBV survivors (pg 23), a table with a list of "skills to promote a survivor-centered response to GBV disclosure" (pg 30) and a table with disclosure procedure steps for all humanitarian actors (pg 32)
- [WHO ethical and safety recommendations for researching, documenting and monitoring sexual violence in emergencies](#) includes eight recommendations to follow when documenting GBV (pg. 9)
- [Handbook for Coordinating Gender-based Violence Interventions in Humanitarian Settings](#) includes core guiding principles for GBV programming to adopt and follow (pg 19 and pg 51). It also includes a guide on developing an Standard Operating Procedures (SOP) linked to GBV (pg 67) and an example referral pathway (pg. 231). Annex 35 (pg. 248) includes more detail on key ethical and safety recommendations.
- [How to support survivors of gender-based violence when a GBV actor is not available in your area](#) is a resource package using global standards on providing basic support and information to survivors of GBV without doing further harm.
- The Ministry of Public Health of the Islamic Republic of Afghanistan, WHO Afghanistan and UN Women developed a [Gender-based Violence Treatment Protocol for Healthcare Providers in Afghanistan](#), which includes guidance on the response when a patient discloses violence (pg 36). Elements of this guidance could be included in the SOP.

PROTECT ANONYMITY AND CONFIDENTIALITY FOR SURVIVORS AND THOSE WHO REPORT GBV

Develop a confidentiality policy and agreement for staff to ensure the privacy of any workshop participants who disclose that they are survivors of GBV. During trainings, for example, staff should make it clear to participants that the policy is in place to protect the privacy and safety of the survivor/reporter, to cultivate a sense of safety/security within the group.

DESCRIPTION (AND/OR STEPS) OF WHAT INTERVENTION ENTAILS

ESTIMATED LOE:

Med / High (depending on internal approval procedures)

- **Draft a policy emphasizing confidentiality, anonymity, accountability and respect of privacy** for all participants, and an accompanying form for staff to sign once they have read and agreed to following the policy. This can be a short form, and must be approved/made formal by the implementing agency. It may also be part of an Informed Consent Form, if your organization already has one in place.
 - The policy should include details on the development, production, and storage of any tools. Any use of cameras or videos, written tools such as sign in sheets or participant lists, to document events or interventions should have their own policies on storage methods to ensure information is kept classified and protected.
 - Accountability in the policy and/or Informed Consent Form is important to recognize, to ensure organizations are accountable to communities, while protecting the anonymity or confidentiality of reporters and survivors. Making this explicit and clear also ensures a more transparent process for survivors.
- At the start of any training with community members, make sure to clarify to all participants that the training is occurring in a **safe and anonymous space**, and provide them with time to review the policy.

EXAMPLE CASE

In [Afghanistan](#), training on confidentiality measures and criteria for legal, government, shelter staff, and the media are helping providers, legal services, and journalists to protect the identities of gender-based violence survivors. These measures aim to overcome several challenges that lack of confidentiality awareness/procedures created, including that:

- The lack of training for all staff meant that confidentiality cannot be enforced;
- Some survivors may have been or were reluctant to come forward or use services, while others may not have understood the consequences of sharing sensitive experiences; and
- Without confidentiality protections, rumors exacerbate(d) the health and safety of survivors.

RESOURCES AND TOOLS

- [Standard Operating Procedures for Gender-Based Violence Prevention and Response](#) includes a table with disclosure procedure steps (pg 32).
- The Oregon Coalition Against Domestic and Sexual Violence developed a [Template Policy: Confidentiality, Privacy, and VAWA 2005 for Community-Based Domestic Violence/Sexual Assault Advocacy Programs](#). Though this template is primarily for GBV service providers, it includes helpful content that can be used by organizations which might engage with survivors.
- Many organizations have their own informed consent form. An example by USAID can be found in its [Protection of Human Subjects in Research Supported by USAID: A Mandatory Reference for ADS Chapter 200](#).

CAPTURE LEARNING - SAFELY AND RESPONSIBLY

Develop a monitoring tool to capture data on instances of reported GBV among project participants. Including specific indicators will help the project understand whether and how the project may affect the incidence of GBV and help investigate the community's reaction to the project. It is vital that any learning or new knowledge gathered is used iteratively to strengthen safeguards (and/or make activity or other adjustments) as staff continue to implement activities.

