

### **Engaging Men and Boys...**

A common assumption made about “gender justice” programming is that activities and benefits should mainly be targeted at women and girls. However, it is important to remember that all genders have gender specific needs, and all genders suffer from the persistence of gender inequality.

When designing your program, it will be important to think about how men and boys will be engaged in your project. Addressing unequal power dynamics or challenging harmful practices (such as SGBV) cannot (and should not) be done with just half of the population. Instead, think about how men and boys can be supported within the community to be active participants in contributing to changes that will benefit everyone.

When working with men and boys, don't blame or shame them for harmful attitudes or behaviours, but instead recognize that they also suffer and are limited by shared harmful beliefs about gender.

*Instead, engage with them as individuals that have the power to change their community.*

### **... While Staying Accountable to Women and Girls**

As noted above, it often makes sense to engage with men and boys in programs as they have specific needs and can be important agents of change in their community. However, it is critical to ensure that your engagement with men and boys is based on a ‘gender just’ and ‘human rights based approach’ instead of simply being ‘gender unaware’. Engaging with men and boys has the risk diverting or diluting the focus (and funding) away from the rights and needs of those most marginalized (often women and girls) to address the concerns of men and boys.

Thus, it is critical that those with power and privilege—in many cases males who are privileged from gender inequality—are led by those who experience oppression from them, in this case women and girls. This can be done by centering and prioritizing the voices of women and girls in project advisory committees and community-based groups and by ensuring ongoing coordination with and support for local women's rights organizations.

## SUGGESTED RESOURCES

The [IASC Gender and Age Marker \(GAM\)](#) is a useful tool to mark the level of gender responsiveness in programming and projects. This tool will help you to assess or “grade” your project based on how well it integrates gender and age responsive approaches throughout program implementation.

The [IASC Gender Handbook for Humanitarian Action](#) provides standards for the integration of gender issues in emergency response programming. It also provides specific guidance in eleven sectors: Cash Based Programming; Camp Coordination and Camp Management; Early Recovery; Education; Food Security; Health; Livelihoods; Nutrition; Protection; Shelter; and Water, Sanitation, and Hygiene (WASH).

[Gender Model Family Manual for Community Workers](#)—This manual was compiled by SEND and RADA to equip community leaders and field staff. The manual provides step-by-step guidance on how to introduce the Gender Model Family approach within a community setting.

[Gender Issues in the Project Cycle—a Checklist](#)—This modified and simplified UNIFEM checklist helps to assess the integration of gender throughout the project cycle.

## ENDING SEXUAL AND GENDER-BASED VIOLENCE

Sexual and gender-based violence is an overall term for any harmful act (including threats of violence and coercion) that is perpetrated against a person’s will and that is based on socially ascribed gender differences.<sup>19</sup> SGBV can be physical, emotional, psychological, or sexual in nature, and can also include denying resources or access to services. It inflicts harm on women, girls, men, and boys. However, women and girls experience it the most due to their subordinate status in society and their low economic power, which makes their social vulnerability worse. Violence against women and girls is one of the greatest human rights violations of this generation, compromising the health and dignity of women and girls. SGBV victims can experience emotional, physical, sexual, and reproductive health consequences, including forced and unwanted pregnancies, unsafe abortions, traumatic obstetric fistulas, sexually transmitted infections, including HIV, and even death. Globally, an estimated one in three women will experience SGBV at least once in their lifetime. Sadly, SGBV remains shrouded in a culture of silence, with the majority of violations taking place within the home.

