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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 Renzi, Alyssa McDermott, and Anelia Atanassova of Cardno Emerging Markets, in collaboration with EnCompass LLC.

Prepared for the United States Agency for International Development (USAID), Contract Number AID-OAA-I-14-00051, Task Order Number AID-OAA-TO-14-0042, Toolkit for Integrating GBV Prevention and Response into USAID Energy and 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

## **DISCLAIMER**

The authors' views expressed in this publication do not necessarily reflect the views of the United States Agency for International Development (USAID) or the United States Government.

## **Advancing the Agenda of Gender Equality (ADVANTAGE)**

Advancing the Agenda of Gender Equality (ADVANTAGE), Task Order 3 is funded by the United States Agency for International Development (USAID) under contract No. AID-OAA-I-14-00051/AID-OAA-TO-14-0042, funded September 26, 2014. ADVANTAGE Task Order 3 is implemented by EnCompass LLC in collaboration with Cardno Emerging Markets USA, Ltd. ADVANTAGE seeks to strengthen USAID's capacity to integrate gender equality and women's empowerment across USAID's new and ongoing initiatives, programs, performance monitoring and evaluation efforts, and procurements.

### **Recommended Citation**

O'Neil, Daniel, Danielle Renzi, Alyssa McDermott, and Anelia Atanassova. 2015. *Building a Safer World: Toolkit for Integrating GBV Prevention and Response into USAID Energy and Infrastructure Projects*. Rockville, MD: USAID's Advancing the Agenda of Gender Equality (ADVANTAGE), Task Order 3.

### **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 Yeshe Dejene (Millennium Challenge Corporation). Special thanks to Crystal Cason for the graphic design and desktop publishing.

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# ACRONYMS


CDCS	Country Development Cooperation Strategy
CSR	corporate social responsibility
GBV	gender-based violence
LGBTI	lesbian, gay, bisexual, transgender, and intersex
M&E	monitoring and evaluation
USAID	United States Agency for International Development
UN	United Nations
WASH	water, sanitation, and hygiene



# 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. **Note:** 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 3: How to integrate GBV prevention and response into energy and infrastructure projects](#)*** offers operational guidance for why and how to integrate GBV prevention and response in six subsectors of USAID’s energy and infrastructure portfolio: [energy](#), [transportation](#), [building](#), [water, sanitation and hygiene](#), [urban development](#), and [construction](#).

***[Part 4: Monitoring, Evaluation, and Learning](#)*** outlines USAID’s approach to measuring GBV in the energy and infrastructure sectors, reporting guidance, assessing and learning, and resources for GBV monitoring and evaluation (M&E), and learning and adapting.

***Part 5: Conclusion and Resources*** includes *Illustrative Gender Analysis Questions for Project Design*, tools, *Reference Documents*, *Glossary of Technical Terms*, *Reference List of USAID-Department of State GBV Strategy Foreign Assistance Indicators*, *Summary of USAID’s GBV Work in the Energy and Infrastructure Sector*, *Illustrative GBV Integration Strategies and Indicators for Energy and Infrastructure Projects by Subsector*, and *References*.





## PART I

# INTRODUCTION

This toolkit aims to serve as a guide for the United States Agency for International Development (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 others.

While other guides and toolkits focus more broadly on gender issues, this toolkit focuses specifically on GBV. Evidence demonstrates that the empowerment of women, LGBTI, and other vulnerable groups is critical to building stable, democratic societies; supporting open and accountable governance; furthering international peace and security; growing vibrant market economies; and addressing pressing health and education challenges. The United States has put gender equality and advancement of women and girls at the forefront of the three pillars of United States foreign policy. This is embodied in the [2012 United States' Strategy to Prevent and Respond to Gender-based Violence Globally](#), [2015 National Security Strategy](#), [2010 Presidential Policy Directive on Global Development](#), and [The First Quadrennial Diplomacy and Development Review \(2010\)](#).

Energy and infrastructure programs are essential to achieving USAID's development objectives in health, education, economic growth, food security, governance, and post-conflict and post-disaster reconstruction. In fiscal year 2012, USAID spent approximately \$2 billion on energy and infrastructure projects, likely an underestimation of the total value of infrastructure projects that are implemented. More than half of construction work is in projects where the primary purpose of the activity is to support a different goal (e.g., health, education, etc.). Yet 42 percent of construction projects did not include the [ADS 205](#)-mandated gender analysis (Clapp-Wincek 2014), which includes an analysis of GBV.