DESCRIPTION (AND/OR STEPS) OF WHAT INTERVENTION ENTAILS

ESTIMATED LOE: High

As GBV learning and monitoring tools address sensitive information, it may be difficult to collect such data within the scope of the existing project, especially if that project does not include a component on gender or GBV. Still, projects can incorporate a few activities into their monitoring and evaluation plans, as well as learning processes, including:

- **Organize regular community level check-ins** that can be used to gauge the overall community's reactions to the project.
 - Part of socializing and awareness raising on GBV is to talk about it openly, and as people hear about it often, they will be more attentive and aware. Consistency and persistency can be important: [per marketing research](#), repeated exposure to information increases awareness.
 - Information materials can be distributed during events even if they are not explicitly GBV projects or events.
- **Integrate qualitative and quantitative gender indicators** into existing frameworks to ensure sex-disaggregated and gender-sensitive data and information.
- **Monitor GBV incidents using a simple, anonymous and confidential tracking system** to document events staff hear about and/or observe in the program context. It could be as simple as:
 - Creating a short form (free and secure - with protocols restricting and protecting access to information - online forms that work offline exist, such as [KoboToolBox](#)), or
 - Keeping a notebook where staff can record what they have seen or heard without using names or any other identifiers.
- **For any assessments or evaluations conducted, include a section on GBV.** This is particularly relevant to any gender analysis or social assessment that may be conducted as part of a project or intervention.

Any information captured must be done confidentially and should be collected within project reporting mechanisms, to be learned from and used in the future. Project teams can also establish regular report-back sessions, during which they should discuss any new data (quantitative or qualitative) gathered which might reflect the impact of interventions. This can include both community-level impact and personal feelings of/impact on staff. The aim of establishing this regular meeting space is to ensure staff feel supported, meaningfully discuss issues that may arise, and regularly capture and note impacts. It is imperative that this space, like the training spaces, be considered "safe," with processes in place to ensure staff anonymity and protection.

EXAMPLE CASE

In an example from UN Women's Virtual Knowledge Center to End Violence against Women and Girls, [data collected using the GBV Information Management System](#) showed frequent reporting of sexual violence incidents that were committed in the school environment, which helped the service provider engage with local schools to raise awareness of GBV and inform school officials about available services. (This kind of data can be included in gender analyses and similar processes, too.)

RESOURCES AND TOOLS

- UN Women's [Virtual Knowledge Center to End Violence against Women and Girls](#) includes a page on [Data Collection](#). This page includes a link to a [GBV Information Management System](#), which includes various tools, including a [GBV Classification Tool](#). This tool helps implementers classify the incidents of GBV they encounter and generate data in an effort to standardize and produce comparable statistics. It also includes [Intake and Consent Forms](#), designed to collect a standard set of meaningful GBV indicators. A consent form must be used if implementers are collecting any GBV-related data from participants/beneficiaries. Both tools, however, should only be used when a survivor has voluntarily identified themselves.
- See [IUCN's GBV and Environment paper](#) for more information on value of this activity in environmental projects (pg. 222)
- [CARE's Guidance for Gender Based Violence \(GBV\) Monitoring and Mitigation within Non-GBV Focused Sectoral Programming](#) includes guidance on tracking GBV-related incidents or norms within a M&E Plan (pg 11). It also includes guidance on integrating ways to observe and investigate GBV-related reactions to the project within the community (pg 14).
- Raising Voices has developed a module titled [Ethical M+E for VAW Prevention](#), with the objective to demonstrate the ethical issues involved in collecting data related to violence against women.

SECTION TWO: ENGAGING MEN AND PROMOTING POSITIVE MASCULINITY

In the project site this tool was developed for, tensions regarding access to productive resources were identified in a gender analysis. Based on this, suggested interventions to assist the project to engage men on project activities were requested; these focus on promoting healthy, positive masculinity and fostering support for women's empowerment activities. These strategies and recommended activities are not separate from those in the section above, but often need specific, dedicated attention alongside other efforts and provisions.

ENSURE MALE-ENGAGEMENT EXPERTS AND SUPPORT RESOURCES FOR MEN ARE AVAILABLE AND INTEGRATED

To promote healthy and positive approaches to managing stress and tension, map local male-engagement and masculinity expert organizations within the community, for example to support men's clubs, and develop strategic alliances.

DESCRIPTION (AND/OR STEPS) OF WHAT INTERVENTION ENTAILS

ESTIMATED LOE: Low

Mapping requires:

- **Identifying local masculinity expert organizations** that might address specific needs for the development of the men's club. This will require searching for NGOs, local groups, or public institutions.
- Identifying the relevance of their work or **services in relation to the needs the club** (or other relevant men's group) has. Some potential needs include:
 - Trainings for men at the community and project staff;
 - Production of education, awareness, or training materials or the implementation of campaigns;
 - Tapping into existing hotlines or support groups, for example hotlines geared to help men deal with stress to prevent and respond to domestic violence risks.
- Finally, it would be relevant to decide on the need to have **strategic alliances** with some of the organizations with stronger or complementary work.

