World Bank GBV/SEA Training

Introduction to Gender Based Violence

Inka Schomer-World Bank
Overview

- Why GBV Matters
- Definitions
- Key Risk Factors for GBV
- Global Trends in GBV Prevalence
- Development Consequences of GBV
WHY DOES VIOLENCE AGAINST WOMEN AND GIRLS MATTER?

Violence against WOMEN and GIRLS...

- is a profound symbol of gender inequality and social injustice
- hurts girls’ and women’s bodies, minds and hearts
- hinders social and economic development
- prevents girls and women’s equal participation at every personal, social and political level
- reinforces other forms of discrimination including based on disability, age, race, sexuality, HIV status, class and caste
- is extremely costly – for families, communities and nations
Gender-based violence (GBV) is an umbrella term for any harmful act that is perpetrated against a person’s will and that is based on socially ascribed (i.e. gender) differences between males and females. It includes acts that inflict physical, sexual or mental harm or suffering, threats of such acts, coercion, and other deprivations of liberty. These acts can occur in public or in private (IASC 2015). Women and girls are disproportionately affected by GBV across the globe.

Understanding why the term GBV has been used historically to refer to violence against women and girls...

“Violence against women is a manifestation of historically unequal power relations between men and women, which have led to domination over and discrimination against women by men and to the prevention of the full advancement of women” (UN Declaration on the Elimination of Violence Against Women 1993).
VIOLENCE AFFECTS GIRLS AND WOMEN AT EVERY AGE AND STAGE OF LIFE

CHILD SEXUAL ABUSE
Approximately 20% of women and 5-10% of men report being sexually abused as children.²

FORCED/EARLY MARRIAGE
Latest international estimates indicate that more than 60 million women aged 20-24 years were married before the age of 18 years. About half of the girls in early marriage live in South Asia.⁴

KILLINGS IN THE NAME OF HONOUR
A total of 1,957 honour killing events occurred in Pakistan from 2004 to 2007.⁶

INTIMATE PARTNER VIOLENCE
Globally, 30% women who have ever been in a relationship have experienced physical and/or sexual violence by their intimate partner.⁸

FEMALE GENITAL MUTILATION / CUTTING
More than 125 million women and girls alive have been cut in 29 countries in Africa and the Middle East where FGM/C is concentrated.³

TRAFFICKING OF WOMEN AND GIRLS
11.4 million³

SEXUAL VIOLENCE
It is estimated that globally 7% of women have been sexually assaulted by someone other than a partner since age 15, although data is lacking in some regions.⁹

A FEW COMMON TYPES OF VIOLENCE
Women and girls in World Bank financed project areas are experiencing gender based violence.

World Bank financed operations can contribute to the mitigation, prevention and response of violence faced by women and girls.
Women exposed to intimate partner violence are

**Mental Health**
- **TWICE** as likely to experience depression

**Sexual and Reproductive Health**
- **16%** more likely to have a low birth-weight baby
- **1.5 TIMES** more likely to acquire HIV and 1.5 times more likely to contract syphilis, chlamydia or gonorrhoea

**Death and Injury**
- **42%** of women who have experienced physical or sexual violence at the hands of a partner have experienced injuries as a result
- **38%** of all murders of women globally were reported as being committed by their intimate partners

All statistics can be found in the report entitled Global and regional estimates of violence against women: Prevalence and health effects of intimate partner violence and non-partner sexual violence, by the World Health Organization, the London School of Hygiene & Tropical Medicine, and the South African Medical Research Council, found here:

Estimated costs are close to average government spending on primary education

Key Risk Factors

- Individual level:
  - For perpetration - Excessive alcohol use; experience of violence in childhood;
  - For victimization - Experience of violence in childhood; young women have greater risks of experiencing physical & sexual intimate partner violence; pregnancy does not protect women from violence

- Household level:
  - Economic pressures on the household,
  - Poor couple communication and cooperation

- Community level:
  - Harmful social norms around women’s inferior status, masculinity and acceptability of violence, victim-blaming.
  - Conflict, post conflict and displacement may exacerbate existing violence, such as by intimate partners, and present additional forms of violence against women.
### Table 1: Project-Related Risk Factors for Sexual Exploitation and Abuse

