



Energy for Development Conference: Promoting a Gender Inclusive and Pro-Poor Sector

September 10, 2015

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#Energy4Development

Session 5 Presentations

Title: Social and Gender Issues in Energy Infrastructure Construction: Risks and Opportunities

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Gender and Electricity Infrastructure

Understanding the Gender Dimensions of
Generation, Transmission and Distribution
Projects:
Focus on Land and Labor

Highlights of ESMAP and WBG Support to Gender and Energy

Knowledge, Research and Training

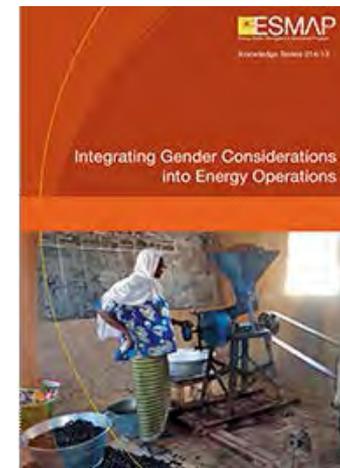
GUIDANCE | Briefing Note and Online Resources on *Integrating Gender to Energy Operations*

REPORTS | Deep dive assessment on *Gender and Electricity Infrastructure* ongoing with future research on Clean Energy

DATA | SEFA Global Tracking Framework – input on Gender and Energy Indicators with UN Women and ENERGIA

TRAINING | Gender and Energy Online and Face-to-Face training modules

NETWORK | Online Gender and Energy Community of Practice



Country and Project Level

AFR | Pilot approaches on gender integration into 6 energy access projects

EAP | East Asia & Pacific Gender and Energy Program

LAC | Central America Cookstoves Program; Bolivia – Rural Electrification Program

ECA | Report focused on Gender and Energy Subsidies

MNA | Egypt – Social Accountability Project and Natural Gas Project

SAR | Gender assessments in energy projects – India, Nepal and Pakistan

ESMAP | Screening Annual Block Grants and ESMAP-owned work

Understanding Gender-Energy Interactions ACROSS the Sector

Energy Access

(Household Energy and Rural Electrification)

- Time poverty due to fuel collection and cooking; gender-based violence related to fuel collection; health impacts due to indoor air pollution; and lack of access to information and financing for energy services or technologies.

Electricity Infrastructure

(Generation, Transmission and Distribution)

- Displacement, inequity in land ownership during resettlement or loss of livelihood due to land acquisition; inequitable access to new jobs such as engineering, tourism, or services; gender-based violence related to migration and new roadways; and exposure (mostly for men) to hazardous work (eg wiring/chemicals)

Clean Energy

(Renewable Energy, Energy Efficiency and Climate Change)

- New tech can create opportunities for employment and training; women and female-headed HHs having less info on energy tech; lack of access to financing and collateral to purchase energy tech or services; HH decision-making about energy use can impact behavior change or adoption of improved energy services.

Energy Policy

(Subsidies, Tariffs and Reforms)

- Female-headed HHs often poorer and may suffer more from rapid tariff increases; men often have power over HH budgets and decision making; men may be more affected than women by direct job losses in heavy manufacturing; women may not be included in policy consultations and decision making due to societal norms

RESEARCH: Gender and Electricity Infrastructure

Impact of Energy Infrastructure at the Community Level:

Are there significant differences for women and men?

IDENTIFY AND DOCUMENT PATHWAYS OF IMPACT:

local markets, community, households

BUILD EVIDENCE BASE: Analyze household survey and energy survey data using a gender “lens”.

Collect primary data.

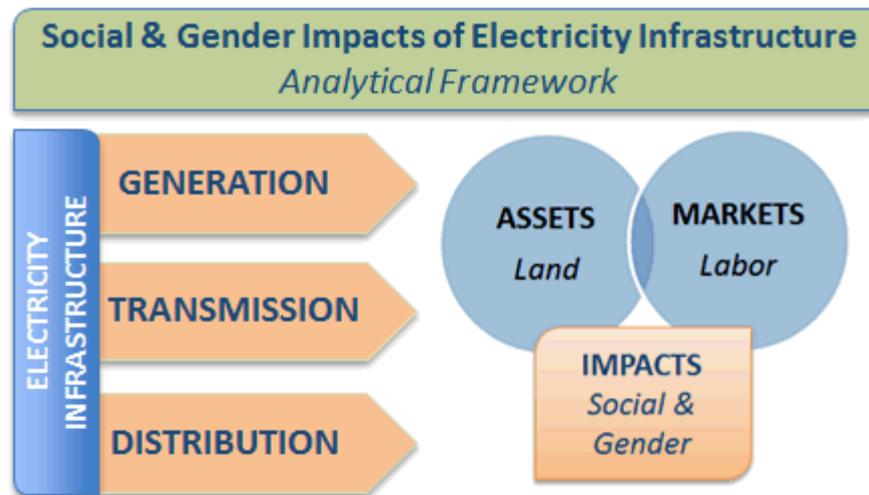
IMPROVE OPERATIONAL GUIDANCE

CONTRIBUTE TO POLICY DIALOGUE



Gender and Electricity Infrastructure

- Infrastructure for electricity *generation, transmission, and distribution*
- Potential *direct and indirect impacts during planning and construction*
- Men and women's access to assets and markets, *specifically land and labor markets*



- **Methods and data sources:** i) Desk Review of World Bank Project Reports and Literature Review; ii) Quantitative Analysis based on Household Surveys; iii) Qualitative Analysis with primary data collection; and iv) Online Discussions and Consultations

FINDINGS | LITERATURE REVIEW (Searching for Evidence)

An Under-researched Topic | Growing body of literature on gender and energy, though most remains anecdotal/case study(desk reviews) and focused on off-grid or rural electrification/cookstove topics.

Growing Commitment | Key global agencies leading the path in further research and operational toolkits/guides for mainstreaming– eg. ENERGIA, UNDP, ADB, WB/ESMAP, IUCN, US State Dept.

Data Barriers | Studies pointed to a lack of extensive gender disaggregated project M&E data as a major issue; Even gendered IA's focus on “easy” numbers (i.e. # of women employees) and do not go into a deeper analysis.



FINDINGS | LITERATURE REVIEW HIGHLIGHTS

Access | Strong evidence on: reduced drudgery, increased employment/economic opportunities outside home, health awareness/lower maternal fertility.

Hydropower Dams | Case studies on resettlement/Environment & Social impacts during construction. Hindered by M&E for empirical impacts study but gender guidelines/toolkits and few good practice (Laos NT2). NT2 resettlement experience shows effective use of joint land titles, promoting women in leadership and targeting health improvements (HIV).