Remember, your team can be considered as potential beneficiaries of this mapping. Information on support services that male staff can reach out to should be readily available to all, to ensure all staff in the organization feel supported.

Mappings may show that no male engagement experts or resources exist locally. If so, it will be necessary to ensure, at minimum, one staff person is trained on male engagement and that the entire project team has awareness of male engagement strategies.

EXAMPLE CASE

Rutgers WPF Indonesia leads the **MenCare+ Engaging Men to Eliminate Violence Against Women** program. The program consists of six main activities, as follows:

1. Education for young men;
2. Education for fathers' group;
3. "Laki-laki Peduli (MenCare)" campaign in the community;
4. Education on contraception;
5. Training for the health sector; and
6. Counseling for male perpetrators of violence.

Anticipated positive changes include: increased number of men adopting positive masculinity values; reduced rates of gender-based violence; and increased access to sexual and reproductive health (SRH) and maternal and child health (MCH) services.

RESOURCES AND TOOLS

- [Rifka Annisa](#) is an example of an Indonesian-based organization that provides counseling services for men who are perpetrators of domestic violence and other gender-based violence. They also provide various research and publication resources.
- [MenCare+: Engaging Men in a 4-country initiative, Indonesia](#) provides information on various interventions, including Group Education activities for young men and fathers, which aims to replace the negative cultural and social norms for masculinity with positive messaging.

SENSITIZE MEN ON GBV AND GENDER NORMS

When working with partners of women fisherfolk, develop a training on GBV and its impacts, strategies for addressing GBV, and empowering men as partners with positive masculinity(ies) to incorporate into training(s) conducted exclusively with men.

DESCRIPTION (AND/OR STEPS) OF WHAT INTERVENTION ENTAILS

ESTIMATED LOE:
Medium

To construct and encourage positive, non-violent expressions of masculinity, men often need relevant knowledge, skills, mentoring, and peer support. For these reasons it is necessary to include in the gender training for men a session on masculinity norms, as well as a dialogue session for both men and women. The objective of these sessions is to provide men with information and to engage and value them as agents of change, recognize patterns, drivers and impacts of violence, as well as ways to positively and healthily change violent behaviors, highlighting the importance of joint decision-making and sharing responsibilities.

The men who should be included in these trainings include, but are not limited to, men involved in the fisheries sector. This would include those who loan money to women, other fishers and traders, local government, service providers, enforcement, etc.

Sessions should be facilitated by men with experience and expertise in male engagement training. Possible content (e.g., refer to sessions 6 and 12 in the [Promundo training manual](#) for potential training content) to discuss with facilitators includes:

1. Social construction of masculinity, what it means to “be a man” and norms around men’s community roles;
2. Group reflections on GBV and masculinity;
3. Redefining masculinities; and
4. How to productively manage a business with your partner/wife.

EXAMPLE CASES

CARE International’s [experience](#) in Cote d’Ivoire on a VSLA Methodology included a “Gender Dialogue Group.” The curriculum of these groups was designed to help participants (both male and female) discuss norms and attitudes regarding financial decisions, the value of women in the household, gender equality, and the use of violence. Adding the Gender Dialogue Groups to the VSLA program showed statistical reductions in perceived justifications relating to domestic and intimate partner violence, and significant decreases (approx. 35%) in economic abuse relating to tension over the control of household economic resources. (It is worth noting that the control group that did not have a Gender Dialogue Group experienced a small uptick in economic abuse.)

Also in [Cote d’Ivoire, the IRC found](#) that adding a gender dialogue component, in which men and women discussed household dynamics, to a women’s savings and loan program was more effective than the savings program alone at reducing intimate partner violence. The intervention compared partners who participated in both a newly established Village Savings and Loans Association (VSLA) and gender dialogue sessions to those who only participated in a VSLA. Among women who attended at least three-quarters of the gender dialogue sessions with their partner, 7.5 percent reported physical intimate partner violence in the past year, compared to 14.8 percent of women in the VSLA-only group. They also found that acceptance of wife beating was significantly reduced. Overall results of the intervention suggest that adding programs to financial interventions that directly engage both men and women on issues of gender norms may be a promising approach to empowering women and reducing intimate partner violence in conflict-affected settings.