<table>
<thead>
<tr>
<th>Societal</th>
<th>Community</th>
<th>Male Perpetrator</th>
<th>Family</th>
<th>Individual</th>
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<tbody>
<tr>
<td>National, regional</td>
<td>Project size</td>
<td>Project workers</td>
<td>Working with <em>only</em> men or women in a household</td>
<td>Lack of information on how to report project-induced grievances</td>
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<tr>
<td>• Higher levels of GBV than regional average</td>
<td>• Geographic span of projects and communities that the project affects (e.g., larger projects intersect with more communities and are harder to monitor)</td>
<td>• Not local</td>
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<tr>
<td>• Low education levels of national labor force</td>
<td>• Duration—longer term projects increase risk</td>
<td>• Lack of sanctions for inappropriate behavior from employer</td>
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<td>• Limited services; low capacity for service provision for survivors; in particular, limited or no judicial or police services to facilitate redress for survivors</td>
<td>Project-affected population</td>
<td>• Increase in income of workers distorts power balance between workers and communities</td>
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<td>• Lack of specific legislation addressing incidence of GBV</td>
<td>• Small host community, unable to absorb large influx of workers</td>
<td>• Increase in income enables transactional sex and exploitative relationships</td>
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<td>• Rural host community lacking access to services and institutions, low capacity for absorption</td>
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<td></td>
<td>• Unequal participation of community members in community consultations</td>
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What works to prevent and respond to violence

An Integrated Approach to Ending Violence Against Women

Access to Justice
Support Services for Survivors
Violence Prevention

Strengthening the enabling environment for addressing violence against women
What Works Response

Holistic/Multi-Sectoral Response Services

Health Services

Psychosocial Counselling

Legal Services - Security

Police Services

Livelihhood Support

Safe house - Shelter

Essential Services Package for Women and Girls Subject to Violence Core Elements and Quality Guidelines

WHO Clinical and Policy Guidelines
Guiding Principles in Working with Survivors and Witnesses of GBV

1. Ensure **access to service** – health, psychosocial, legal/security, safehouse/shelter, livelihood
2. Ensure a **survivor centered approach** – give the power back to the survivor – listen, present options of support, ensure informed decision making
3. Ensure **Safety** – facilitate the survivor feeling safe at all times
4. Ensure **Confidentiality** – (for the survivor and her family) Not disclosing any information at any time to any party without the informed consent of the person concerned.
5. Actions are to be guided by respect
6. **Non-discrimination** - Survivors of violence should receive equal and fair treatment regardless of their age, race, religion, nationality, ethnicity, sexual orientation or any other characteristics
Resources
World Bank GBV/SEA Training

Linking Analysis to Operations

The Global Women’s Institute
THE GEORGE WASHINGTON UNIVERSITY

THE WORLD BANK
Good Practice Note

- Builds on global good practice
- Requires continual monitoring and feedback from end users
- Requires flexibility in judgment, no one size fits all, no templates
- Strong emphasis on mitigation and prevention
- Part of the ESF rollout.
- Guidance intended for Investment Project Financing (IPF) involving major civil works
Scope of GBV GPN - Thematic

GBV Risk Areas in Investment Operations

- Sexual Exploitation and Abuse (SEA)
  - Exploitation of a vulnerable position, differential power or trust for sexual purpose
  - Actual or threatened sexual physical intrusion

- Workplace Sexual Harassment
  - Unwanted sexual advances
  - Requests for sexual favors
  - Sexual physical contact

- Human Trafficking
  - Sexual slavery
  - Coerced transactional sex
  - Illegal transnational people movement

- Non-SEA
  - Physical assault
  - Psychological or physical abuse
  - Denial of resources, opportunities or services
  - Intimate partner violence

Primary focus of this GPN
GBV Risk Assessment and Response Capacity

- **Assess**
- **Address**
- **Respond**

During Project Preparation

Throughout Project Implementation
## Recommended Actions to Address GBV Risks:
### Project Concept and Preparation

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<th>Contractor</th>
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<tr>
<td>❑  Apply GBV Risk Assessment Tool to identify preliminary GBV Risk</td>
<td>❑  Support identification of local level actors/potential partners</td>
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<td>❑  Begin sensitization of PIU/IA on the importance of addressing GBV/SEA risks in the project</td>
<td>❑  Conduct mapping of GBV prevention and response actors in the project area of influence and potential high risk areas</td>
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<td>❑  Identify relevant local level actors/potential partners in addressing GBV/SEA ex. line ministries, CSOs, women's groups, INGOs, UN agencies on GBV (coordinate with IA)</td>
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<td>❑  Develop an escalation plan</td>
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### Risk Rating

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GBV Risk Assessment (Project Preparation)

• Social risk assessment of community-level social risks.
  • Identification and assessment of GBV risk and response capacity to be captured in the ESIA.

