



USAID

ADVANCING WOMEN'S ECONOMIC EMPOWERMENT: GENDER- BASED VIOLENCE LANDSCAPING STUDY SUPPLEMENTAL ANNEXES

USAID WOMEN'S ECONOMIC EMPOWERMENT
COMMUNITY OF PRACTICE

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USAID WOMEN'S ECONOMIC EMPOWERMENT COMMUNITY OF PRACTICE

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ANNEXES

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ANNEX D: ORGANIZATIONS WORKING ON GENDER-BASED VIOLENCE

TABLE D.I. RELEVANT ORGANIZATIONS AND ENTITIES

ORGANIZATION	PROGRAM/PURPOSE	WEBSITE
DEVELOPMENT PARTNERS		
Department of Foreign Affairs and Trade, Australia (DFAT)	DFAT investments are supporting countries in the Indo-Pacific to address GBV as a human rights and gender equality imperative while improving services and access to justice for survivors.	(Link)
DFID (What Works)	DFID supported the Phase I of What Works to Prevention Violence Program and is planning Phase 2, which will focus on scaling up, intersectionality, and filling other gaps in the literature.	(Link)
EU (Spotlight)	EU is supporting the Spotlight initiative, a global, multi-year partnership between the European Union and the United Nations to eliminate all forms of VAWG. It includes Safe and Fair migration for women.	(Link) (Link)
IFC	IFC works with ILO and other development partners and the private sector to address GBV in the workplace.	(Link)
ILO Better Work	This is a partnership between ILO and IFC that brings together governments, global brands, factory owners, and unions and workers to improve working conditions in the garment industry and make the sector more competitive.	(Link) (Link)
UN Women	UN Women partners with governments, UN agencies, CSOs and other institutions to find ways to prevent VAWG, and to enhance data collection and analysis to provide a better understanding of the nature, magnitude, and consequences of violence against women.	(Link)
USAID	USAID is supporting the Collective Action to Reduce Gender-based Violence (CARE-GBV) Activity, which is producing a set of policy briefs on addressing GBV across a range of sectors.	(Link)
World Bank	The World Bank works with UN agencies, other development partners, and governments to address GBV across a wide range of sectors and settings. They produce analytical and advisory products to enhance the knowledge base on GBV.	(Link)
NON-GOVERNMENTAL ORGANIZATIONS AND ASSOCIATIONS		
BSR HERrespect	HERrespect tackles violence against women across global supply chains by addressing the root causes of violence in the workplace, including gender norms, management skills and awareness, and gender-specific policies and systems.	(Link)
CARE International	CARE works on a wide range of GBV initiatives including the Indashyikirwa project in Rwanda, the STOP program on SH in garment factories, and the Safe Cities program to prevent and respond to SH and other forms of SV against women in public spaces.	(Link) (Link)
Fair Wear Foundation (FWF)	FWF engages brands, with factories, trade unions, NGOs, and governments to address GBV across the garment supply chain.	(Link)
Laudes Foundation	The foundation provides partners with philanthropic capital, expertise, and connections to work with specific industries to help catalyze systems change. They work across sectors, influencing finance and capital markets.	(Link)
Oxfam	Oxfam has produced a number of research and best practice guides on GBV and supports programs and campaigns on ending violence across a wide range of contexts.	(Link)
Solidarity Center	The Solidarity Center seeks to enhance the voice of women and other marginalized workers in policy making at the local, national, and international levels to reduce the	(Link)

	risk of GBV at work and to build leadership, voice and direct participation of women and other marginalized workers and their unions.	
The Criterion Institute	A nonprofit think tank that aims to leverage the power of financial systems to address GBV.	(Link)
ACADEMIC AND RESEARCH INSTITUTES		
Global Women's Institute (GWI), George Washington University	GWU is a leading global research organization focusing on VAWG. GWU conducts specialized inquiries, gathers critical evidence, and works with leaders to take action and effect change.	(Link)
International Food Policy Research Institute (IFPRI)	IFPRI has convened a collaborative research program on CTs and IPV. The overall long-term goal of the collaborative is to advance the research agenda linking CTs and IPV prevention in order to effectively leverage cash programming for IPV prevention among poor and vulnerable women in low- and middle-income settings.	(Link)
London School of Hygiene and Tropical Medicine (LSHTM)	LSHTM has collaborated with other academic and research institutes on producing robust evidence on approaches to GBV.	(Link)
Sexual Violence Research Initiative	SVRI gathers, develops, distills, and disseminates knowledge for improving practice. They facilitate knowledge exchange and sharing by providing colleagues with a variety of digital and face to face communication platforms to network, learn, discuss, influence, and develop innovations to strengthen prevention of and response for SV.	(Link)
The Equality Institute (EQI)	EQI is a global feminist organization conducting research and awareness raising, supporting local research initiatives on violence against women.	(Link)
The Prevention Collaborative	A global network of activists, practitioners, and researchers collaborating on synthesizing and sharing learning from research and practice, to support the development, innovation, and adaptation of effective violence prevention programs.	(Link)