## BACKGROUND

Integrating GBV prevention and response into infrastructure project design helps avoid potential negative impacts and ensures that the infrastructure itself results in safer spaces for all. Women and men

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*We will continue to lead the effort to ensure women serve as mediators of conflict and in peacebuilding efforts, and they are protected from gender-based violence. (White House 2015)*

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*Preventing and responding to gender-based violence is a cornerstone of the Administration's commitment to advancing gender equality. Such violence is often a direct result of existing inequalities and hinders the ability of individuals to fully participate in and contribute to their families and communities—economically, politically, and socially. (USAID 2014)*

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play an integral role in ensuring effective development processes. Consequently, women and men need to play an equal role in energy and infrastructure project design and implementation, as well as share equally in project benefits. Therefore, project designs that include infrastructure improvements must recognize potential benefits and risks to both men and women. While men may enjoy the convenience of a pedestrian tunnel under a busy road, women tend to view these as unsafe spaces to be avoided. While increasing the lighting at a bus stop could be viewed as an unnecessary cost to men, it can be viewed as a lifesaver to women. Even the layout of bathrooms in a primary school is a far more critical issue for girls than for boys—a concern that increases as girls grow older.

During construction, women in the work force are vulnerable to sexual harassment and abuse. Infrastructure projects can be a positive model by enforcing the contractual requirements, preventing these practices, and offering proper reporting mechanisms when GBV does occur.

## PURPOSE

While conducting gender analyses for projects as required by [ADS 205](#) is now standard practice, these gender analyses sometimes neglect to fully consider GBV. Therefore, this toolkit is designed to provide guidance on the policies and approaches that can be applied to project design to ensure that projects do fully comply with [ADS 205.3.4](#) and create safe spaces to prevent and reduce GBV risks. The toolkit focuses on three key areas:

1. Ensuring that projects are designed to include the concerns of women, LGBTI, and other vulnerable populations
2. Preventing sexual harassment during construction activities
3. Developing appropriate reporting mechanisms for when GBV does occur.

By carefully taking into consideration the needs of women, LGBTI, and other vulnerable populations in the design of infrastructure and energy projects, USAID has an opportunity to lay the foundation for a safer, stronger world.

## WHAT IS GENDER-BASED VIOLENCE?

The United States Government broadly defines GBV as stated in **Exhibit I**. Because GBV is rooted in sociocultural and structural inequalities, it is not “inevitable” and attitudes towards GBV have changed dramatically over time in many communities and within legal frameworks. Specific GBV types and prevalence differ globally depending on many variables, including geographic location and sociocultural differentiations between and within nations, states/districts, communities, villages, and households. Some of the most common forms of GBV include (UN HABITAT 2009):

- 39 percent of reported GBV is family/domestic violence
- 20 percent is sexual violence



- 19 percent of reported GBV is related to women’s vulnerability in public spaces (public transportation, parks, etc.).

While men and boys can also be affected by GBV, women and girls are overwhelmingly represented as the majority of survivors. Lesbian, gay, bisexual, and transgender persons also find themselves at increased risk of GBV because they do not adhere to traditional definitions of masculinity and femininity.

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### Exhibit 1: United States Government Definition of GBV

*The USAID strategy defines **gender-based violence** as 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.*

*Gender-based violence takes on many forms and can occur throughout the life cycle. Types of gender-based violence can include female infanticide; child sexual abuse; sex trafficking and forced labor; sexual coercion and abuse; neglect; domestic violence; elder abuse; and harmful traditional practices such as early and forced marriage, “honor” killings, and female genital mutilation/cutting. Women and girls are the most at risk and most affected by gender-based violence.*

*Consequently, the terms “violence against women” and “gender-based violence” are often used interchangeably. However, boys and men can also experience gender-based violence, as can sexual and gender minorities. Regardless of the target, gender-based violence 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 2012)*

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## PROGRAMMING FOR GENDER-BASED VIOLENCE PREVENTION AND RESPONSE

### UNITED STATES GOVERNMENT COMMITMENT TO GBV PREVENTION AND RESPONSE

GBV prevention and response are critical to the USAID mission of ending extreme poverty and promoting resilient societies, and it is required by [ADS 205](#). Reducing GBV is one of the three overarching goals of the [USAID Gender Equality and Female Empowerment Policy](#). In August 2012, the United States Department of State and USAID released [the United States Strategy to Prevent and Respond to Gender-based Violence Globally](#). The USAID implementation plan of this Strategy emphasized the integration of GBV prevention and response efforts into all sectoral work. This strategy was accompanied by an [Executive Order on Preventing and Responding to Violence Against Women and Girls Globally](#) that established, among other things, an Interagency Working Group to address GBV chaired by the United States Secretary of State and the USAID Administrator. USAID has reinvested attention to gender equality, including GBV, through several policies listed in **Exhibit 2**.