• Assessment of capacity and the availability of quality, safe and ethical services for survivors.

• Establish procedures to review and update risk assessments during project implementation.
Identifying local service providers

• Ask government counterparts/CMU for recommendations.
• Begin GBV work before bidding documents go out.
• Ensure service providers are equipped to provide support services to survivors.
• Identify potential organization that could assist with community mapping of GBV hotspots and deliver trainings and awareness raising activities.
Consultations in the community on GBV

• During GBV risk assessment activities there should be no attempt to contact survivors of GBV and question them about their GBV incident.

• Stakeholder consultations should never directly ask about individual experiences of GBV. Rather, they should focus on gaining an understanding of the experiences of women and girls in affected communities.

• Ensure consultation enable a safe space for discussion. Attempt to speak to women, men, girls and boys separately. If not possible look to speak to those working with these different groups in the community.

• Community consultations may be one mechanism to identify effective channels (e.g. local community organizations, health providers, etc.) for the GRM design.
**Recommended Actions to Address GBV Risks:**

**Project Preparation and Appraisal**

| World Bank | Review the IA’s capacity to prevent and respond to GBV as a part of the Safeguard Preparation, depending on project level of risk.  
|            | GBV specialist *recommended* for Substantial and High Risk projects |
| PIU/IA     | Highlight GBV risks and identify preliminary mitigation measures in ESIA (social assessment); to include GBV mapping  
|            | Inform communities in project areas of GBV risks and options for remediate/response during stakeholder consultations (with appropriate capacity)  
|            | Develop a GBV Action plan including an Accountability and Response Framework (to be included in ESMP for projects rated moderate and up)  
|            | Integrate community engagement on GBV into Stakeholder Engagement Plan (Substantial)  
|            | Identify Third Party Monitor to monitor implementation of GBV Action Plan (High Risk)  
|            | Enable funding for GBV Service Provider (High Risk) |
| Contractor | Develop a GBV Action plan including an Accountability and Response Framework (to be included in ESMP for projects rated moderate and up) |

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GBV information to be included in the ESIA

- Gender country diagnostics/country action plans;
- Data on partner/non-partner physical violence against women (e.g. DHS and official statistics);
- Data and/or information on cultural practices vis-à-vis women (early marriage, physical practices);
- Information obtained from consultations carried out in the preparation of the project.
  - Existing services available from GBV Services Providers;
  - Health center location and services offered (next slides);
  - Whether women have easy access to these services, and if they have mobility and/or economic constraints that may impede access; and,
### Service Provider Mapping Example – Cameroon and Nigeria

#### Regions

<table>
<thead>
<tr>
<th>Regions</th>
<th>Departments</th>
<th>Existing GBV services (part of GBW working groups)</th>
<th>Opportunities to strengthen or include GBV services</th>
<th>Local NGOs</th>
<th>MINAS structures</th>
<th>MINPROFF</th>
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<td>Medical Services</td>
<td>Psychosocial Services</td>
<td>Legal Services</td>
<td>Safe space</td>
<td>Prevention</td>
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<td>Mayo-Sava</td>
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- **Adamaoua**: Djoum, Fanta et-Gôô, Mayo-Banyo, Mimbéré, Vina
- **Center**: Haute-Sanaga, Nord, Sud, Logone-et-Chari, Mayo-Dany, Mayo-Kani, Mayo-Sava

**Legend**

- Mapping of GBV Response coalitions (DSVRT, SARCs, GBV Sub-Working groups)
- Mapping of VAC Prevention and Response services
- Mapping of health providers and quality of GBV services

### Information from GBV Working Group documents [the PW mapping Who Does-What-Where- and Standard Operating Procedures for Far North Region] as well as interviews with stakeholders

- Details in annexes
- Around 100 women centers across Cameroon
- Information from interviews, list of localities was not available
Addressing GBV Risks: Mitigation Measures

• GBV Good Practice Note outlines recommended mitigation measures to be integrated into project depending on level of risk.