ANNEX E: DESIGN, METHODOLOGY, AND LIMITATIONS

DESIGN

The Landscaping Study uses a mixed methods approach, gathering qualitative and quantitative data—including both primary and secondary data collection—to answer the following question: What are proven and evidence-based existing approaches that governments, private sector entities, CSOs, and societies are using to mitigate GBV and harmful behaviors that reduce women's safety and ability to participate in and benefit from the economy in general and women's economic empowerment initiatives in particular? What are successful ways to “do no harm” when designing and implementing WEE programming, and what are proven approaches and leading practices for identifying, preventing, mitigating, and measuring gender-based violence taking place against women in the world of work.

This study draws broadly on existing literature on GBV, WEE, and gender equality. Based on the literature review, the author developed a typology to describe and identify the approaches with the strongest evidence base of effectiveness in preventing and mitigating GBV in the context of WEE. These interventions were then ranked according to specific evidence-ranking criteria, which categorized them as *proven*, *promising*, *potential*, and *unproven*, based on the quality and availability of evidence (as elaborated in Table 3 in section 2).

The data collection and analysis were structured by the locale in which the violence is experienced:

- home/domestic sphere, where IPV may be experienced
- the workplace (formal and informal), where GBV and SH may be experienced
- public spaces/transport to workplaces, where GBV and SH may be experienced
- technology-facilitated GBV

Key informant interviews (KIs) were conducted and used to cross-check and complement findings from the literature review. Key Informants (KI) were identified using a snowball technique. These KI were contacted and interviewed, if possible, and asked to recommend other KI to interview. Many KI also shared relevant resources and documentation to supplement the Literature Review.

METHODOLOGY

Secondary data collection, in the form of an extensive literature review, was conducted first and was followed by primary data collection through KIs with subject matter experts, researchers, and practitioners with expertise in GBV in the context of WEE. This evidence was applied to a review of program effectiveness, concentrating on key levers for preventing and mitigating GBV in the context of WEE initiatives.

SECONDARY DATA COLLECTION: LITERATURE REVIEW

Relevant literature was identified using internet and database search as well as suggestions from Banyan Global and KIs. Articles and reports that contained literature reviews were used to identify additional relevant resources. The search for relevant literature focused on identifying robust evidence-based research on the reciprocal relationship and impact of GBV and WEE, and approaches to preventing or mitigating negative impacts. A number of reports, studies, assessments, evaluations, and websites offered

insights into different approaches being used to effect change in norms, policies, and practices to address GBV in the context of WEE.

In total, 250 reports, articles, studies, books, and other resources were reviewed, most of which are cited in this landscaping study. Documents reviewed included internal project and evaluation reports, external impact and performance evaluations, working papers, annual reports, and peer-reviewed articles. The literature review included reports drawn from a broad cross-section of international donors, multilateral organizations, women's organizations, and private sector entities, including the International Labor Organization (ILO), the International Finance Corporation (IFC), World Bank (WB), the Asian Development Bank (ADB), UN agencies, USAID, FCDO (WhatWorks), DFAT, the Sexual Violence Research Initiative (SVRI), CARE, Oxfam, the International Food Policy Research Institute (IFPRI), and the International Center for Research on Women (ICRW).

The reviewed studies employed a mix of research designs and methods. Although randomized control trials (RCTs) are often considered gold standard for causal inferences and assessing impact, it is not always feasible to implement RCTs, especially to assess the more nuanced factors underpinning GBV. In many studies, quasi-experimental analysis or qualitative descriptive and survey methods were used.

PRIMARY DATA COLLECTION: KEY INFORMANT INTERVIEWS

A semi-structured interview guide was used for KIIs. The questions were aimed at eliciting information about lessons learned and the evidence base of effective approaches and strategies for preventing and mitigating GBV in the context of WEE. In addition, questions about gaps in knowledge and interviewees' opinions on recommendations were incorporated in the interview guide (see Annex H).