**Exhibit 2: The United States Government Gender Policies**

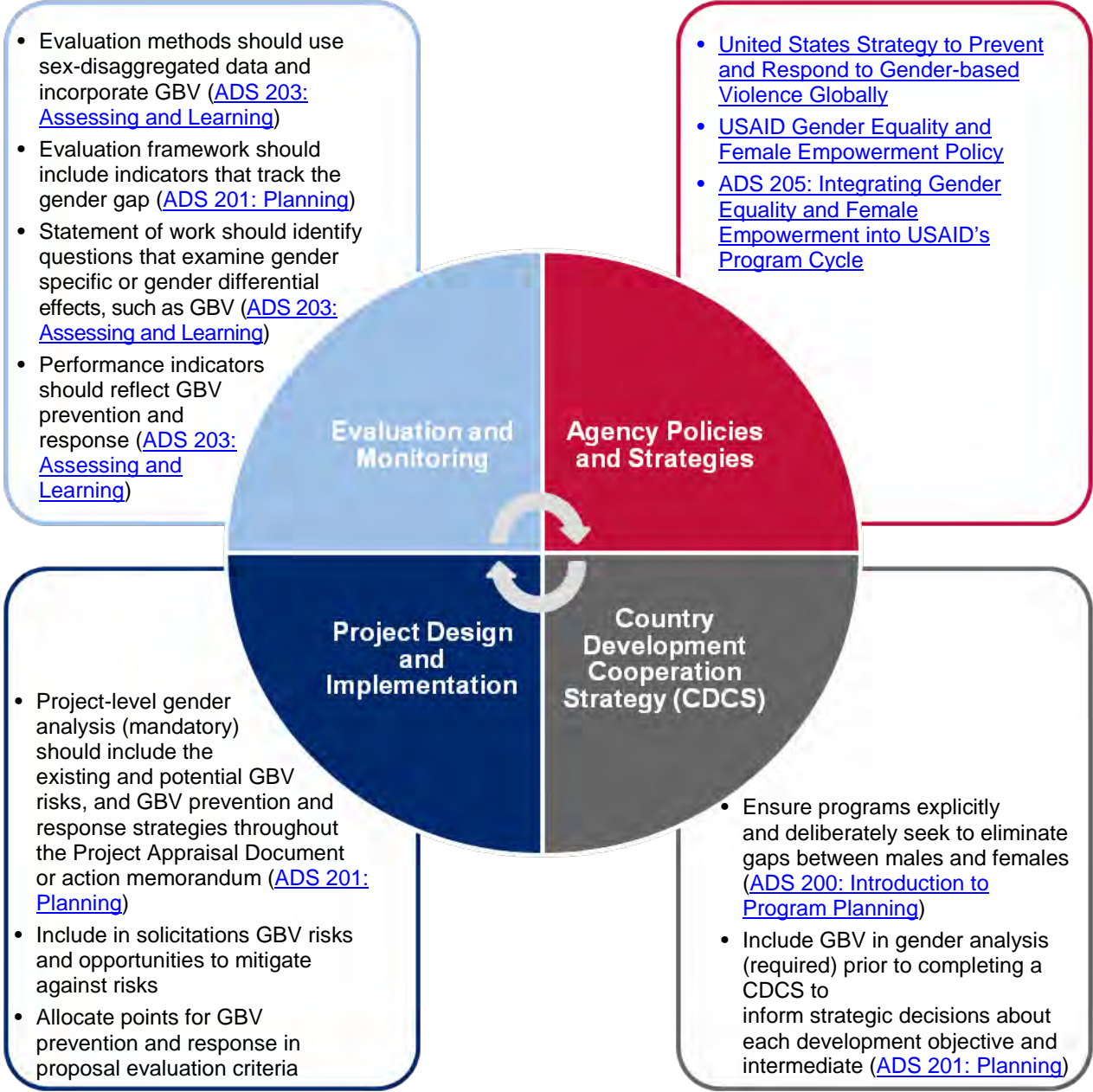
- [The United States’ Strategy to Prevent and Respond to Gender-based Violence Globally \(2012\)](#)
- [Executive Order – Preventing and Responding to Violence Against Women and Girls Globally \(2012\)](#)
- [USAID Gender Equality and Female Empowerment Policy \(2012\)](#)
- [USAID Implementation of the U.S. National Action Plan on Women, Peace and Security \(2012\)](#)
- [USAID Counter-Trafficking in Persons Policy \(2012\)](#)
- [USAID Vision for Action on Ending Child Marriage and Meeting the Needs of Married Children \(2012\)](#)

While energy and infrastructure projects have not traditionally been designed with a focus on reducing GBV, [ADS 205](#) requires that projects be designed to reduce gender inequalities and that the design process studies potential unintended consequences. Since energy and infrastructure projects can have a significant long-term effect on a community, it is critical that GBV is carefully analyzed during the design of these projects.