• Mitigation measures summarized in Table 1 of the GPN

• The Table identifies:
  • When in the project cycle the action should be prepared
  • What action is recommended
  • Who is responsible for action
  • What level of risk the action is recommended for
  • How to address this within ongoing risk mitigation
### Low Risk
- Include assessment of GBV risks in the project’s Environmental and Social Impact Assessment (ESIA);
- Inform project affected communities about GBV risks, as part of stakeholder consultations;
- Map out GBV prevention and response services in project area of influence;
- Adequately reflect GBV risks, and measures to address them, in key safeguards instruments (i.e., Project ESMP, Contractor ESMP);
- Assess and strengthen the Implementing Agency’s capacity to prevent and respond to GBV as part of project preparation
- Make certain the availability of an effective grievance redress mechanism (GRM) with multiple channels to initiate a complaint (parallel GBV GRM may be warranted for “substantial” and “high” risk projects);
- Clearly define the GBV requirements and expectations in the bid documents, including the requirement for a Code of Conduct (CoC) which addresses GBV (for ICB and NCB);
- Address how GBV-related costs will be paid in the contract, in the procurement documents;
- During implementation, ensure that CoCs are signed and understood by all contractor and consultant staff.
- During works, separate facilities for women & men, GBV-free zone signage.

### Moderate Risk
- All of the above, PLUS:
  - Develop a GBV Action plan including an Accountability and Response Framework, as part of project ESMP
  - Consider having a GBV specialist in the Implementing Agency
  - Consider having a GBV specialist in the supervision consultant’s team
  - Evaluate the contractor’s GBV response proposal in the C-ESMP, and confirm prior to finalizing the contract the contractor’s ability to meet the project’s GBV requirements.

### Substantial Risk
- All of the above, PLUS:
  - GBV specialist in the IA (i.e. the Project Mgmt. Unit) to support project implementation is recommended;
  - GBV specialist in the supervision consultant’s team recommended;
  - Consider oversight through an independent Third Party Monitor (TPM) with experienced GBV staff;
  - Funding should be considered for the Implementation Agency to recruit GBV Services Providers to facilitate access to timely, safe and confidential services for survivors.

### High Risk
- All of the above, PLUS:
  - Oversight through an independent Third Party Monitor (TPM) with experienced GBV staff is recommended.
  - Funding for Implementing Agency to recruit GBV Services Providers to facilitate access to timely, safe and confidential services for survivors (including money for transportation, documentation fees, and lodging if needed) is recommended.
### Recommended Actions to Address GBV Risks:

**Project Implementation: Procurement**

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<td><strong>PIU/IA</strong></td>
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<tr>
<td>- Clearly define the GBV requirements and expectations in a note to bidders</td>
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<tr>
<td>- Include and clearly explain the Codes of Conduct requirements in the note to bidders, provide a sample Codes of Conduct (SPD Requirement)</td>
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<td>- Include GBV activities (ex. trainings) as part of the contract (ex. under Occupational Health and Safety)</td>
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<td>- Include provisions on how GBV activities and costs will be paid for in the contract</td>
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<td>- Include line items in the Bill of Quantities for clearly defined GBV activities (ex. preparation of relevant plans, GBV trainings, etc.)</td>
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<td>- Specify provisional sums for activities that cannot be defined in advance (ex. implementation of plans, engaging GBV service providers, etc.)</td>
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<td>- Include all the GBV responsibilities in the particular conditions of contract</td>
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<td>- Workers must sign a Codes of Conduct</td>
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<td>- Workers must attend and be made available for trainings</td>
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<td>- Stipulate the number of training days and frequency</td>
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<td>- Evaluate contractor's GBV Response Proposal as part of bid evaluation</td>
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<tr>
<td>- For National Competitive Bidding (NCB) procurement, consider integrating the ICB SPD requirements for addressing GBV risks.</td>
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| Contractor | |

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**Risk Rating**

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Key Elements of Code of Conduct