An initial list of KIs was prepared, drawing primarily on names of individuals who co-authored reports or were identified through key resources, blogs, video conferences, or GBV-related platforms. This list was expanded using a snowball approach, with follow-up based on recommendations provided by participants in KIIs. A total of 90 KIs were initially identified, and 37 KI were interviewed, all remotely by Zoom. Over 100 pages of interview notes were transcribed. KIs ranged from practitioners to academics, all of whom had substantial experience working on GBV and WEE.

The sample of key stakeholders for the KIIs was selected to ensure geographic and sectoral diversity and coverage. There is a balance between KIs working in agency headquarters and in country offices, and between types of development partners (multilateral, bilateral, NGO, etc.). Notes on each KII were transcribed and stored in an internal drive, accessible only to the BG management team. Confidentiality and anonymity were ensured in the reporting of findings. Data collection and analysis were designed to ensure geographical and sectoral coverage and representation. Reports and documents were all collected online and have all been stored in a shared drive.

To better assess the strength of evidence for the different interventions and approaches analyzed in this study, the evidence-ranking criteria shown in Table E1 was used.

TABLE E1. EVIDENCE CATEGORIES, DESCRIPTIONS, AND CRITERIA

Proven: clear beneficial effect and strength of evidence	Good evidence based on multi-country and longitudinal analyses, peer-reviewed articles, RCTs, quasi-experimental studies, external evaluations, or several individual or regional studies that all indicate similar findings (published research or research conducted by internationally recognized institutions).
Promising: promising beneficial effect and strength of evidence	Sufficient body of evidence drawn from one or more country-level studies, internal assessments, or evaluations undertaken by implementing organizations; project-specific reports that demonstrate a correlation between outputs and outcomes.
Potential: positive trend with limited or mixed effects; not well studied	Several reports indicating positive trends or impacts from newer innovations, but no systematic reviews or analyses. The trends or impacts are largely anecdotal or qualitative.
Unproven: no evidence of beneficial effect	Limited or no evidence of effectiveness and/or correlation between outputs and outcomes, based on findings from external or internal evaluations, reports, and studies. The potential evidence is not robustly analyzed.

The examples of interventions cited are categorized based on the availability and robustness of evidence. Interventions that may be considered successful but have not been studied in a robust way (because they are newer or lack representative data) were either not reported or were ranked as promising or potential.

LIMITATIONS

The strongest evidence was available for focus areas 1 and 2—IPV and WEE, and GBV in the formal workplace. In these two areas, more studies have been conducted and more evidence produced, the prevalence of GBV is high, and a number of interventions have been successfully implemented. There is less evidence for focus areas 3, 4, and 5. Furthermore, the impact of COVID-19-related lockdowns and the resulting drops in both employment and GBV-related services have significantly changed the landscape; the evidence on approaches to respond to this new context are still evolving. The nature and type of evidence varies depending on the type of GBV and the location.

Based on the specific focus on GBV and WEE, and in order to not overlap with other studies undertaken by USAID, this report does *not* cover the following:

- Certain types of GBV that are considered not directly related to WEE, such as FGM, child marriage, and trafficking
- GBV/WEE issues experienced by LGBTQI persons, persons with disabilities, adolescents, and persons in humanitarian settings
- The impact of COVID-19 on the incidence of GBV, and COVID-related restrictions on access to workplaces and services
- Costing and the business case for preventing GBV in the world of work

The literature does not always describe the impact of the intervention according to the chosen typology. The researcher exercised best judgment to cluster interventions and practices into the requested four categories:

- Proven, or being proven
- Promising
- Potential
- Unproven

Generalizability across countries and contexts is incredibly challenging, given the context-specific and culturally specific nature of the drivers of GBV, as well as the evolving nature of these contexts: some countries are becoming more gender-responsive, while others are becoming more patriarchal over time. Specific figures on reduction or increase in incidence of GBV are challenging to collect due to chronic under-reporting as well as different interpretations of what constitutes GBV. Thus, the effectiveness of the interventions are necessarily estimates, based on a number of other indicators.

Due to COVID-19-related travel restrictions, the entire study was conducted remotely. All documents were accessed online, and all KII were conducted via Zoom or Skype.