**INTEGRATING GENDER-BASED VIOLENCE INTO THE USAID PROGRAM CYCLE**

As described in [ADS 205](#), USAID is required to include gender equity and women’s empowerment in all phases of programming and budgeting. [ADS 205](#) defines gender analysis as a subset of socio-economic analysis, which is used to identify, understand, and explain gaps between males and females that exist in households, communities, and countries. It is used to identify the relevance of gender norms and power relations in a specific context, which is important when designing and implementing projects to avoid igniting unintended consequences. [ADS 205](#) states that there is no one framework that has been adopted as a USAID standard. Conducting the gender analysis requires including an analysis of GBV prevention and response. **Exhibit 3** below illustrates the relationship between USAID requirements and the four components of the [USAID Program Cycle](#).

**Exhibit 3: GBV Considerations throughout the Program Cycle**





## 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 environment are unique to each individual depending on multiple sociocultural factors

including ethnicity, religion, age, sex, gender identity, and ability. Seemingly mundane infrastructure, such as parking lots or pedestrian tunnels, can be perceived by women or other groups as areas where they are vulnerable to attacks. Women will change their route, traveling longer distances to avoid areas they perceive as unsafe, and avoid taxis or modes of transportation that they feel will put them at risk.

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### 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 2012)*

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Project designs need to be conscious of the way both men and women perceive the safety of public infrastructure.

Furthermore, the implementation of energy and infrastructure projects creates potential GBV risks such as sexual harassment. Infrastructure and energy project implementers, including engineers, construction workers and others, need to be held accountable for sexual harassment both to their colleagues and the surrounding community. Women are increasingly involved in construction projects where the workforce has traditionally been all male. Some male-dominated work environments have higher rates of harmful social norms and definitions of masculinity.

It is not possible to be “neutral” on this topic because GBV affects the whole community, not just women. Failure to integrate GBV prevention and response into project design may result in unintended negative consequences. For example, if a public transportation system does not consider how different groups perceive its safety, these groups may avoid the use of public transportation or limit its use only to certain times and places. This has negative implications for both the individual populations, as well as the local city trying to collect revenue from a public transportation system that is underused.

## **WHY GENDER-BASED VIOLENCE MATTERS TO ENERGY AND INFRASTRUCTURE PROJECTS**

Energy and infrastructure projects are designed to affect the social, economic, political, and cultural climate of the surrounding area. While most impacts are intentional consequences, projects need to be carefully designed to minimize unintended negative consequences. By integrating GBV prevention and response during the initial project design, energy and infrastructure projects will have less unintended negative consequences and can make a positive contribution towards preventing GBV.

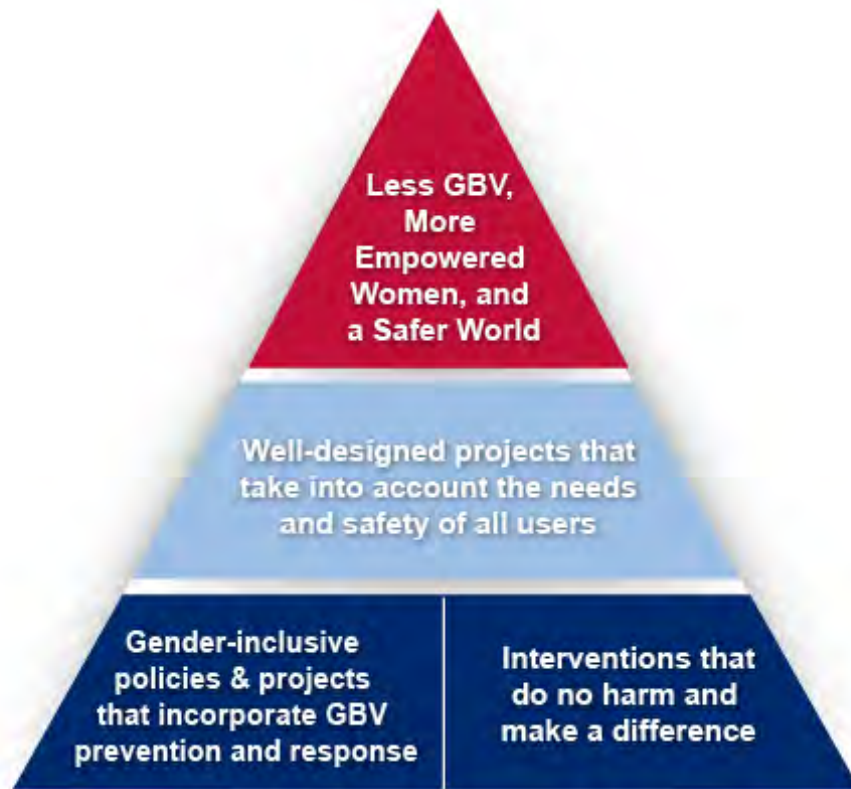
To prevent and respond to GBV, USAID must ask: Who uses the infrastructure? For what purposes? How is it funded? What impact it will have on individuals, households, and communities? Infrastructure is not gender-neutral; men, women, and vulnerable populations use infrastructure differently. Therefore, it affects daily lives of both men and women creating different economic opportunities and resource allocations (Willman and Coreman 2013).