T & D | Studies on Gender impacts of Transmission and Distribution are severely lacking. **Transmission** impacts assessments focus on *resettlement/compensation and construction* issues. Transmission lit limited- case of gender integration in project planning (Uganda/Norad). **Distribution** initiatives include hiring of women meter readers, studying change in HH energy consumption patterns to tariff changes/prepaid electricity (Argentina) and Lao subsidy scheme for WHH access.

Mining | Rich Literature focuses on indigenous peoples and boomtown impacts of large scale mining infrastructure. It is ahead of the energy sector in terms of gender understanding with guidance's notes OXFAM, WB, IFC, among others. Findings mainly from surveys/IAs/case studies.

- **Negative Impacts:** Wage labor– women become more economically dependent exasperating existing disparities. Women suffer from wage discrimination, and environment degradation directly impacts livelihoods/health (forests/water). Female child forced labor common (ILO). Transient workers risks (HIV).
- **Some positive impacts** - as increased access to education and markets, improvement in infrastructure (roads and transport) - Australia

FINDINGS | LITERATURE REVIEW HIGHLIGHTS

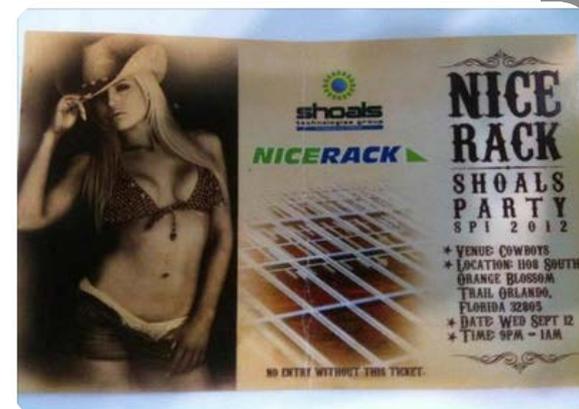
Transport | Lends itself to empirical analysis (diverse urban planning studies on mode choice to harassment).

- Urban/rural women have more complex transport needs and bear transport burden in families (not just from home-to-work). *E.g. Trips by women account for 65% of the hours spent travelling in sub-Saharan Africa, 15 and 30 hours a week.*
- Transport infrastructure can improve access to health, education and income opportunities. Yet - Women rarely involved in transportation planning- gender dimensions and specific needs ignored.



Large Infrastructure Construction | Boomtown impacts of the concentrated can result in high gendered risks for women and increase existing disparities (ILO/UNDP 2013)

- Transient workers resulted in higher incidence of prostitution/HIV, alcohol abuse/violence towards women (ILO/UN,2013)
- Employment discrimination and low skills- women restricted to indirect jobs often traditional areas (catering, laundry, clerical)
- Lower wages and subjected to more pollution/health hazards (mining)- Increase economic dependence on men.
- Alternative sustainable livelihoods not attractive due to higher wages.



WB Portfolio Assessment

- Reviewed WB Energy Projects approved by the Board FY2000-2014
- Social Assessments, Resettlement Action Plans and Indigenous Peoples Plans are very good entry points to include gender analysis and to design an inclusion strategy to mitigate possible negative impacts and to improve gender outcomes.
- From Desk Review:
 - Gender is not being addressed systematically
 - Much improvement in recent FYs 2012 onwards
 - ESIA use gender disaggregated data (demographics and some economics)
 - Gender addressed mainly:
 - Health education component: HIV/AIDS – STDs
 - Ethnic and Gender sensitization for construction workers
 - Construction stage: number of workers, migrant workers, surrounding communities and the following services, accommodations for female workers
 - Women: indirect jobs: food production, cleaning, services



Findings ESIA, RAP & IPP

Gender Norms:

- Consultations:
 - Women's participation is important to reduce gender inequalities
 - Few participate and tend to be quiet and submissive
 - Community leaders not always encourage women's participation
 - Language barriers/Illiteracy
 - Female facilitators/surveyors
- Division of labor: Women household work & primary care givers.
- Land rights: use certificates and titling mostly granted in the names of husbands.



Findings ESIA, RAP & IPP

Actions targeting women:

- Support programs to assist females in household activities and encourage unemployed males to share household responsibilities.
- Vocational Training
- Women Self-help groups
- Access to credit schemes
- Women's participation in implementation committees
- Prioritize local employment: ensuring equal opportunity
- Equal remuneration to men and women workers for same work



Findings ESIA, RAP & IPP

Potential Negative Impacts:

- New jobs & income generation activities for males, may increase the female household/agriculture workload -> Reduced food production; poor education levels in both children and females
- Adverse health impacts expected where construction workers and camp followers concentrate.
 - Communicable diseases, road traffic and construction-related accidents.
 - Social disturbances altering community dynamics and straining relationships among minority groups.



Findings Interviews

From Interviews:

- TTLs (most) recognize relevance, but lack resources (Support, Budget, Time)
- Reasons for integrating gender issues may be:
 - Done unintentionally
 - Particularly relevant in country context
 - Mandated by operations manual
 - Previous project/phase had gender
 - TTL and team: gender sensible
 - Identifying/Push from Gender teams
- Collection of sex disaggregated data is not seen as necessary
- Having a gender consultant in the team is identified as key in the process to identify women needs, interests, and ways to tailor the activities in the project accordingly.





Recommendations

- ✓ **Integrate** gender under the ESIA framework for baseline and impacts analysis
 - e.g., gender differentiated impact analysis, including GBV
- ✓ **Separate**, gender specific consultations to give voice to women
- ✓ **Identify** social restrictions for women participation
 - e.g. economic opportunities, access to services
- ✓ **Gender related findings** from S.A. should inform the project design and impact mitigation plans and frameworks
- ✓ **Gender should also address** males
- ✓ **Include** gender issues in O.M.
- ✓ **Mitigation plans** should include targets for women participation in project activities
- ✓ **RAP:**
 - measures for women-headed households
 - ensure women have equal access to compensation:
 - joint titling and/or in cash compensation requirement of both spouses signature for access to bank accounts
 - use monitoring indicators & evaluation questions related to how women's needs have been addressed in resettlement implementation
- ✓ **IP Plans** - measures to address identified risks & restrictions for women
- ✓ **Gender sensitive Grievance Redress Mechanism** - use tools and channels that women in the project area have access to and may use them



Electricity Utilities

CORPORATE SOCIAL RESPONSIBILITY AND INTERNATIONAL CERTIFICATION

Facts can be drawn from CSR, International Certification and Reporting Initiatives:

- Reporting demonstrates Private Sector's commitment to Diversity and Inclusion
- Public sex-disaggregated data allows analyzing changes in the gender composition of the organizational chart of companies
- Commitment of the management, the improvement of HR policies, and particularly timely activities in their direct operations can produce a greater change in gender equality in the workplace

International reporting initiatives:

- Global Reporting Initiative
- Embedding Gender in Sustainability Reporting
- UN Compact and Women's Empowerment Principles
- Gender Equity Seal
- Gender Equity Model (GEM)

Addressing gender in project affected communities

- Customer satisfaction and good relations with communities – an integral part of the utilities good corporate governance values.
- CSR strategies serve as a framework for utility engagement in social development.
- Tools and methods to assess project impacts and risks vary by company, but ESIA's are the standard practice.
- Employment of local communities is limited by the technical nature of jobs.