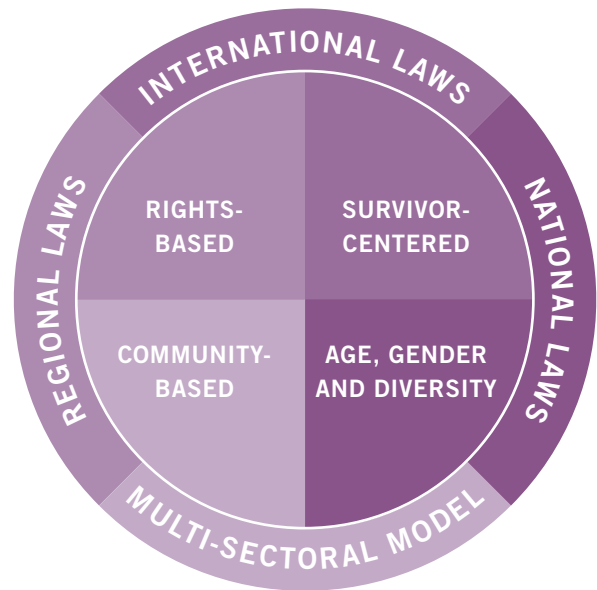
There is also growing evidence that sexual and other forms of gender-based violence are likely to increase in situations of conflict, disasters, and other emergencies. Rape is often used as a weapon in war and conflict to exercise power. The COVID-19 pandemic has also brought to light the realities of unequal power relations within the home, with a marked increase in domestic violence, especially intimate partner violence (IPV) and child marriages.

All relief, development, and community support programs (whether or not primarily focused on SGBV) should take steps to reduce risks or address SGBV through activities or processes. Keeping in mind the commitment to “do no harm” through our work, it is important to understand how our involvement within a local community may either increase the risk of SGBV for project participants or re-enforce unjust power relationships that allow SGBV to continue. Understanding the extent of SGBV in the local context (including common practices and attitudes towards SGBV) is an important first step to considering how we can design programs to respond to the risk of SGBV and, by doing so, in reducing the likelihood of SGBV occurring, or reoccurring, in the future.

### Key Approaches for Addressing SGBV

All SGBV prevention and response work should be guided by the following approaches:

- **Rights-based approach:** Refer to and reinforce relevant national laws, and regional and international frameworks, pertaining to SGBV.
- **Community-based protection:** Through a rapid gender analysis, understand the communities: their composition, gender dynamics, history, and context. Support and work with existing community and national structures, while also promoting inclusion of any groups that may not be represented in such structures.
- **Age, gender, and diversified approach:** The diversified perspective recognizes the various SGBV risks that different sub-groups in the community may face and includes those groups in SGBV prevention and response activities.



- **Survivor-Centered Approach:**<sup>20</sup> A survivor-centered approach includes the following practices:
  - **Respect:** All actions should be guided by the survivor’s choices, wishes, rights, and dignity
  - **Confidentiality:** To maintain confidentiality, responders must ensure that information about the survivor or the case is shared only with the consent of the survivor and in support of their access to services
  - **Safety:** Maintaining the safety of the survivor is the primary priority
  - **Non-discrimination:** Equal and fair treatment is provided to anyone in need of support

### Addressing SGBV as a Non-Specialized Actor

While it is critical for all actors to consider SGBV risks and response in programming, it is also important for non-SGBV specialized and non-trained actors to be aware of their limitations. Non-specialized actors are not expected to carry out SGBV response activities and provide support to survivors beyond their level of training and capacity. In fact, doing so may increase the likelihood that survivors will face additional harm. Therefore, it should be the priority to link SGBV survivors to SGBV specialists whenever possible.

Addressing SGBV as a non-specialized practitioner may involve the following actions:

- assessing and reducing SGBV risks in community-focused activities,
- engaging the local community in SGBV prevention, and
- responding appropriately to reported incidents of SGBV.

### *Assessing and reducing SGBV risks in community-focused activities*

When designing any externally-focused activities or programs, take SGBV-related risks into account. In order to mitigate the risk of exposing project participants to SGBV, it is important to understand the prevalence of the various types of SGBV within the community and the factors that contribute to this risk, such as:

- being a member of a vulnerable group (either due to identity or economic conditions),
- having limited access to protection services, or
- local environmental circumstances (such as a lack of lighting at night or needing to travel to remote areas to collect firewood).

Consult with community members, particularly women and girls, to assess risks and identify mitigation strategies.

### *Engaging the local community in SGBV prevention*

**Note:** It is unsafe to open conversations about violence when there are no options to support those who disclose that they are currently experiencing violence or fear for their own safety.

Preventing SGBV means challenging the gender norms and beliefs that make it socially acceptable for people to carry out these harmful practices. This requires critical reflection and discussion about power across communities with women and men, leaders, service providers, and institutions to build support for balanced power and non-violence.