The goal of infrastructure development is to provide communities with access to basic public services. It is, therefore, imperative that USAID technical and program officers have an understanding of how infrastructure will be used by both men and women to be able to integrate GBV prevention and response into project designs. Safety goes beyond just physical acts of violence. It also includes the fear of experiencing violence. Some common forms of GBV related to energy and infrastructure projects are sexual harassment on or near construction sites, risk of sexual violence while using public utilities (latrines, bathing areas, etc.), and risk of sexual violence in public transportation.

Energy and infrastructure gender-inclusive policies and projects that integrate GBV prevention and response result in interventions that avoid unintended consequences (e.g., by requiring robust sexual harassment policy for construction contractors) or proactively responding to the existing GBV through analysis and design decisions (e.g., a private entrance for GBV survivors in a hospital project). This in

turn leads to well-designed projects that take into account the needs and safety of all users culminating in less GBV, more empowered women, and a safer world. This development hypothesis is shown in **Exhibit 4**.

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



**Sexual Harassment on or near Construction Sites.** 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 tension and even violence from some male colleagues. Hence, it is essential that prevention and response policies and procedures for GBV and gender discrimination be enshrined in the workplace.

Sexual harassment is a pervasive problem that 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).





The workplace has become an important site of intervention to prevent GBV because it takes toll not only on productivity, but also on individuals, families, and societies. As new forms of paid labor challenge stereotypical gender norms related to “women’s” versus “men’s” work, new opportunities for women’s economic advancement and development open up. This brings both benefits and risks, depending on the context and availability of services designed to prevent and respond to GBV. Employing women offers them economic empowerment, which is overwhelmingly positive. However, in cultures where intimate partner violence is tolerated, economic empowerment of women can put them at increased risk of such violence (Rahman et al. 2013). A large percentage of sexual harassment cases go unreported in every country (International Labour Organization 1995) and often do not include harassment encountered in public spaces that would result in much higher incidences.

In both urban and rural environments, sexual harassment and other forms of sexual violence in public spaces are an everyday occurrence. This reduces women’s and girls’ ability to travel and explore the city, reduces their ability to participate in the community, as well as limits access to services, work, or recreational opportunities.

USAID can address sexual harassment at construction sites by including GBV policy requirements into construction contracts, monitoring and evaluation (M&E) plans, corporate social responsibility (CSR) programs, and compliance auditing. USAID should ensure that contractors and grantees have written procedures for preventing, reporting, and responding to GBV, taking proper disciplinary action and facilitating care and redress.

**Risk of Sexual Violence While Using Public Spaces and Utilities.** Using public spaces and utilities can induce fear and anxiety (Sur 2014). Safety for women, as defined by the United Nations (UN), includes not only the freedom from violence, but also from the fear of such violence (Mehrotra 2014).

In low-income areas, public utilities, particularly water and sanitation services, are often insufficient. To provide a maximum number of people with minimum resources, water and sanitation services are often constructed at a community-level rather than at a household-level resulting in inadequate maintenance and other issues that make these facilities

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*“Girls feel uncomfortable going to toilet complexes when, instead of one caretaker, a whole bunch of his friends are sitting there and staring at them.”*

- Woman in her 40s on the sexual harassment faced by girls in toilet complexes (Mehrotra 2010)

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uncomfortable. In Delhi, for example, some community toilet complexes have partially open roofs that make it possible for men to see into the women’s section. In rural areas, women and men may be forced to use open areas for defecation, exposing them completely to anyone within eyeshot. Furthermore, toilet complexes might be located near male-dominated facilities or women may have to cross male-dominated spaces to reach a toilet. This exposes women to physical and verbal abuse, as well as compromises their privacy and dignity (Mehrotra 2010).

A study in Delhi noted four major GBV risks in public water and sanitation infrastructure (Mehrotra, 2010):



- Sexual harassment in toilet blocks – including women reporting boys and men entering the women’s wing of the complex or even being followed by men on their way to use the toilets.
- Sexual harassment while fetching water – women or girls reported being harassed while using public water facilities and being followed.
- Sexual harassment during power outages – women reported that men enter women’s toilets during power failures.
- Poor drainage can cause flooding that disrupts normal pathways and pushes people to walk in areas that they otherwise might consider unsafe.