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ANNEX G: BEST PRACTICE PRINCIPLES

TABLE G1. IPV PRINCIPLES

PRINCIPLE	DESCRIPTION
Broader definition of WEE	Programs should shift emphasis and metrics for WEE from increasing income and employment/entrepreneurial opportunities to increased focus on women exercising decision-making power over income and assets, as well as family and community support for WEE. ¹
Community-based models	The normalization of gender inequality and violence takes place within communities, which should be the starting point for change. Community-based gender transformative WEE programs are based on the understanding that women’s ability to translate economic opportunities into economic empowerment requires addressing the norms which constrain and limit their agency and power. Interventions should raise community awareness about the benefits of WEE and gender equality as it promotes the social acceptability of women’s financial independence. ²
Do no harm	WEE programming must adopt a “do no harm” approach. Preventing violence against women must be a concern central to such programming, proactively incorporating GBV prevention components as part of WEE projects from the design stage—and not only reactively, when negative GBV trends are observed. A “do no harm” approach requires a thorough understanding of the context in which violence takes place — the factors that propel violence and those that have the potential to mitigate it. This requires sound preliminary research to develop contextual gender programming that confronts the underlying causes.
Engaging men	All interventions evaluated under What Works that involved men were effective in changing men’s behavior, and in some cases reduced women’s exposure to violence. The inclusion of an economic component was an attractive entry point to men, supporting their retention and enabling a conversation with them about gender and power. ³ Activities such as training should be conducted with partners, family members, and community leaders to change their attitudes towards gender, GBV, and WEE. ⁴ Working with men should focus on encouraging less biased gender attitudes, norms, and beliefs, and promoting women’s rights, facilitating mutual respect and open communication, and generating common understanding about the benefits of WEE and the harms and costs of violence. Men should also be given the opportunity to share their views and concerns about evolving and changing household roles. ⁵
GBV risk assessment	Practitioners must be able to identify the risk and protective factors associated with IPV following women’s participation in programs. They should offer appropriate support to survivors and have good knowledge of the resources available, to refer as needed. GBV surveying should be conducted according to ethical protocols, and take account of characteristics such as age, ethnicity, and household demographics, to identify what factors may differentiate the outcomes. See, e.g., “Women and Girls: Evaluating a Decade of Australia’s Development Assistance.” A baseline survey is critical to establish whether IPV was a pre-existing circumstance or an outcome of participation in the program, and whether IPV was reduced or increased following the intervention. ⁶
Holistic gender transformative approach	WEE should promote the empowerment of women from a holistic perspective, tackling key areas of gender inequality including the division of labor, access, control and decision-making over resources, and norms and attitudes.
Household and family-based models	In highly patriarchal contexts, interventions with women, men, and whole families are proven to be more effective in changing gender relations than working with women alone. ⁷ Studies demonstrate that layering economic and social empowerment components is proven to reduce the likelihood of IPV by addressing the gender-related attitudes and behaviors underlying violence. This is done

through encouraging joint intra-household decision making and distribution of economic resources, and promotion of gender-equitable norms.⁸

Programs should increase family support for and understanding of the benefits of WEE; they should include joint financial management and decision-making in the household, sharing of domestic labor and other caring responsibilities, and showing men and children the benefits of more cooperative gender relations.⁹ This is particularly needed in highly patriarchal contexts where WEE challenges deeply held gender norms.

Intersection
between
WEE and
GBV

Understanding why WEE may increase or decrease IPV risk is important for planning how to address those potential effects. Explanations based on economic theory include: 1) WEE increases women’s bargaining power within the household, and thus her ability to leave an abusive situation; 2) IPV is used as an instrumental or extractive tool to control resources and women’s income; 3) IPV is expressive of economic frustrations which WEE might alleviate, or, alternatively IPV as backlash is an expression of men’s dominant roles being threatened.¹⁰

These dynamics are context-specific, and understanding them requires a preliminary risk assessment, based on a gender and power analysis. How do gender and power inequalities impact women’s lives and shape women and men’s attitudes towards gender, GBV and WEE, unequal workloads and income, and financial decision-making?¹¹

This analysis should be applied to the design of programs to identify the specific conditions necessary for WEE to decrease IPV. Does WEE increase a woman’s household bargaining power and her ability to change or leave a violent relationship? If household poverty decreases, or if women learn skills that help them negotiate household gender power relations, does WEE contribute to shifts in attitudes, changed gender power relations, and a reduction of the acceptance or impunity surrounding IPV?¹²