### **Key Action Areas for Preventing SGBV**

- focus on challenging harmful gender norms, power relationships, and mindsets among key groups;
- help stakeholders and community support structures to raise awareness on SGBV prevention and response;
- address the transformative role men and boys can play in addressing SGBV (while remaining accountable to experiences, values, leadership capacity, and agency of women and girls);
- help vulnerable groups access basic needs safely;
- ensure physical safety, especially for women, girls, and at-risk sub-groups;
- reinforce legal frameworks and access to justice;
- create economic, educational, and social opportunities.

*Remember that SGBV prevention must target and engage everyone in the community, beyond the women and/or survivors themselves. To be effective, it requires everyone to participate, including men, youth, children, persons at risk of SGBV, and community and religious leaders.*

As a social problem with far-reaching repercussions and aftereffects, SGBV is as much a concern for the well-being of men and boys as it is for women and girls.

### *Responding Appropriately to Reported Incidents of SGBV*

Incidents of SGBV may be reported to staff or volunteers in the course of your work with the local community. In these cases, staff should know how to respond appropriately and how to link survivors to appropriate services. At a minimum, you should have the ability to receive reports of SGBV and provide information about SGBV services in a survivor-centered way that preserves and promotes confidentiality, safety, non-discrimination, and respects the choices, rights, and dignity of women and girls and other SGBV survivors.

Assess how well you can respond to reported SGBV incidents by answering the following questions:

- Have staff and volunteers received basic training or guidance on how to appropriately respond to reported cases of SGBV and self-identified survivors?
- Has a process been put in place to ensure that staff and volunteers have complete and up-to-date information about the SGBV referral pathway, a SGBV response decision tree, and/or available services?
- Have processes been put in place to ensure that survivor information is kept confidential within the organization and that only those directly providing services have access to the information? If so, what has/will be done?
- What measures have been put in place to ensure that community members can report incidents in a safe and private manner?

## Specialized SGBV Response Services

### **\* Priority SGBV response services include:**

- health services (including clinical care for sexual assault survivors)
- psychosocial support services
- child protection
- safety/security services (including safe houses and safe spaces for survivors)
- case management<sup>21</sup> legal aid or criminal justice services
- referral pathways, partnerships, and coordination—especially with community groups, national responders, and other actors

### **\* Related SGBV services aimed at addressing individual survivor's needs include:**

- socioeconomic empowerment and livelihoods
- food and nutrition
- shelter
- hygiene
- disability associations
- youth services

### **\* The major reasons survivors do not report SGBV incidents are:**

- stigma
- fear of rejection by family, community, and society

## Sample GBV Response Decision Tree

**NOTE:** A decision tree can be a helpful tool to guide staff and community representatives on how to respond when a GBV incident is disclosed to them. The decision tree below can be adapted to fit your specific context.

**PREPARE:** Be aware of existing services

*A GBV incident is disclosed to you...*

### **BY SOMEONE ELSE:**

Provide up-to-date and accurate information about any services and support that may be available to the survivor. Encourage the individual to share this information safely and confidentially with the survivor so that they may disclose as willing.

**NOTE: DO NOT seek out GBV survivors.**

### **BY THE SURVIVOR:**

Introduce yourself. Ask how you can help. Practice respect, safety, confidentiality and non-discrimination. Listen and address any practical urgent needs.

*Is a GBV actor/referral pathway available?*

### **YES:**

Follow the GBV referral pathway to inform the survivor about available GBV services and refer if given permission by the survivor.

### **NO:**

Link the survivor to available services. Communicate accurate information about available services, including health services and known gaps.

*Does the survivor choose to be linked to a service?*

### **YES:**

Communicate detailed information about the available resource/service including how to access it, relevant times and locations, focal points at the service, safe transport options etc. Do not share information about the survivor or their experience to anyone without explicit and informed consent of the survivor. Do not record details of the incident or personal identifiers of the survivor.