These types of harassment and GBV can be prevented in the design of infrastructure of public utilities. It is important to consider the following in the design:

- Are there sufficient numbers of toilets for women?
- What types of infrastructure are around the public utilities? Are bars or other male-dominated spaces near the proposed infrastructure? How will that affect the perceived safety of the female population?
- Are there provisions for menstrual waste in the women’s toilet blocks?
- Do the complexes ensure privacy for women?

**Risk of Sexual Violence in Public**

**Transportation.** Women’s and men’s use of public transportation and travel patterns differ. Men tend to travel to reach formal paid employment and women travel more randomly for a variety of activities including childcare, school drop-off, fetching water, and shopping. For women who work late shifts or need to travel late at night, public transportation may not realistically be available if GBV prevention is not integrated into project design.

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*“I do not take a taxi after dark for fear if the driver takes me somewhere else. I do not get up in a share taxi if there are only male passengers.”*

- Piyali (32 years old, journalist)  
(Sur 2014)

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For most of those living in poverty, walking is the primary mode of transportation. Lack of safe and accessible pedestrian environments increases risk of sexual assault while carrying out daily chores.

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*“To reach home I have to walk by a park. Parks become desolate after dark and I may be easily attacked. If it’s late, I detour and take a longer route.”*

- Debdatta (26 years old, customer care executive)  
(Sur 2014)

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Increasing pedestrian accessibility and creating safer and wider sidewalks are important components of creating a safe public atmosphere in the design of pedestrian safety islands, bicycle parking areas, speed bumps, traffic lights, and other pedestrian safety mechanisms.

Studies have shown that women will take more private and safer modes of transportation such as

taxis or drive themselves rather than walk or use public transit for fear of physical or verbal abuse (Mtani 2002 and Sur 2014). The number of women who would choose to take a taxi increases when

women are traveling with children or carrying packages or other items. Women may avoid using certain bus or railway stops that are particularly dark or desolate.

Good lighting and landscaping along transit stops, as well as active spaces such as shops with public presence are good measures that can increase safety in the public environment. Additionally, the installation of technologies such as surveillance cameras, emergency phones/pay phones, panic/alarm buttons, and uniformed and ununiformed officers patrolling public transit can lead to the feeling of safety. On average, however, women prefer human interventions, such as increased police presence, to technological ones, such as surveillance cameras that are more useful for determining what happened rather than preventing it (World Bank 2010).

## 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 disabilities, and other marginalized and vulnerable groups guide tours of their communities and note areas of concern and areas of safety. Community Mapping should include people living with disabilities in order to include their perspective on both accessibility and safe spaces. By supporting and legitimating the use of stakeholder's firsthand accounts, this tool has the unique ability to portray the emotional and physical experiences of residents whose views are often marginalized to key decision makers. Furthermore, this portrayal involves often neglected groups as direct stakeholders and contributors to decision-making practices. This tool can help in siting the locations for appropriate public infrastructure by staying away from areas where stakeholders feel unsafe and noting commonalities in unsafe areas. Additionally, this tool can identify what types of areas are identified as safe and look to replicate the commonalities of safe spaces.



Other tools include conducting a **Safety Audit** to identify design issues that could have an impact on GBV. After the design is complete and before construction, a safety audit can help identify potential GBV risks by analyzing key aspects of the design. GBV safety audits are based on the road safety audits that have become a best practice for highway design. Just as the aim of a road safety audit is to identify elements of a completed road design that might present safety concerns to future users and to determine how these risks can be mitigated, GBV safety audits are used to review the design of a project or program to identify elements of the project that either increase the risk of GBV or could be reworked to create a safer environment.

## SEXUAL HARASSMENT PREVENTION

USAID has the opportunity and obligation to prevent and respond to GBV, and it can do this by actively encouraging respectful treatment of all people and discouraging sexual harassment and other types of GBV. One way to achieve this is by requiring **sexual harassment policies for contractors and grantees**. Donor requirements and example can go a long way toward promoting partner change at the institutional level. Sexual harassment policy requirements can be written into contracts, M&E plans, corporate social responsibility (CSR) programs, and compliance auditing. In addition to policies, anti-harassment training ensures that men and women understand and uphold the sexual harassment policy. It creates awareness and is a GBV preventative measure. It is important that the project site is monitored and time is spent with hired contractors to understand the environment and surroundings, and keep communication open. Contractors should establish written procedures for workers who experience sexual harassment to document incidences, and ensure that worker complaints are fully investigated and proper disciplinary action is taken.

## REPORTING MECHANISMS

Although integration of GBV prevention and response in energy and infrastructure projects will not eradicate GBV, synergistic and collaborative efforts across service sectors can markedly reduce GBV risks and address its consequences. Addressing underreporting by workers and under-recording by companies and law enforcement can help address data gaps on GBV prevalence in work sites, particularly on types of workplace GBV that are currently underreported, such as sexual harassment and intimidation. Stronger data on all forms of GBV in the workplace will help USAID integrate targeted GBV prevention and response across the [USAID Program Cycle](#).