**General elements**
- Clear language defining the mission of the company
- Clear language defining the company’s values and principles (linking them to the standards of professional conduct)
- Define different forms of violence that the project might exacerbate according to the national law (e.g. Gender-based violence, sexual exploitation and abuse, harassment)
- Describe the implementing process of the Code of Conduct (applicability to management, workers, suppliers and contractors)
  - Reference to the GBV Action Plan
    - Response and sanctions mechanism
    - Regular training for workers

**Encouraged behaviors**
- Explicit commitment to respect the GBV Action Plan adopted by the company
- Commitment to participate in capacity trainings
Key Elements of Code of Conduct (continued)

Restricted behaviors

- Prohibition of sex with anyone under 18 years old, as a condition of employment.
- Prohibition of any form of gender-based violence that the project might exacerbate defined in the national law, both in the workplace and in the community.
- Prohibition of inappropriate use or trespassing of gender specific facilities.

Sanctions

- Appropriate sanctions that may be applied if an employee is in breach of the code of conduct (e.g. formal warning, informal warning, additional training, one-week suspension, one month suspension, report to the police...).
# Recommended Actions to Address GBV Risks in IPF Projects

## Project Implementation

### World Bank
- Review that the GRM is set up and receives and processes complaints to ensure protocols are followed and appropriate referrals are established.

### PIU/IA
- Review Contract and C-ESMP to ensure all GBV provisions are included - make any revisions as necessary.
- Ensure GRM outlines protocols and processes for safe, ethical and confidential response to GBV complaints (may include identification of separate reporting channels for GBV cases).
- Ensure all those that have physical presence on the project site have signed and understood the Codes of Conduct.
- Train project-related staff on SEA and SH and the Codes of Conduct.
- Put up IEC material on GBV, Codes of Conduct, etc. in the work site, labor camps, surrounding communities.
- Conduct community awareness raising about GBV mitigation measures ex. Codes of Conduct, GRM, how to report and provide multiple entry-points.

- **Have separate, safe and easily accessible facilities for women and men working on site.**
- **As appropriate, public spaces around the project grounds should be well-lit**

### Contractor and Supervision Consultant
- Same responsibilities as the IA.

## Risk Rating

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GRM

GRM operator should engage the complainant with empathy and non-judgmental listening.

The complainant should be allowed to provide information on the nature of the complaint (what the complainant says in her/his own words);

No additional questions should be asked – immediate referral to service providers should be made.

Confidentiality on the complaint should be kept at all time.

Survivor Centered Approach
Example of Training and Community Awareness Raising

**Training Time Commitment**
- Half-day manager induction training
- Full-day worker induction training (which managers will also attend)
- Full day refresher training once a month
- Community awareness raising

**Training Topics**
- Company Policies & Codes of Conduct
- Country laws
- Support system to survivors
- Reporting mechanisms

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**TONTOK VA BLONG YUMI OL MAN PLEJ**
- LUKAOT GUD LONG EAPOT BLONG YUMI
- HEMI WAN BIFALOA MO IMPOTEN DIVEPROMEN,
- VANUATU GAVMAN HEMI MEKEM,
- OL MAN VAVUATU MO JAINA OLI WOKEM,
- HEMI PROJEK BLONG YUMI MANYPLES.
- YUMI EVROIWAN YUMI WANDEM GUDFALOA EAPOT,
- YUMI MAS RISPERTEM, MO LUKAOT LONG HEM OLTAEM,
- BLONG YUMI ENJOYEM MO HAEPI LONG WAN GUDFALOA EAPOT,

**LONG YUMI OL GEL MO OL WOMAN**
- YUMI RISPERTEM YUMI WAN, BODI BLONG YUMI, FAMILI MO KANTRI BLONG YUMI.
- YUMI NO WANDEM OL TRABL IKASEM YUMI, SO YUMI LUKAOT GUD LONG YUMI.
- OL MAN WE OLI KAM WOK LONG EAPOT BLONG YUMI, OLI KAT FAMILI TU. YUMI RISPERTEM OLKETA, MO YUMI WAN TU.