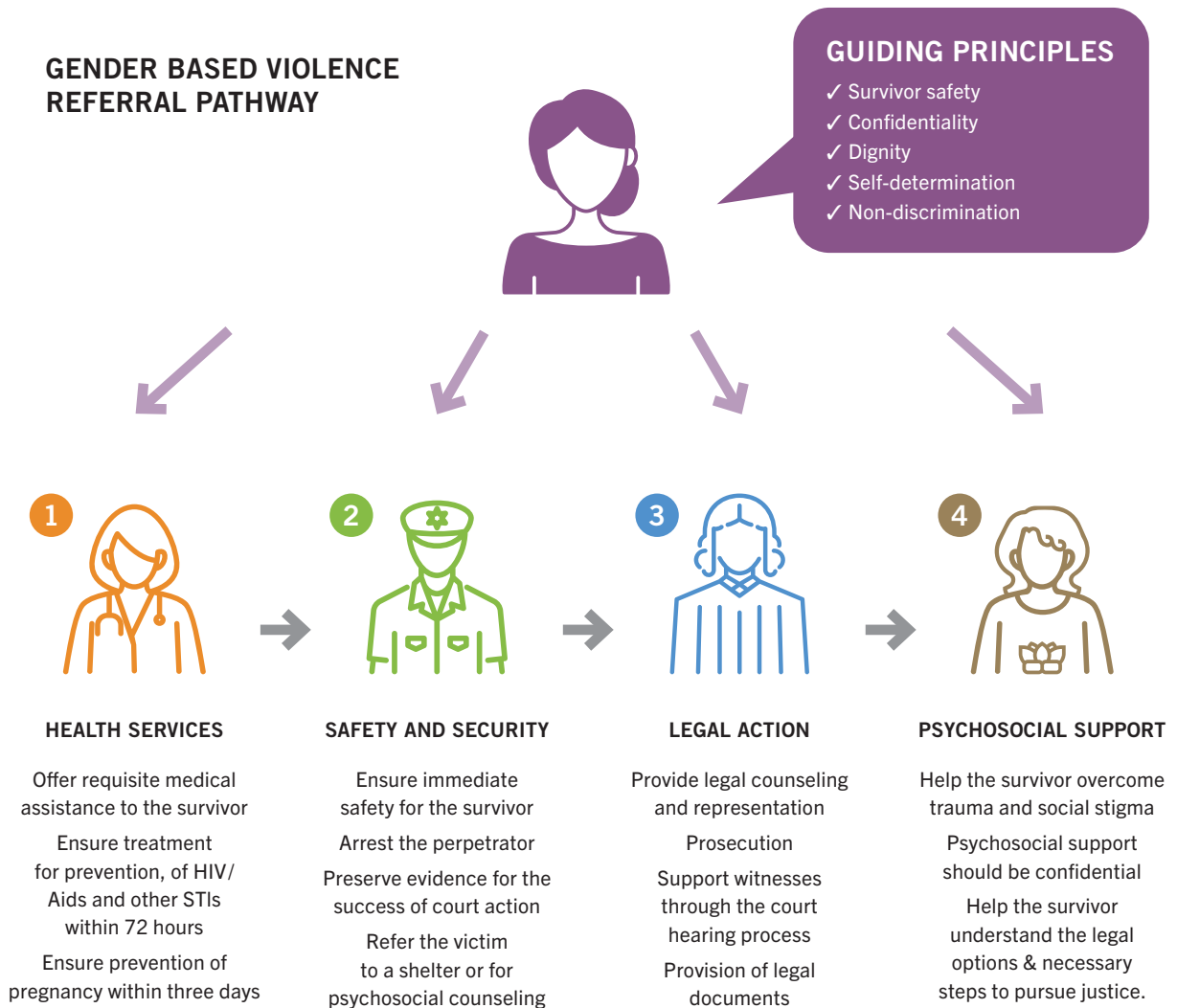
### **NO:**

Maintain confidentiality. Explain that the survivor may change his/her mind and seek services at a later time. If services are temporary, mobile or available for a limited time, provide information on when these services will cease to exist.

SGBV service providers support survivors in a number of areas. They provide services and support to survivors to safely report incidents, to reduce the consequences of SGBV, to protect survivors from and prevent further harm, and to promote recovery, including psychosocial healing and restoring human dignity.

LWF works on prevention and response to sexual and gender-based violence through local and global-level advocacy, and country-level projects, specifically focusing on SGBV. Multi-partner prevention and response or referral mechanisms are key to successfully addressing SGBV.