Reporting GBV at work is risky and can increase GBV at home or in the community. Women face barriers to leadership and need tools and resources to protect themselves, negotiate their business or working conditions, manage teams, and participate in business associations. Gender inequalities in bargaining power, resources, and social status affect women's multiple roles in the economy as laborers, producers, entrepreneurs, employees, managers, and business leaders. All points of transaction in economic relationships can introduce GBV risk exposure.



Contractors and grantees should **establish written procedures** whereby workers can report incidences of sexual harassment to management or to wider authorities without fear of reprisal, and educate workers about such policies and procedures.

Individuals who have been sexually harassed or abused must have a safe way to report their experiences without the fear of reprisal. One option is to create a mechanism allowing GBV survivors to report incidences of violence resulting in punishment of offenders (e.g., by suspending them from work without pay, terminating their employment, or involving the police). The use of **information and communication technologies** as a vehicle for reporting harassment has shown some promising results for confidential reporting, although it must include strong digital software and end-user training. This has been done in Brazil, where the use of kiosks at transportation infrastructure such as rail station lines, offers a method for women to seek support for GBV (Mehndiratta et al. 2015). Another initiative in Brazil uses a smartphone app and computer to allow users to get information about rights and hotline numbers, and seek psychological, social, and legal support. They have also added new capabilities to take photos and videos of safety risks such as poor infrastructure, obscured paths, and poor lighting, which are being shared with local authorities and used to develop targeted interventions (UN Women 2013). Additionally, online platforms such as [Take Back the Tech Campaign](#) and the USAID-funded [Ushahidi](#) in Kenya have been used for launching anti-GBV campaigns and reporting violence after elections, respectively. Use of these platforms, however, can place users at risk of potentially being targeted by corrupt state or non-state actors through surveillance and covert capture of users' digital and telecommunications data. Software and hardware must be equipped with strong encryption for secure communications, and users must be trained in digital security tools and privacy tactics for information and communication technology platforms to protect their own confidentiality in using these platforms as reporting options.

### **Exhibit 5: Common GBV and Energy and Infrastructure Stakeholders**

#### **Institutions (Public and Private)**

- Ministry of Public Works and Energy
- Ministry of Labor
- Ministry of Women's Affairs
- Ministry of Justice
- Ministry of Mines
- President/Prime Minister's office
- Courts
- Police offices
- Electrical utilities
- Local politicians
- Universities
- Engineering companies
- Construction companies
- Media
- Vocational Training Institutes
- Associations of Professional Engineers
- Community/neighborhood groups
- Religious institutions
- Community elders
- Women's groups
- Youth groups
- Construction workers
- Disability advocacy groups
- LGBTI advocacy groups



## WORKING WITH STAKEHOLDERS

Although no single initiative to prevent or respond to GBV will solve the problem, collaboration among many sectors is required to fully address the implications. GBV prevention and response in energy and infrastructure projects includes **many diverse stakeholders** (see **Exhibit 5**), and the inclusion of each of these groups enhances the effectiveness and sustainability of GBV prevention and response.

It is important to understand the local contexts, cultures, and traditions in order to understand both overarching GBV concerns and **context-specific manifestations**. This will inform project designs to make them more respectful, socio-culturally relevant, and age appropriate. For energy and infrastructure projects, this means looking beyond ministries of public works, engineering firms, consulting firms, and construction companies, and engaging with local courts, police offices, religious leaders, and others.

Collaborating with local stakeholders should be done in tandem with the best practices listed above. Fully understanding the local context and engaging with diverse stakeholders should inform:

1. The ways in which gender-inclusive design is constructed
2. Appropriate policies, M&E plans, contractual language, and CSR policies in order to prevent sexual harassment in energy and infrastructure projects
3. Appropriate response and disciplinary mechanisms for reporting GBV in accordance with social norms and civil law.

## WORKING WITH STAKEHOLDERS IN A GENDER-INCLUSIVE DESIGN

Working with stakeholders is paramount in designing energy and infrastructure projects. This phase of the project has the most potential to provide safe spaces for vulnerable groups, empower them, let their voices be heard, and ensure that energy and infrastructure projects avoid unintended negative consequences.

**Women and girls as leaders and agents of change** should be included from the beginning of the design phase of energy and infrastructure projects. Two major obstacles to GBV prevention and response are (1) lack of decision-making power in social contexts, and (2) underrepresentation in political processes. Both obstacles influence a country's willingness to prevent and respond to GBV (United States Government 2012.). To have a transformative impact on GBV, women and girls, and other vulnerable groups must have full access to social services and treatment, and must have a voice in decision making at the community level and national level of policy making.