RESOURCES AND TOOLS

- [Gender-Based Violence Prevention: Lessons from World Bank Impact Evaluations](#) highlights opportunities for addressing GBV in economic empowerment interventions useful for training facilitator notes.
- The [Positive Masculinities Training Guide](#) has relevant information and suggestions for facilitation of masculinity session. It also has examples of exercises and tools towards developing these sessions.
- [A Training Manual for Engaging Men as Allies in Women’s Economic Empowerment](#) offers 17 group education activities for men whose partners participate in women’s economic empowerment programming.
- [Masculinities and violence against women and girls booklet](#) introduces issues of masculinities. There are four chapters with information, tools and techniques to develop training sessions on topics related to masculinity matters, learning to be men, masculinities and GBV, and moving from patriarchal masculinities to transformative ones.
- [Working with Men and Boys to End Violence Against Women and Girls: Approaches, Challenges and Lessons](#). This report reviews male engagement strategies to end Violence Against Women and Girls in various sectors, namely economic growth; trade and agriculture; education; governance, law enforcement and justice systems; conflict, post-conflict and humanitarian assistance; and social development.

FOSTER AND SUSTAIN MEN'S EMPOWERMENT AND POSITIVE DYNAMICS, INCLUDING FOR PEER SUPPORT TO ADDRESS GBV

Organize a Men's Club (or, a husbands' group) to continue and sustain the work of the male engagement strategy.

DESCRIPTION (AND/OR STEPS) OF WHAT INTERVENTION ENTAILS

ESTIMATED LOE: Medium/high

Create groups or regular safe spaces where male participants (both young and older/adult) can meet and have positive interactions. This is an important component of many programmatic approaches that aim to change behaviors, attitudes, and norms related to violence. Once participants are identified, the club's first meeting should focus on ground rules for the club, principles of the club (i.e., the purpose of participants' attendance and their goals as a club and as members of their community), and their vision for their community. Developing these mandates should be facilitated by a very experienced male facilitator. The club should be provided with trainings on masculinity and community gender norms and positive communication, events which promote creative engagement with training concepts (e.g., through karaoke, film screenings, etc.), and coaching sessions. See resources below for further ideas. Maintaining these groups will require significant mentorship, particularly in areas where discussing and addressing GBV has not been done within the community before.

These groups can generate a cadre of "men champions", who are selected by the group to act as models and mentors for the community and to whom others can go for support and guidance.

An output of this intervention should be the development of knowledge products which use first-hand stories to advocate for engaging men as partners and champions in stopping GBV in a community. Evidence shows that personalized statements will have a greater impact on the community, particularly if the statements are coming from recognized people in the community.

EXAMPLE CASES

In coastal Vietnam, a **"Responsible Men Club" works with men to stop violence against their wives**. Through the Club, the men receive knowledge, skills, mentoring, and peer support, enabling them to develop positive ideas about masculinity and their role in their communities. [In Da Nang](#), 120 men (ages 18 to 60) work together, focusing on masculinity and promoting gender equality in a culturally relevant way, significantly improving acceptance of the program by men and their communities and enhancing its impact. Men realized that improved communication with wives also meant more trust and shared family and business-related responsibilities, taking pressure off men's burdens, too - while also sharing in women's traditional household responsibilities. Since its initial 15-month project, the clubs have expanded to include 200 men.

As [reported by IUCN](#) (pg 11), the **Hariyo Ban** project addresses biodiversity conservation, adaptation, and resilience building in Nepal. Project staff noticed GBV as a risk for local women participating in the project's conservation work (e.g., patrolling forests and speaking out in natural resource management groups). To address these issues, **the project developed a cadre of men champions among leaders and decision-makers to fight discrimination and GBV**. Additionally, they raised awareness on GBV and gender equality and social inclusion issues, and supported its mainstreaming into national policies.

According to programme implementers, "women's empowerment and capacity building has resulted in better practices in many community forests" as women were able to more safely participate in conservation activities (e.g., with women patrolling in groups rather than alone and finding more acceptance of their activities from men). One of the key lessons learned was the importance of having an institutional partner, in this case CARE Nepal, who specialised in addressing GBV.

RESOURCES AND TOOLS

- [Engaging Men and Boys in Gender Equality \(UNFPA\)](#) presents lessons for successful implementation of initiatives that engage men and boys in advancing gender equality and reproductive health.
- ['Because I am a man, I should be gentle to my wife and my children': positive masculinity to stop gender-based violence in a coastal district in Vietnam](#) shares information to support training sessions with men.
- [Lessons Learned Report: Male Advocate Club in Da Nang, Vietnam](#) assesses the Responsible Mens Club project, recording experience-based lessons learned and recommendations.
- [The Manual for Facilitators of Male Advocate Clubs to Prevent GBV](#) provides ideas and training tools for developing Male Clubs to prevent GBV.