TABLE G2. SEXUAL HARASSMENT PRINCIPLES

PRINCIPLE	DESCRIPTION
Addressing risk factors	Preventing GBV/SH by addressing risk factors for violence in supply chains (e.g., production targets, failure to pay living wages, and job insecurity). Participation in programs negotiated with trade unions, suppliers, and brands, including expanding opportunities for women’s leadership. Addressing gendered workplace demographics by providing incentives to hire women in supervisory and permanent positions. ¹³
Incentive programs	Ensuring that incentive programs are consistent with a prevention approach, including by using incentive structures that promote rather than repress GBV/SH reporting. Supporting freedom of association; maintaining open dialogs with worker organizations to ensure that incentive programs are making meaningful inroads in addressing GBV/SH. ¹⁴
Ratification of C190	Upholding accountability for GBV/SH by supporting ratification of C190. ¹⁵ Facilitating enforcement of relevant labor standards by national labor departments and courts, across supply chains. Negotiating and implementing agreements with trade unions and supplier factories. Maintaining transparency concerning supply chains and initiatives to address GBV/SH. ¹⁶
Risk assessment	Analyzing the incidence and risk factors for GBV/SH across supply chains, including the spectrum of GBV/SH as identified under international law. Identifying risk factors related to brand purchasing practices and factory-level supervisory and employment practices. Proactively engaging with women workers on production lines and in their collectives reduces GBV/SH. ¹⁷

TABLE G3. TECHNOLOGY FACILITATED GBV PRINCIPLES

PRINCIPLE	DESCRIPTION
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Web Foundation suggested approaches	<p>Give users greater control to manage their safety: rather than a one-size-fits-all experience, women should have more control over who can interact with them on tech platforms, as well as more choice over what, when, and how they see content online. These tools should be easy to find and simple to use.</p> <p>Improve systems for reporting abuse: current tools need to be improved so women can easily report abuse and track the progress of these reports. These can include dashboards that show users the status of all their reports in one place, features to guide them through the reporting process, and tools that offer access to additional support.¹⁸</p> <p>Build better ways to curate safety online by offering more granular settings (e.g., who can see, share, comment, or reply to posts), using more simple and accessible language throughout the user experience, providing easy navigation and access to safety tools, and reducing the amount of abuse users see.</p> <p>Implement improvements to reporting systems by offering users the ability to track and manage their reports, enabling greater capacity to address context and/or language, providing more policy and product guidance when reporting abuse, and establishing additional ways for women to access help and support during the reporting process.¹⁹</p>
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TABLE G4. TECHNOLOGY FACILITATED GBV SERVICES, TRAINING, AND SAFETY TOOLS

PROGRAM	DESCRIPTION
Awareness-raising and training	<p>Take Back the Tech! promotes technology-facilitated GBV awareness-raising, documentation, and digital safety since 2006—focusing on women, queer, and gender-diverse people who have experienced technology-facilitated GBV.</p> <p>#SheTransformsTech is a crowdsourced campaign and global poll that will synthesize stories and input from women from 100+ countries into a recommendations report for global policymakers and technology companies.</p> <p>Call to Men has initiated a group online and a call to action for men to stop the COVID-period spike in online pornography and to practice positive masculinities.</p> <p>Tactical Tech’s Training Curriculum on gender and technology brings a holistic and feminist perspective to privacy and digital security trainings, including over 20 topics and workshops models.</p> <p>Onlineharassmentfieldmanual.pen.org/ is a digital manual including effective strategies and resources that journalists and advocates can use to address online abuse.</p> <p>Internetlab.org.br/en/ is an independent research center that aims to foster academic debate around issues involving law and technology, especially internet policy.</p> <p>GenderIT.org provides gender and ICT analysis informed by African feminists from 18 countries.</p> <p>EQUALS Digital Skills Fund is a grassroots fund aimed at supporting digital skills of women and girls across Africa, Asia, and Latin America.</p>
Privacy and safety of users	<p>Instagram recently launched a Restrict tool that allows users to block accounts and manage comments.</p> <p>Feminist Safety Reboot creates safe online spaces; promotes understanding of technology-facilitated GBV.</p> <p>Heartmob provides an online support group for affected individuals.</p> <p>Jigsaw is undertaking research and technology developments to address technology-facilitated GBV against women in public life.²⁰</p>
Services	<p>Access Now Digital Security Helpline supports women at risk to improve their digital security practices and provides rapid-response emergency assistance for women already under attack. The service is available 24 hours a day, seven days a week in eight languages and is monitoring and drawing attention to digital rights during the humanitarian crises.</p> <p>Net Tech Project at the National Network to End Domestic Violence (NNEDV) discusses technology, privacy, and safety in the context of IPV, sexual assault, and violence against women during COVID-19.</p> <p>El Alto (Bolivia), under UN Women’s Safe Cities and Safe Public Spaces global initiative, is developing communications material in a simple and user-friendly format to demonstrate the harmful impact of technology-facilitated GBV and how to report it during COVID-19.</p> <p>The Action Coalition, focused on technology and innovation under Generation Equality, is addressing data collection, prevention and response of online/ ICT facilitated violence against women as a priority.</p>

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