Female representation in utilities

- Gender equal employment is often embedded within diversity or non-discrimination policies

Barriers in addressing gender:

- Nature of work (lack of flexibility)
- Cultural and gender stereotypes
- Lack of women vocations

Electricite de France (EDF) SA is a state-owned transnational company regrouping 33 subsidiaries and associate companies over the world. The group is committed to Gender Equality and has been awarded the Gender Equality label in 2006.

In 2012, EDF associates in France have renewed the collective agreement on Gender Equality with unions. The agreement sets new objectives: Ensure equal pay for equal work

1. Promote gender equality and increase the representation of women in executive positions
2. Generate vocations and gender equality in recruitment
3. Improve work-life balance
4. Raise awareness on gender issues

Women Employees, %

Total	31%
Managers	27%
Executive	16%

“Professional equality between men and women is a pillar of the diversity policy”

Source: EDF Gender Equality Report 2013

Initiatives towards gender equality:

Addressing wage gap; Increasing share of women in the company; Gender sensitive work environment

- Access to micro-credit to fund enterprises (Laos).
- Development of economic activities for women (Africa, Laos).
- Vocational training and integration of trainees within the company (Europe).
- Employment and social inclusion of vulnerable groups (France).
- EDF charter with other enterprises to promote gender equality in small and medium enterprises (France).

*“Employing local populations may be challenging in some contexts.
Large projects require technical and specific skills”.*



PT PLN Persero is a state owned Indonesian enterprise engaged in electricity production, transmission and distribution. PLN and its subsidiaries employ more than 63,000 people.

There is no gender policy in the group. But...

“In 10 years the number of women in the group has been multiplied by three”

Initiatives towards gender equality:

An awareness campaign to prevent harassment; Work flexibility; Women’s groups for socializing.

- PLN has defined a Code of Conduct which applies to all subsidiaries, associates and suppliers .
- PLN undertakes ESIA’s for each project.
- PLN has a strong position on minimizing impacts, especially on land acquisition.
- In case of resettlement, PLN is follows the World Bank safeguards and undertakes a Land Acquisition and Resettlement Plan (LARP).

Specific women targeted activities implemented by Indonesia Power:

- Organic gardens.
- Traditional Batiks crafting.
- Savings and credit cooperatives to support women in the development of business.
- Cake houses (training in business management, marketing, mentoring and provision of capital).

Indonesia Power, women %

Operations, Maintenance, Engineering	3%	Managers	14%
HR, Finance, Other Functions	36%	Executive	19%
TOTAL	11%	Total	11%

NEPAL | Findings & Lessons Learned

Large energy infrastructure projects like KGA HEP, can have immense gendered impact on women and men of different social backgrounds.

There have been positive economic and social impacts due to ancillary infrastructure and services:

- Access road (markets/ economy)
- Electrification (HHs, Businesses)
- Tourism (boating/holy rock)

Women, especially appreciated:

- Improved mobility (via road/ferry)
- Continuous Electricity Supply
- Better access to information (TV/radio) ex. Dalit's

Women did not appreciate:

- Bitter (more than men) - lack of direct project Enterprise/Employment opportunities
- Water shortage issues
- Lack of consultations/information (except Brahmin women)

Interestingly, both women/men KIIs/FGDs (except Dalits) overwhelmingly (>80%) recognized the project's (indirect) economic benefits to the area (disparity among women of different ethnic groups) However, women did not perceive any health/sanitation/education benefits.



NEPAL | Findings & Lessons Learned

Inadequate consideration of gender and inclusion aspects in policy/guidelines in hydro development from pre-construction to operation phases:

- Minimal engagement with community a major barrier for **BOTH** women and men – still no GRM
- Absence of a gender and social relations analysis in documents and M&E (2012 ADB report)
- Insufficient attention is paid to interventions which could empower the community women (and men) – (livelihood trainings)
- Inadequate capacity of key stakeholders and institutions for gender and inclusion mainstreaming in the power sector.

Overall, positive project benefits could have been much greater had the project more systematically addressed from:

- local knowledge and skills through consultations
- an adequate understanding of issues/gendered needs/impacts (i.e. GRM, flood alarm, tourism dev., employment opportunities)



SENEGAL | Preliminary Results

(1/2)

COMMUNITY INVOLVEMENT

- Population usually not informed of any intervention before hand – only through rumors – but projects are welcome. Women have even less access to information.
- People – particularly women and youth - are interested in being involved in selling credit for pre-paid meters (similarly to cell phone scratch cards)

ELECTRICITY ACCESS

- Not all households are connected following the arrival of the grid (densification cost is often left to the municipality)
- People struggle to understand their electricity bill and are not aware that increased consumption leads to higher bills
- Women require 24/7 electricity supply as their economic activities often focus on selling ice and ice cream – thus reliability and quality are important
- Tailors find electric iron unaffordable as electricity is very expensive –charcoal iron is the coping solution

CUSTOMER SERVICE

- People – particularly women – have a hard time in reaching out to SENELEC (lack of local agencies)



SENEGAL | Preliminary Results

(2/2)

PRE-PAID METERS

- Following proper communication and information, customers understand the advantages (consumption control) despite some short term inconveniences (few selling points)

LABOR MARKET AND LOCAL ECONOMY

- Local communities – particularly the youth – wish to be employed by SENELEC's projects
- Despite initial promises and national law stating that unskilled labor should be sourced locally, locals have not been employed
- Impacts on local economy are minor during construction
- No issues have been reported regarding the presence of external workers

COMPENSATION

- Compensations have not been decided yet, even if construction is completed – rushed to spend the funds
- Communities have a strong sense of the “public interest” that is more important than their compensation – often they are in illegal settlements



MOROCCO | Preliminary Results

(1/2)

COMMUNITY INVOLVEMENT

- Local population broadly favorable to the CSP plant; however mixed opinions with regards to project implementation and governance
- Opinions diverge with regards to information and consultation between local population (claiming absence of consultations and MASEN/local authorities)
- Women seem excluded from consultations, information, representation, and decision making
- Women are motivated for acquiring their autonomy and be part of the decision making process; but lack of support



COMPENSATION

- Acquisition of communal land without need for resettlement
- Discrepancy between delivered benefits and population's expectations (e.g. free electricity, right to employment)
- Representatives of communal land who negotiated compensation are seen as incompetent; population complains about priorities