**An example of a SGBV pathway from LWF Uganda**



## SUGGESTED (FABO) TRAINING

Gender and GBV in Cash and Voucher Assistance, DCA

Online Training: Managing Gender Based Violence Programs in Emergencies—This UNFPA course targets new or emerging gender-based violence specialists as well as humanitarian or development practitioners and others who want to increase their knowledge around GBV prevention and response in emergencies.

## SUGGESTED RESOURCES

Churches say “No” to Violence against Women—This LWF resource explores the different forms of violence that women experience and offers suggestions on different strategies churches can adopt to address it.

SASA! Faith—SASA! is an activist kit and training guide developed by Raising Voices (Uganda). It is uniquely designed to address a core driver of violence against women and HIV: the imbalance of power between women and men, girls and boys. Documented in a comprehensive and easy-to-use Activist Kit, SASA! inspires and enables communities to rethink and reshape social norms. A related resource by Raising Voices is Preventing Violence against Women: A Primer for African Women’s Organizations. It is also available in French.

Working with Men and Boy Survivors of Sexual and Gender-Based Violence in Forced Displacement—This toolkit from UNHCR (2012) highlights the importance of including men and boys in programs on sexual and gender-based violence. Male survivors of violence require support.

How to Support Survivors of Gender-Based Violence When a GBV Actor is not Available in Your Area—This pocket guide for humanitarian practitioners is a companion to the 2015 IASC GBV Guidelines. This short guide uses global standards on providing basic support and information to survivors of GBV without doing further harm.

Minimum Standards for Prevention and Response to Gender-Based Violence in Emergencies—These Minimum Standards from UNFPA provide guidance on how to prevent gender-based violence in emergencies, and facilitate access to multi-sector response services for survivors. The standards can be adapted for use in different humanitarian contexts.

SGBV Prevention and Response Training package—In this eighteen-module training package, the UNHCR provides guidance on the prevention of and response to SGBV with a particular focus on the humanitarian sector working with communities affected by displacement.

Lutheran Theology Facing Sexual and Domestic Violence—This draws attention to the importance of studying “Luther’s theological ambivalence” so that faith actors might better tend to victims of domestic and sexual violence, and work with many partners across and outside the church, to prevent this type of violence.

Contextual Bible Study Manual on Gender-Based Violence—This manual published by The Fellowship of Christian Councils and Churches in the Great Lakes and The Horn of Africa (FECCLAHA) encourages faith-based actors to consider gender-based violence from a biblical perspective as it relates to different contexts.





**11:** Raising awareness at the local level.  
Photo: LWF/ P. Omagwa

**12:** Consider how your project or organization can safeguard vulnerable populations.  
Photo: LWF/S. Gally

## PROTECTION FROM SEXUAL EXPLOITATION AND ABUSE (PSEA)

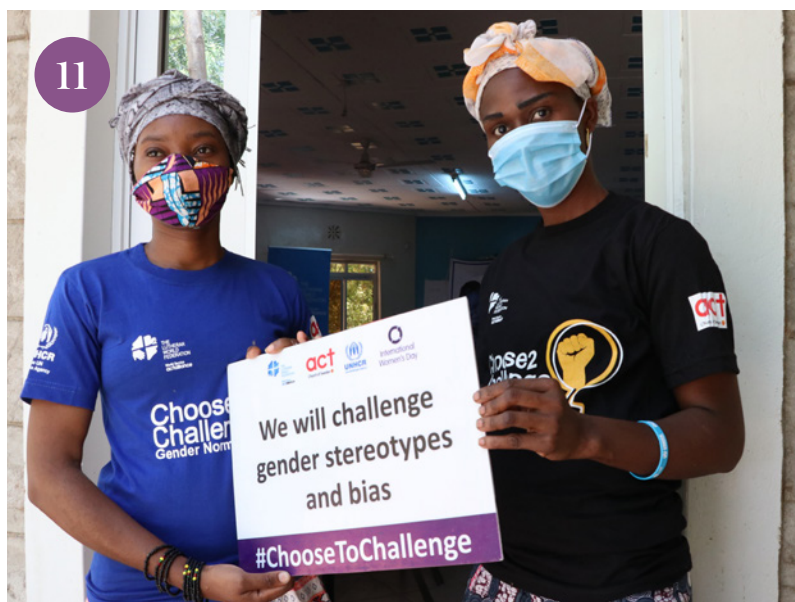
Sexual Exploitation and Abuse (SEA) is a form of SGBV in which a duty-bearer—including those who are working within a position of power within a community, such as aid workers, church workers, and teachers—abuses their power against an affected population, or a protected and vulnerable group, like project participants or beneficiaries. This practice is rooted in gender inequality, power imbalance, and disrespect for human rights. Though it is commonly an expression of ill judgment manifested in a breach of ethical conduct, SEA is not exclusive to particular gendered, generational, or classed relations between individuals. Therefore, it can occur in a variety of social contexts. Examples of these include interactions between incentive workers, volunteers, or other groups bonded either by subjective similarities or their differences.

