



EVIDENCE SUMMARY: ADVANCING WOMEN'S ECONOMIC EMPOWERMENT

GENDER-BASED VIOLENCE

This document summarizes evidence and recommended actions from a USAID landscaping study on Women's Economic Empowerment (WEE) and Gender-Based Violence, including Sexual Harassment (GBV/SH).

- Proven Evidence** = clear beneficial effect and strength of evidence
- Promising Evidence** = promising beneficial effect and strength of evidence

Proven Interventions to Reduce the Risk of Intimate Partner Violence (IPV) in the context of WEE:

Microfinance, livelihoods, safety nets, and cash transfers, paired with gender-transformative components, reduce the risk and incidence of Intimate Partner Violence (IPV).

- Address the political, institutional, and normative structures that perpetuate gender inequality, gender norms, and the acceptability of IPV to promote sustainable, systemic change at all levels (this can be done in parallel or in the context of economic strengthening interventions).
- Include social empowerment and/or behavioral change communication components to increase women's skills and agency, and change gender norms and the acceptance of GBV (this should be done in the context of economic strengthening interventions).
- Work with men, families, and communities on gender and GBV norms change to ensure broad-based support for women's economic empowerment (this should be done in the context of economic strengthening interventions).

Promising Interventions to Reduce the Risk of Intimate Partner Violence (IPV) in the context of WEE:

Private sector workplace IPV procedures provide support to workers experiencing IPV at home.

- Strengthen public-private partnerships to provide social and financial incentives and the legal framework for employers to take steps to support workers experiencing IPV.
- Support private sector engagement in social marketing to change gender norms in the broader community.
- Implement secure salary payment mechanisms for women workers to discourage economic abuse at the household level and safeguard women's income and savings.

Women's property rights are correlated with reduced risk of IPV.

- Promote women's property rights and facilitate women's land and asset ownership.

Proven Interventions to Address GBV including Sexual Harassment (GBV/SH) in the Formal Sector:

Holistic models of respectful workplaces reduce tolerance of GBV/SH in the formal sector.

- Increase gender equality in management and leadership through promoting more women in top positions, male-dominated occupations, equal pay, and family-friendly workplace policies and procedures.
- Organize women workers (in unions and networks) to increase their agency and awareness of rights.
- Provide ongoing GBV/SH training to workers and management that enables and encourages identification and response to cases of GBV/SH in the formal sector.
- Integrate GBV/SH into occupational, safety, health, and workplace policies as well as survivor-centered grievance redress mechanisms specifically tailored to address GBV/SH to strengthen organizational procedures.
- Implement community outreach to raise awareness and change norms around GBV/SH.
- Advocate for government policy reform on GBV/SH prevention in the formal sector; including ratification and implementation of ILO Convention 190, to ensure an enabling environment.



Promising Interventions to Address GBV/SH in the Formal Sector:

Integrating GBV/SH prevention and services into supply chains based on a systems approach and human rights awareness ensures a holistic approach to GBV/SH prevention across large-scale sub-sectors.

- 🔍 Strengthen the ecosystem by supporting grassroots groups and women's movements that are addressing GBV/SH across supply chains, including through the provision of GBV/SH related services and information and advocacy for policy and procedural reform across supply chains.
- 🔍 Adopt the [Global Women's Safety Framework in Rural Spaces](#) that provides evidence-based guidance on mapping and strengthening the roles of various stakeholders in preventing GBV/SH.
- 🔍 Support collaboration between women experiencing violence, supervisors, and bystanders to address gendered power relationships within factories and to advance a shared goal of preventing and ending GBV/SH in the workplace.
- 🔍 Establish protections against workplace retaliation for reporting GBV, including SH and other rights violations, to promote a more secure workplace environment.



Proven Interventions to Address GBV/SH in Informal and High-Risk Sectors:

Advocacy plans on women's safety and harassment in marketplaces lead to safer working environments.

- 💡 Organize and train Market Vendor Associations to dialogue and negotiate for safer marketplace infrastructure and services with local and national policy and decision makers, and create a platform to address women vendors' concerns, including safety and harassment in marketplaces.
- 💡 Facilitate dialogue with national governments on safety and infrastructure in marketplaces to mitigate the risk of GBV/SH.

Promising Interventions to Address GBV/SH in Informal and High-Risk Sectors:

Holistic approach to women migrant workers' rights is a necessary foundation for the prevention of GBV/SH.

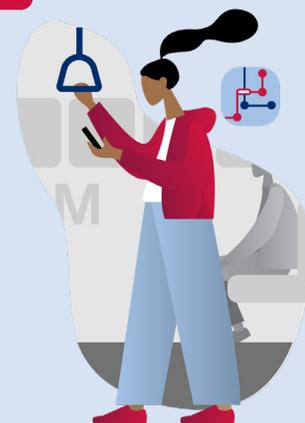
- 🔍 Provide access to information and GBV protection and essential support services (including health, social, justice and police services) for women migrant workers to network and organize.
- 🔍 Conduct research and advocacy efforts to strengthen GBV/SH prevention for women migrant workers.



Proven Interventions to Address GBV/SH in Public Space and Transportation:

An integrated approach to safe transportation promotes a protective environment.

- 💡 Implement bystander interventions and social marketing to change gender norms and attitudes around acceptance of GBV/SH in public spaces.
- 💡 Develop and employ safety apps and audits to inform the design of safer transportation infrastructure.



Promising Interventions to Address GBV/SH in Public Space and Transportation:

A comprehensive approach to safe public spaces is needed to protect against GBV/SH.

- 🔍 Organize and support workers' networks to demand safer urban planning and infrastructure by negotiating with municipal governments for improved civic amenities and safer public spaces, including security, better lighting, and restrooms in transport hubs and other places used by women workers.
- 🔍 Implement legal and organizational policy reform on civic amenities and safer public spaces to ensure sustainability, including increasing gender responsive public security and municipal planning processes.