MOROCCO | Preliminary Results

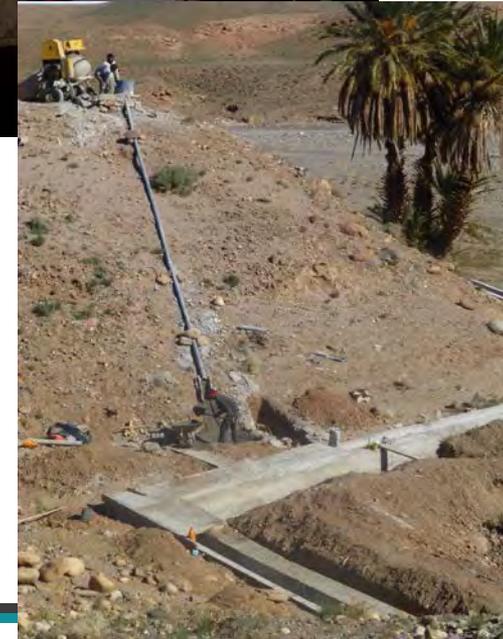
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LIVELIHOOD AND EMPLOYMENT OUTCOMES

- Local employment created mostly for men - but temporary and low skilled
- Women mainly employed in catering – very few in technical positions
- Local population complains about poor training opportunities
- Local population (women in particular) are motivated to develop their professional competencies
- Women are interested in home-based employment

SHARED BENEFITS

- Several activities implemented: road connecting neighboring village, drinkable water network, irrigation channels, bridges, mobile health facilities
- Local population complains about infrastructure quality and priorities; additional structures requested (e.g. women's need for daycare)
- Women's needs (health, education, school transport, security) different from men's



Emerging Messages

Labor and Economic Opportunities: Gender norms and specific needs by men and women condition labor market opportunities for men and women.

- ✓ Occupational segregation by gender is significant and a determinant of earnings
- ✓ Working conditions, occupational safety, personal safety (in terms of sexual harassment and GBV) , and type of facilities make a difference in terms of attracting women to work in jobs generated during construction
- ✓ Ancillary infrastructure matters (e.g. access to roads)
- ✓ Training programs that are inclusive of both men and women seem to enhance the employment outcomes of electricity infrastructure projects

Social and Community aspects and Gender Equality:

- ✓ Community Agreements and Benefit Sharing can have a positive impact on women's participation and outcomes
- ✓ Self-help groups seem to have a positive impact on women's agency and gender norms
- ✓ In projects that attract large numbers of migrants (mostly male) , there are potential negative effects in terms of the social fabric of the communities and the potential increase of HIV/AIDS , GBV, and prostitution

Land and Assets

- ✓ Benefit sharing agreements that include men and women and a gender approach towards land ownership and assets can have positive impacts on gender equality
- ✓ Resettlement Action Plans that take into account the fact that women's land and housing ownership is an issue lead to promising results on the ground

RESOURCES ON GENDER & ENERGY

LITERATURE AND GUIDANCE

[ESMAP: Gender and Energy Online Resources](#)

[Steps to Strides: Sustainable Development Network's Companion to the World Development Report](#)

[World Bank: Energy, Gender and Development – What are the Linkages? Where is the Evidence?](#)

[World Bank Data and Guidance Notes on Gender Mainstreaming](#)

[UNDP: Gender & Energy for Sustainable Development: A Toolkit & Resource Guide](#)

[Asian Development Bank: Gender and Energy Toolkit: Going Beyond the Meter](#)

[ENERGIA – Global Network of Energy and Gender Practitioners](#)

VIDEO RESOURCES TO SHOWCASE EXISTING EXAMPLES

Senegal: http://www.youtube.com/watch?v=f_On6SaFbY&feature=youtu.be

Tanzania: <https://www.youtube.com/watch?v=DIdnOkyDgOA&app=desktop>

Cambodia: <http://www.youtube.com/watch?v=PLwgSHM1pIY&feature=relmfu>

Laos: <http://blogs.worldbank.org/eastasiapacific/node/2948>

Mali: <http://youtu.be/7OR0TiaPplI>

South Asia: <http://www.esmap.org/esmap/node/286>

THANK YOU! For More Information visit us at
www.ESMAP.org/ESMAP/ENERGYANDGENDER

ANNEX

SENEGAL | Fieldwork sites and Methodology



Sites	Type of intervention	Project status	Data
Pikine (Cité Comiko)	Pre-paid and smart meters	Installed	5 KII and 2 FGD (women/men)
Marché HLM	Pre-paid and smart meters	Not yet installed; Communication campaign planned for Jun 2015	2 FGD (women/men)
Tivaouane Peulh	Distribution (densification)	Not yet started	3 KII and 2 FGD (women/men)
Nganda	Distribution (extension)	Completed – Apr 2015	5 KII and 3 FGD (women/men/mix)
Koumpentoum	Distribution (extension)	Completed – Apr 2015	6 KII and 3 FGD (women/men/mix)

MOROCCO | Fieldwork Sites and Methodology



Sites	Data
Dakar	9 KII with central government agencies and MASEN
Ouarzazate	11 KII with local government agencies and MASEN
	2 FGD with local NGOs
	10 FGD in 5 neighboring villages:
	<ul style="list-style-type: none"> Ait Ouarab: 2 FGD (women/men) Iznaguen Sour: 2 FGD (women/men) Tasselmante: 2 FGD (women/men) Tiflite: 2 FGD (women/men) Zouate Ben Naji: 2 FGD (women/men)



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Building a Safer World: Toolkit for Integrating GBV Prevention and Response into USAID Energy and Infrastructure Projects