- **Sexual abuse** is an actual or threatened physical intrusion of a sexual nature (including sexual harassment), whether by force or under unequal or coercive conditions. This means it is not necessary for a sexual act to occur; it is sufficient if it has been threatened or an attempt has been made.
- **Sexual exploitation** is any actual or attempted abuse of a position of vulnerability, differential power, or trust for sexual purposes, including, but not limited to, profiting monetarily, socially, or politically from the sexual exploitation of another. It includes, for instance, asking a beneficiary to have sex in exchange of the “promise” of a job. If someone attempts to sexually exploit others, it is sexual exploitation even if an actual act didn’t happen.

Protection from Sexual Exploitation and Abuse (PSEA) or Safeguarding is a term used to refer to measures taken to protect vulnerable people from sexual exploitation and abuse by staff and associated personnel and to ensure adequate responses when those abuses occur. These measures aim to prevent instances of SEA from occurring, to follow up on allegations of SEA quickly and effectively, and to ensure survivors receive appropriate response services.

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*As an organization, LWF has already implemented a number of measures to prevent and respond to instances of SEA:*

- ✓ introducing a Service-wide Policy on Protection from and Sexual Exploitation and Abuse;
  - ✓ requiring all LWF employees to sign and adhere to the LWF Staff Code of Conduct Regarding Sexual Exploitation and Abuse, Abuse of Power, Fraud and Corruption;
  - ✓ implementing a Complaints Mechanism Policy and Procedure;
  - ✓ designating PSEA Focal Points throughout LWF;
  - ✓ establishing Investigation Guidelines to respond to allegations of SEA and/or Code of Conduct violations.
- .....



*In addition to taking measures at the organizational level, consider how your project or organization can safeguard vulnerable populations from SEA at the project or community level. Integrate the following steps and measures into all projects and programs:*

- ✓ raise awareness on SEA prevention through targeted approaches aimed at sharing good practices at the local level;
- ✓ design information sharing processes to ensure that project participants know their rights and entitlements through the program;
- ✓ provide information to project participants about the organization, Codes of Conduct, and how staff are expected to behave so project participants can easily recognize and report staff violations;
- ✓ ensure project participants can access appropriate feedback and complaints reporting mechanisms (including SEA reporting), regardless of age, gender, language, and literacy levels, etc.;
- ✓ adopt a survivor-focused approach that ensures the protection and support of SEA survivors;
- ✓ establish effective and comprehensive mechanisms to ensure personnel are aware of SEA.

### SUGGESTED FABO TRAINING

Safeguarding Essentials, LWF

### SUGGESTED RESOURCES

*The LWF Policy on Protection from Sexual Exploitation and Abuse (PSEA)*

*LWF Staff Code of Conduct Regarding Sexual Exploitation and Abuse, Abuse of Power, Fraud and Corruption*

The LWF Department for World Service Complaints Mechanism Policy and Procedure

PSEA Implementation Quick Reference Handbook—*This short handbook has been developed by the CHS Alliance to provide guidance on PSEA to program implementers.*

Protection from Sexual Exploitation and Abuse during COVID-19 Response—*This IASC Interim Technical Note provides guidance on how to prevent and respond to PSEA during the COVID-19 crisis.*