**SAPO1 IGAT WAN LONG OL WOKMAN YA IMEKEM WAN RABIS FASIN LONG VU**
- YU KAM TOKBAOT LONG MIFALOA LONG VANUATU WOMEN'S CENTRE - OFIS BLONG YUMI ISTAP LONG NAMBUATU - KOLOSAP LONG SUN PRODUCTION.
- YU SAVE TELEFON IKAM LONG 24000/25764.
- YU MEKEM HIPOT LONG OL POLIS LONG OFIS LONG TAON, O TELEFON LONG 111 / 22222.

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**VANUATU WOMEN’S CENTRE**
P. O Box 1356, Port Vila, Vanuatu.
Ph: (678) 25764 / 24000, Fax: (678) 25478.
Email: vwn@vanuatu.com.vu
### Recommended Actions to Address GBV Risks in IPF Projects

#### Monitoring

| World Bank | Ongoing assessment of GBV risks on project |
| PIU/IA     | Ongoing training of workers and community awareness raising  
|           | Provide support and referrals to any GBV complaints that may arise  
|           | Undertake regular M&E of progress on GBV activities |
| Contractor and Supervision Consultant | Ongoing training of workers and community awareness raising  
|                                                | Provide support and referrals to any GBV complaints that may arise  
|                                                | Undertake regular M&E of progress on GBV activities |

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<th>Low</th>
<th>Moderate</th>
<th>Substantial</th>
<th>High</th>
</tr>
</thead>
</table>
Successful implementation of agreed GBV Action Plan (Y/N);

Number of training courses related to GBV delivered;

Percentage of workers that have signed a CoC; and/or

Percentage of workers that have attended the CoC training.

Number of GBV grievances that have been referred to GBV Services Providers
<table>
<thead>
<tr>
<th><strong>Do</strong></th>
<th><strong>Do Not</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Do recognize that SEA occurs in a broader context of GBV</td>
<td>Do not under any circumstance undertake an independent investigation of an incident of GBV, including SEA, through your project.</td>
</tr>
<tr>
<td>Do assume that different forms of GBV are present within the community even if data is limited</td>
<td>Do not request that the country/project team initiate primary data collection on incidence of GBV in consultations with community members. The safest way to collect unpublished data is via key informant interviews with experienced actors already working on GBV prevention and response.</td>
</tr>
<tr>
<td>Do understand that GBV is underreported</td>
<td>Do not seek out survivors of GBV and question them about incidents.</td>
</tr>
<tr>
<td>Do be aware that development projects can exacerbate different forms of GBV</td>
<td>Do not undertake research efforts to uncover prevalence or patterns of GBV or to set a baseline of GBV within the project community.</td>
</tr>
<tr>
<td>Do draw on existing information and datasets about GBV data and prevalence</td>
<td>Do not attempt to create new services to respond to GBV in the project site, until you have an understanding of the existing gaps in services available for survivors.</td>
</tr>
<tr>
<td>Do consult available guidance on GBV risk assessment and evidence based programming</td>
<td>Do not quickly retrofit projects on paper to address GBV concerns without creating cohesive plans to mitigate SEA/GBV risk in the project area, or without consulting with a GBV expert.</td>
</tr>
<tr>
<td>Do assess the extent of existing efforts to prevent and respond to GBV in your project area/country – Consult with internal and external partners</td>
<td>Do not assume that urban settings have lower risks of SEA/GBV.</td>
</tr>
<tr>
<td>Do be aware of the core ethical principles related to GBV in any data gathering effort</td>
<td>Do not collect data on GBV through project grievance and redress mechanisms (GRMs) unless a referral to service providers can be made, and GRM operators are trained on how to collect GBV cases confidentially and empathetically (with no judgement).</td>
</tr>
</tbody>
</table>
Wrap UP

**Foundation**
- Assess Risk
- Client Support
- Identify Service Providers
- Codes of Conduct
- Draft Action Plan

**Procurement**
- Include in ESMP
- Include in Bid Documents
- Confirm Approach
- Price in Bill of Quantity
- Advise Bidders on Requirements

**Implementation**
- Part of GRM Process
- Training and Support
- Part of OHS Training Plan
- Contract Service Providers
- Monitoring and Evaluation

**Training Plan**
- Identify Service Providers
- Draft Action Plan
- Price in Bill of Quantity
- Advise Bidders on Requirements
- Part of OHS Training Plan
- Contract Service Providers
- Monitoring and Evaluation