MCC Energy for Development Conference

September 10, 2015

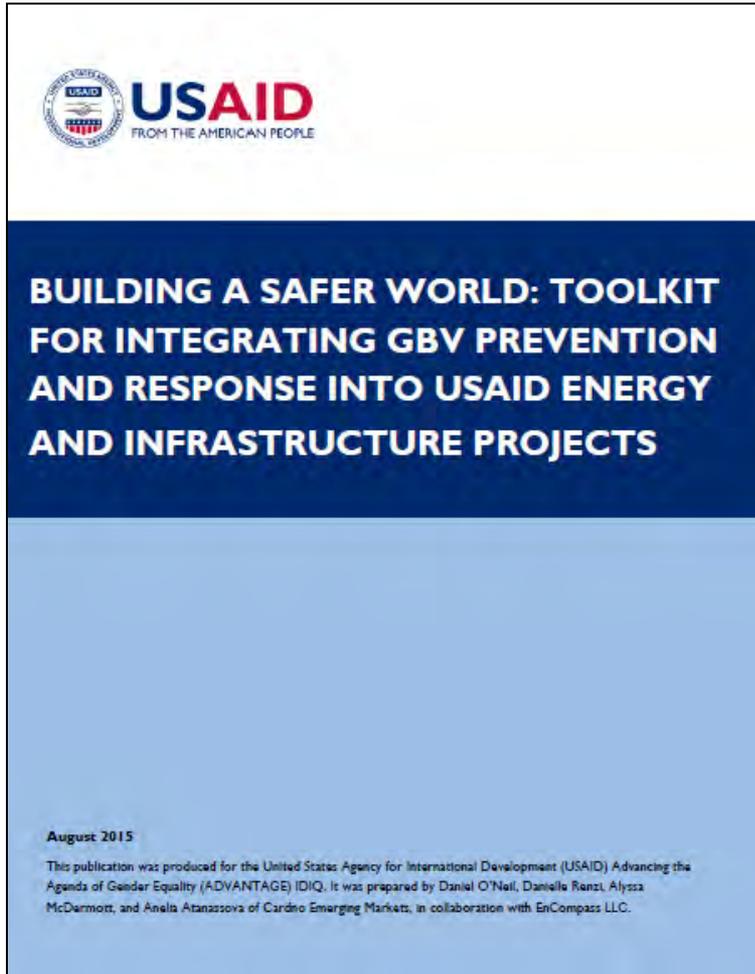
Nancy Martin, PhD

AAAS Science & Technology Policy Fellow

USAID Office of Gender Equality and Women's
Empowerment (E3/GenDev)



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- What is GBV?
- Why this toolkit?
- Who participated?
- How was it developed?
- What is in the toolkit?



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What is gender-based violence (GBV)?

- Violence that is directed at an individual based on biological sex, gender identity, or perceived adherence to socially defined norms of masculinity and femininity. It includes physical, sexual, and psychological abuse; threats; coercion; arbitrary deprivation of liberty; and economic deprivation, whether occurring in public or private life.
- *Examples include intimate partner violence; sexual violence; sexual harassment*



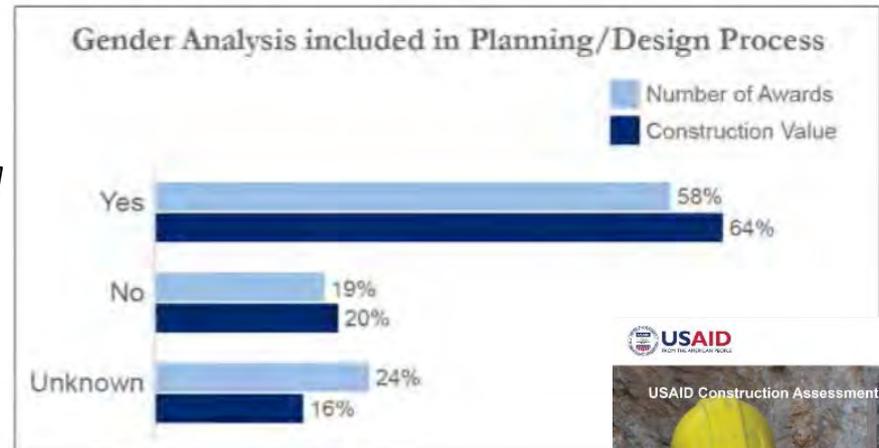
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Why a toolkit on addressing GBV in Energy & Infrastructure?

- Policy Mandate
- Sector Opportunity



FIGURE 9





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TOOLKIT FOR MONITORING AND EVALUATING GENDER-BASED VIOLENCE INTERVENTIONS ALONG THE RELIEF TO DEVELOPMENT CONTINUUM



EQUAL RIGHTS, EQUAL JUSTICE
TOOLKIT FOR ADDRESSING GENDER-BASED VIOLENCE THROUGH RULE OF LAW PROJECTS



TOOLKIT FOR INTEGRATING GBV PREVENTION AND RESPONSE INTO ECONOMIC GROWTH PROJECTS



SCALING UP INTERVENTIONS TO PREVENT AND RESPOND TO GENDER-BASED VIOLENCE
AN ANALYTICAL REPORT



Working with Men and Boys to End Violence Against Women and Girls
Approaches, Challenges, and Lessons



BEYOND ACCESS: TOOLKIT FOR INTEGRATING GENDER-BASED VIOLENCE PREVENTION AND RESPONSE INTO EDUCATION PROJECTS



March 30, 2015

This document was produced for review by the United States Agency for International Development. It was prepared by the Gender, Equity and Social Inclusion Practice of Development and Training Services (GTS), through the Transparency, Accountability and Performance (TAP) IQC, Gender-based Violence Strategy Research Agenda Project.

February 2015

This report is made possible by the generous support of the American people through the support of the Office of the Senior Coordinator for Gender Equality and Women's Empowerment and the Office of Gender Equality and Women's Empowerment, United States Agency for International Development (USAID), under terms of project order numbers AID-OAA-C-13-00142 and AID-OAA-C-11-00163. This report is led by Beza Seyoum Alemu, Ph.D., in the Office of the Senior Coordinator for Gender Equality and Women's Empowerment, USAID.

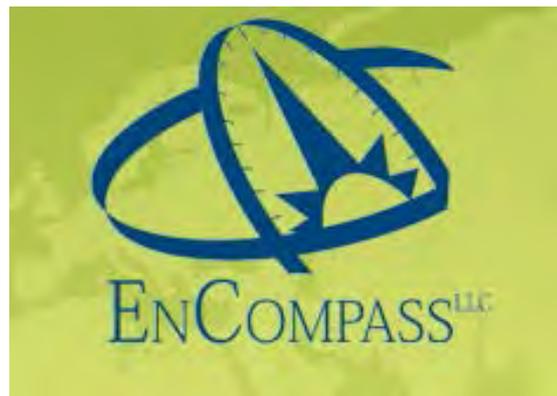
June 2015

This publication was produced for the United States Agency for International Development. It was prepared by Lyn Messner, Sylvie Morel-Seystoux, Kai Spratt, and Abby Ladd of EnCompass LLC through the Advancing the Agenda of Gender Equality (ADVANTAGE) IQC.



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Who participated? Our Partners



Cardno
Shaping the Future

- * Tessie Catsambas
- * Lyn Messner
- * Sherry Rockey

- * Marian Boreland
- * Daniel O'Neil
- * Danielle Renzi
- * Alyssa McDermott
- * Anelia Atanassova



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Who participated? Technical Advisory Group

Acknowledgments

The following individuals participated in the Technical Advisory Group to develop this toolkit contributing valuable guidance and feedback throughout the process: Denise Mortimer (USAID), Eric Abdullateef (USAID), Heather Skilling (USAID), Jacob Greenstein (USAID), Jayne Somers (USAID), Jen Castro (USAID), Joanne Wedum (Consultant), John Piggott (USAID), Julia George (Cardno), Lyn Messner (EnCompass), Marian Boreland (Cardno), Matthew Emry (USAID), Melinda Laituri (Colorado State University), Mike Bozek (USAID), Nancy Martin (USAID), Rebecca Carter (USAID), Rebecca Sherpelz (Millennium Challenge Corporation), Reme Moya (independent consultant), Rochelle Rainey (USAID), Ryan Shelby (USAID), Trina Howley (Cardno), Wade Channell (USAID), Tina Robbins (Chemonics), and Yeshi Dejene (Millennium Challenge Corporation). Special thanks to Crystal Cason for the graphic design and desktop publishing.



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How was the toolkit developed?

- Convened a Technical Advisory Group of USAID staff, partners, and external experts
- TAG met in January & April
- Interviews and literature review
- Some key decision points
 - GBV vs. Gender
 - Sub-sectors
 - Structure and format of toolkit



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What is in the toolkit?

<https://www.usaid.gov/gbv>



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Questions?



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BUILDING A SAFER WORLD: TOOLKIT FOR INTEGRATING GBV PREVENTION AND RESPONSE INTO USAID ENERGY AND INFRASTRUCTURE PROJECTS

August 2015

This publication was produced for the United States Agency for International Development (USAID) Advancing the Agenda of Gender Equality (ADVANTAGE) IDIQ. It was prepared by Daniel O'Neil, Danielle Renz, Alyssa McDermott, and Aneta Atanazova of Cardio Emerging Markets, in collaboration with EnCompass LLC.



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Thank you!



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WHAT WE DO

AGRICULTURE AND FOOD SECURITY

DEMOCRACY, HUMAN RIGHTS AND GOVERNANCE

ECONOMIC GROWTH AND TRADE

EDUCATION

ENDING EXTREME POVERTY

ENVIRONMENT AND GLOBAL CLIMATE CHANGE

GENDER EQUALITY AND WOMEN'S EMPOWERMENT

Closing Gaps

Reducing Gender-Based Violence

PREVENTING AND RESPONDING TO GENDER-BASED VIOLENCE





WHAT WE DO

[AGRICULTURE AND
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GENDER-BASED VIOLENCE TOOLKITS

Economic Growth

[Toolkit for Integrating Gender-based Violence Prevention and Response into Economic Growth Projects \(September 2014\)](#)

Education

[Beyond Access: Integrating Gender-based Violence Prevention and Response into Education Projects \(June 2015\)](#)

Health

[Addressing Gender-based Violence through USAID's Health Programs: A Guide For Health Sector Program Officers, 2nd edition \(2008\)](#)

Monitoring and Evaluation

[Toolkit for Monitoring and Evaluating Gender-based Violence Interventions Along the Relief to Development Continuum \(May 2014\)](#)

Rule of Law

[Equal Rights, Equal Access: Toolkit for Addressing Gender-based Violence through Rule of Law Projects \(September 2014\)](#)

Energy & Infrastructure

[Building a Safer World: Integrating Gender-based Violence Prevention & Response into Energy & Infrastructure Projects \(August 2015\)](#)



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BUILDING A SAFER WORLD: TOOLKIT FOR INTEGRATING GBV PREVENTION AND RESPONSE INTO USAID ENERGY AND INFRASTRUCTURE PROJECTS

Language

Undefined

This toolkit was developed to support implementation of the U.S. Strategy to Prevent and Respond to Gender-based Violence Globally. It provides guidance and resources for USAID technical and program officers to integrate gender-based violence (GBV) prevention and response into energy and infrastructure projects as required by Automated Directives System (ADS) 205.3.4 by assisting USAID technical and program teams to identify how GBV impacts:

- Overall project outcomes defined in the project logical framework
- Key gender gaps that could be addressed through the project
- Any potential differential effects (including unintended or negative consequences) on women, men, lesbian, gay, bisexual, transgender, and intersex (LGBTI) persons, and other marginalized and vulnerable groups.

The Toolkit provides:

- The United States government definition of GBV





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**BUILDING A SAFER WORLD: TOOLKIT
FOR INTEGRATING GBV PREVENTION
AND RESPONSE INTO USAID ENERGY
AND INFRASTRUCTURE PROJECTS**



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HOW TO USE THIS TOOLKIT

Although it can be read from “top to bottom”, this toolkit was designed as a guide for technical and program officers working in energy and infrastructure sectors to integrate gender-based violence (GBV) prevention and response into various points of the [USAID Program Cycle](#). As such, each Part and sub-part can be used individually.

A blue box at the top of each page like **this is a tab**. Users can click on these tabs to “jump” to each Part of the toolkit.

The red arrow on each page () functions as a “back” button. Users can click on this arrow at any time to return directly to the last page visited.

Red, italicized text like *this is an internal hyperlink*. Internal links allow the user to jump to particular sections within the toolkit.

Blue, underlined text like this is an external hyperlink. External links allow the user to navigate away from the toolkit in order to access additional, external resources. **Notes:** Internet access is required in order to use external links.

STRUCTURE

This toolkit is organized into five parts. Each part can stand alone or serve as part of a whole if one wishes to read from “beginning to end.” The interactive format (described above) allows the reader to “jump” to the Part, or sub-part, of the toolkit that is most useful at any given time.

Part 1: Introduction provides background, purpose, and guidance on programming for GBV prevention and response in energy and infrastructure projects.

Part 2: What is GBV and how it relates to energy and infrastructure includes why this toolkit was developed, why GBV matters to energy and infrastructure projects, key best practices, and working with stakeholders.



← **Part 1: Introduction** **Part 2: Why GBV** **Part 3: Integration** **Part 4: M&E** **Part 5: Resources**

PART 2

HOW GBV RELATES TO ENERGY AND INFRASTRUCTURE

WHY DEVELOP A TOOLKIT FOR ENERGY AND INFRASTRUCTURE

Energy and infrastructure development has many implicit and often invisible increased risks of GBV. For example, energy projects (e.g., the construction of a water treatment facility or power plant) can lead to rapid urbanization of an area, which increases the population while infrastructure can often remain minimal. Such lack of infrastructure places women at high risk of experiencing GBV – sexual, physical, or verbal. This is due to the strain caused by sociocultural disadvantages or barriers that can be exacerbated under such circumstances. Furthermore, women in project communities may be subject to higher rates of GBV because of an influx of male workers. Sex work and increased use of drugs and alcohol are often unintended consequences of such projects and further exacerbate the risk of GBV.

USAID identified 758 prime awards that included construction activities totaling \$5.6 billion (Clapp-Wincek 2014). Clearly, USAID is playing a significant role in shaping the physical landscapes globally through its energy and infrastructure projects. It is, therefore, critical for these projects to be designed to in a way that ensures GBV prevention and response.

Women and men perceive and use the built environment differently. Perceptions of the built

Both Women and Men Experience GBV

Women and girls are the most at risk and most affected by GBV. Consequently, the terms “violence against women” and “gender-based violence” are often used interchangeably. But boys and men can also experience GBV, as can sexual and gender minorities. Regardless of the target, GBV is rooted in structural inequalities between men and women and is characterized by the use and abuse of physical, emotional, or financial power and control. (The United States Government 2017)



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Exhibit 4: Development Hypothesis: Impact of GBV Prevention and Response on Energy and Infrastructure Project Design





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KEY BEST PRACTICES

There are three fundamental ways to integrate GBV prevention and response into energy and infrastructure projects:

1. *Gender inclusive design*
2. *Preventing sexual harassment*
3. *Response mechanisms for reporting GBV*

WHAT IS A GENDER INCLUSIVE DESIGN?

Because men, women, and vulnerable groups use spaces differently, it is critical to actively seek out inputs from a wide range of stakeholders to understand how best to design a project.

Inclusive design should be done through **Focus Groups** and **In-Depth Interviews**, consulting with women's groups, vulnerable populations, and working with gender equality and GBV experts to identify their needs and design a project that reflects those concerns. It is important to find out where and how GBV has occurred in the past and look for ways to prevent it in the future. This should be done early in the process to ensure that the project is designed from the beginning to reflect the needs of the entire community.

Techniques such as *Community Mapping* can identify key barriers and risks, and identify the positive spaces where stakeholders feel the safest. This is done by having women, LGBTI, people living with



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PART 3

HOW TO INTEGRATE GBV PREVENTION AND RESPONSE INTO ENERGY AND INFRASTRUCTURE PROJECTS

OVERVIEW

The following sections offer operational guidance for why and how to integrate GBV prevention and response into the following six subsectors of the USAID Energy and Infrastructure portfolio:

- *Energy*, focused on the generation and distribution of electricity
- *Transportation*, including the design of roads, public transportation systems, and public transportation buildings
- *Buildings*, including schools and health facilities
- *Water and Sanitation* with a particular focus on bathroom facilities
- *Urban developments* and public spaces
- *Construction* activities.

A single project will likely involve several of these subsectors. For example a project to build a school (“building”) will likely include latrines (“water and sanitation”), might involve energy, and will certainly involve construction. To simplify the use of the toolkit, each section has been written to be standalone.



GENERAL GUIDELINES

This section details some examples of how to incorporate these best practices into specific subsectors of energy and infrastructure projects. Some overarching considerations and identified best practices are listed below:

- Involve women, LGBTL people living with disabilities, and other marginalized and vulnerable groups in project design to ensure that their needs are represented.
- Conduct a comprehensive gender analysis that includes GBV.
- Create well-lit spaces.
- Focus on the needs of pedestrians.
- Provide safe sanitation facilities.
- Conduct a GBV *safety audit* of the design.
- Use contracting mechanisms to enforce correct behavior during implementation.
- Use solicitations to communicate USAID's commitment to gender equality and integrating GBV prevention and response.
- Provide training to ministries involved with these projects to ensure that they understand GBV issues.
- Provide on-site anti-harassment trainings to create awareness of the harmful effects of GBV, as well as consequences if GBV occurs according to the anti-harassment policies.
- Promote the use of appropriate response mechanisms for reporting GBV that occurs during the life of the project.

Preventing GBV in energy and infrastructure projects is about creating safe spaces, whether it is building structures or creating work environments.



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CONSTRUCTION

HOW GBV PREVENTION AND RESPONSE CAN ENHANCE CONSTRUCTION PROJECTS

In industrialized countries, 15-30 percent of working women reported to have encountered repeated and serious sexual harassment in the workplace. This includes touching, pinching, offensive remarks, and requests for sexual favors. This type of harassment invokes emotional and physical stress and related illnesses, and reduces morale and productivity (International Labour Organization 1995).

Women are increasingly filling roles in construction projects, which may lead to increased economic empowerment and participation in decision-making roles. However, women stepping into traditionally male-dominated roles can initially experience some tension and occasionally violence from their male colleagues. Hence, it is essential that policies and procedures for the prevention of and response to GBV and gender discrimination are enshrined in the workplace.

Sexual harassment is a form of GBV and is a pervasive problem. It affects energy and infrastructure projects in two primary capacities:

1. In the workplace (among project implementers, e.g., male and female construction workers)
2. Between the implementers and the local community (e.g., male construction workers and local women)



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HOW TO PREVENT GBV IN CONSTRUCTION PROJECTS

Construction sites are traditionally male-dominated. The following is a list of best practices that should be followed for all construction projects:

1. **Prevent Sexual Harassment during Implementation:** Promoting partner and institutional change by requiring policies and procedures to counter sexual harassment in the workplace can be a powerful strategy for helping prevent GBV and protecting workers.
 - o **Require sexual harassment policies for USAID contractors and grantees.** Sexual harassment policy requirements can be written into contracts, M&E plans, CSR programs, and compliance auditing. Contractors and grantees should establish written human resources management procedures so that workers can report incidences of sexual harassment without fear of reprisal, and educate workers about such policies and procedures.
 - o **Require employers in the construction sector to adopt policies that prohibit discrimination, exploitation, harassment, and GBV.** Women entering traditionally male-dominated work places, such as the construction sector, can be subjected to discrimination and harassment. Advocating for safe and fair work conditions for women will increase their productive capacity and income-generating potential (Asian Development Bank 2013).
2. **Appropriate Response Mechanisms:** Collaborate with local stakeholders, including women's groups, religious leaders, local politicians, and judicial systems to identify forms of GBV in the local context. Use this to inform policies to provide safe ways for GBV survivors to report incidences. Additionally, collaborate with local communities to identify appropriate methods to address GBV that might occur during implementation. Consult with GBV experts to create written policies that clearly identify what is and what is not tolerated by project employees.



PART 4

MONITORING, EVALUATION, AND LEARNING

USAID'S APPROACH TO MEASURING GBV IN THE ENERGY AND INFRASTRUCTURE SECTORS

The [United States Strategy to Prevent and Respond to Gender-based Violence Globally](#) outlines USAID's commitment to two outcomes:

- An increased share of the population will view GBV as unacceptable
- USAID resources will be appropriately focused on addressing the most prevalent forms of GBV in the particular sector.

As laid out in the Strategy, USAID will use the existing processes to measure progress towards achieving these two overarching outcomes. The [Toolkit for Monitoring and Evaluation of Gender-based Violence Interventions along the Relief to Development Continuum](#) provides USAID's approach to planning for M&E to prevent and respond to GBV. The steps in that toolkit provide a framework that can be applied to the six energy and infrastructure subsectors. **Exhibit 9** illustrates this framework.

The [standard foreign](#)

Exhibit 9: Process for Planning M&E



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REPORTING GUIDANCE

Development objective teams and program offices are required to develop indicators and set annual targets for tracking progress toward achieving gender equality through their projects and activities, and include them in the Mission performance management plan and project monitoring and evaluation plan. In addition, the performance plan and report must detail gender equality and female empowerment results achieved in a reporting fiscal year ([ADS 205.3.7.2](#)). Guidance on use of these indicators and reporting requirements is summarized below.

In 2011, seven joint USAID–United States Department of State [standard foreign assistance indicators](#), three of which respond to GBV, were introduced to evaluate the United States government gender programming.² Indicators are deliberately written in a broad manner so that they can be applied to activities across the numerous sectors in which USAID works. The indicators specific to GBV, one of which is “required as applicable” include:

Gender Indicator 5: Number of laws, policies, or procedures drafted, proposed, or adopted with the United States government assistance that are designed to improve prevention of or response to GBV at the regional, national, or local level.

Gender Indicator 6: Number of people reached by a United States government-funded intervention providing GBV services (e.g., health, legal, psychosocial counseling, shelters, hotlines, other). *This indicator is required as applicable.*

Gender Indicator 7: Percentage of target population that views GBV as less acceptable after participating in or being exposed to the United States government programming.



PART 5

CONCLUSION AND RESOURCES

Integrating GBV prevention and response into energy and infrastructure projects requires USAID to take a broad look at both intended and unintended consequences to ensure that project designs take into consideration the needs of women, LGBTI, and other vulnerable groups, and model safe practices. By integrating GBV prevention and response into energy and infrastructure projects, USAID has an opportunity to not only reduce GBV, but to lay the foundation for a safer, stronger world.

The following pages contain a number of resources:

- A list of [*Illustrative Gender Analysis Questions for Project Design*](#)
- A [*Safety Audit Tool*](#)
- A [*Community Mapping Tool*](#)
- A list of [*Reference Documents*](#)
- A [*Glossary of Technical Terms*](#)
- A [*Reference List of USAID-Department of State GBV Strategy Foreign Assistance Indicators*](#)
- [*Summary of USAID's Gender and GBV Work Relevant to the Energy and Infrastructure Sector*](#)
- [*Illustrative GBV Integration Strategies and Indicators for Energy and Infrastructure Projects, by Subsector*](#)
- A list of [*References*](#)



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ILLUSTRATIVE GENDER ANALYSIS QUESTIONS FOR PROJECT DESIGN

FOR THE DESIGN OF AN ENERGY OR INFRASTRUCTURE PROJECT:

1. Were focus groups held with women? LGBTI? People living with disabilities? Other marginalized or vulnerable groups?
2. What specific safety issues were identified?
 - o What types of GBV do women, LGBTI, and vulnerable groups encounter as it relates to the project? Where does GBV normally occur? Are there specific areas more prone to GBV (e.g., bars, stores, homes, schools)?
 - o Where do women, LGBTI, and vulnerable groups feel the safest? Most unsafe? In what types of buildings do they feel the safest? Most unsafe?
 - o What types of GBV are the most prevalent in the community? How can this be mitigated in the design? During construction?
 - o How does the community currently deal with GBV incidences? What is the local disciplinary action and civil law?
 - o How should GBV be reported in a culturally appropriate manner?



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DURING CONSTRUCTION AND IMPLEMENTATION:

1. Are USAID's sexual harassment policies applied to contractors and grantees?
2. Are the contractors and grantees required to adopt policies that prohibit discrimination, exploitation, harassment, and GBV?
3. Have appropriate mechanisms been established for women, LGBTI, and other vulnerable groups to safely report abuses and to have them addressed?
4. Does this project create opportunities for women, LGBTI, and members of other vulnerable groups to serve as technicians?
5. Is the contractor required to provide separate latrines for men and women?

FOR ENERGY PROJECTS:

1. How do women, LGBTI, and vulnerable groups access energy? In what way does this make them more or less vulnerable to abuse?
2. How does the threat of violence affect women's choice of sources of energy? Are there activities that could allow women's access to cleaner energy?



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SAFETY AUDIT TOOL (Schulte 2014)

Guidance for Using the Safety Audit Tool

Purpose of the Tool

- To identify whether the physical layout of the community could potentially make women/men and girls/boys more vulnerable or capable to resist threats of GBV. It focuses on the overall layout, the location of water and sanitation points, the household and community layout, and the presence of actors that could potentially pose a threat of GBV to women/men and girls/boys in the community.

When to Use the Tool

- During the process of collecting situational/needs assessment data and establishing targets and baseline for performance monitoring as a substitute or a complement to the collection of primary quantitative data.

Who Should Use the Tool

- Skilled GBV program managers with significant field experience and previous experience conducting safety audits.

How to Use the Tool

- Identify who will participate in the design of the safety audit. Consider whether and how to engage local partners, community leaders and activists (male and female), and GBV survivors (if safe and ethical).



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COMMUNITY MAPPING TOOL

Guidance on Using the Community Mapping Tool

Purpose of the Tool

- To identify which services are available to women/men and girls/boys to prevent and respond to GBV, and to assess the community's knowledge of those services. Community mapping is an excellent tool for collecting qualitative data, particularly in cultures that have strong visual and oral traditions. Community mapping may be created using paper with colored pens or in the dirt/sand using natural materials such as sticks, pebbles, and leaves. Ultimately, the data gathered may also be used to create or supplement the existing GIS mapping data on GBV risks and services. However, it is important to take great care when not to map locations of specific incidents of GBV in community, and it is important to get consent from service providers before mapping their location(s). This does not prohibit mapping of GBV incidents when survivors or other community members call into hotlines to report GBV.
- Community mapping, as well as the Safety and Security Audit, may be incorporated into focus group discussions as a means of better assessing the community's knowledge of GBV services available to women/men and girls/boys (e.g., number, location, and quality of medical and psychosocial care), challenges women/men and girls/boys may face in accessing services (privacy, distance, safety), and the community's perception of areas that present high risks to women/men and girls/boys (public or remote areas where sexual assaults or harassment are likely to take place).

When to Use the Tool

- During the process of collecting situational/needs assessment data and establishing targets and baseline for performance monitoring as a substitute or a complement for gathering primary quantitative data.

Who Should Use the Tool

- Skilled GBV program managers with significant field experience and previous experience conducting community mapping.

How to Use the Tool

- Complete the steps for preparation and implementation of the community mapping enumerated below.



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August 2015

This publication was produced for the United States Agency for International Development (USAID) Advancing the Agenda of Gender Equality (ADVANTAGE) IDIQ. It was prepared by Daniel O'Neil, Danielle Renz, Alyssa McDermott, and Aneta Atanazova of Cardio Emerging Markets, in collaboration with EnCompass LLC.