Engaging stakeholders should not be limited just to women, LGBTI, and vulnerable groups. In fact, evidence shows that effective and sustainable GBV prevention and response initiatives often include the **active participation of males** (both men and boys) (Holzaepfel and Morel-Seytoux 2014). It is important to understand that this is not a women's issue, but a societal one.

Effective programs work with men and boys directly to reduce inequalities and prevent violence by respectfully discussing and assessing traditional norms associated with femininity and masculinity, and





reinforcing positive masculine behavior rather than that which harms women and girls (Schulte et al. 2014).

At the same time, effective programs recognize that **boys can also be victims of GBV, and that girls and women can also be perpetrators**. It is important to orient programming to help all victims (male and female) and work to change attitudes and behaviors of all perpetrators (male and female). Two helpful resources for working with males to address GBV are the [Men to Men Strategy Toolkit For Working with Men to Combat Gender-based Violence](#) (described in **Exhibit 6**) and USAID’s report on [Working with Men and Boys to Prevent Violence Against Women and Girls](#).

In some cases, women’s behaviors and attitudes toward GBV must also be addressed. For instance, female elders sometimes advocate in favor of harmful traditional practices, such as female genital mutilation/cutting, and mothers-in-law sometimes condone domestic violence against daughters-in-law (USAID Nigeria 2014).

Ensure the consideration, safety, and inclusion of **lesbians, gays, and transgender individuals**, ethnic and religious minorities, and other underrepresented populations. Homophobic violence towards lesbian, gay, bisexual, and transgender individuals on the grounds of their sexual orientation or gender identity exists in many parts of the world. This violence is realized in the form of physical, sexual, and emotional abuse such as “teasing, name calling, public ridicule, spreading rumors, intimidation, pushing and hitting, stealing or damaging belongings, social isolation, cyber bullying, physical or sexual assault, and death threats” (Leach et al. 2014) – making these individuals more at risk of GBV. Furthermore, sexual harassment is not limited to female workers; LGBTI persons also bear a significant amount of sexual harassment in the workplace.

### **Exhibit 6: Working with Men as Stakeholders in GBV Prevention and Response**

The [Men to Men Strategy Toolkit For Working with Men to Combat Gender-based Violence](#) shares information, tools, activities, and skills. It builds ideas and methods to support organizations and individuals to better understand the dynamics of working with men to address GBV in collaboration with women’s rights organizations in Africa.

It explores the myths and misconceptions of working with men, men’s fears and strengths, and suggests some of the tested and working ideas that can be adopted, domesticated, or improved for a greater impact. It specifically addresses how to engage men to change negative sociocultural attitudes that make them look down on women and girls as lesser human beings.

The toolkit can also be used to build a constituency of men to address other social issues that relate to human development and, more specifically, the intersection between GBV and education or education and health, such as the spread of HIV in Africa (Miruka n.d.).

## **WORKING WITH STAKEHOLDERS IN PREVENTING SEXUAL HARASSMENT**

Policies, M&E plans, contractual agreements, and CSR policies can be used to discourage sexual harassment during the implementation and construction phase of energy and infrastructure projects.

These policies should be informed by **local elders, religious leaders, the media, women’s groups, and other community organizations** to identify context-specific sexual harassment and common forms of GBV. This information should serve to specifically identify ways to prevent and respond to GBV.

## **WORKING WITH STAKEHOLDERS IN APPROPRIATE REPORTING MECHANISMS**

An especially important institutional stakeholder in combating GBV is the justice system and the individual personnel within the system, including the **police, security guards, and local law enforcement personnel**. Local laws should help inform appropriate ways to report and respond to GBV.

In all GBV prevention and response, priority must be placed on confidentiality, privacy, disclosure, and informed consent. Great care must be taken to avoid re-victimizing. This involves the way information is handled and official recognition that survivors’ rights must be accommodated throughout the process. For example, before a survivor is encouraged to legally report cases of GBV, an assessment should be made of how making a report could potentially put them at a greater risk within their communities (Leach et al. 2014). The [Equal Rights, Equal Justice Toolkit for Addressing Gender-based Violence through Rule of Law Projects](#) is a comprehensive guide pertaining to addressing GBV in collaboration with the justice system.





**Cost benefit analysis of GBV in energy and infrastructure projects** can:

- Estimate the socio-economic costs of GBV in both monetary value and development impacts
- Develop GBV prevention strategies that can increase the positive impact of the designed interventions.

Cost benefit analysis is an important tool that can be used for better decision making by conducting a systematic evaluation, in monetary terms, of the impacts of a regulatory proposal or a program intervention, accounting for all the effects on the community and economy.

Cost benefit analysis provides an objective framework for weighing different impacts, and impacts that occur at different time periods, by converting all impacts into present value dollar terms. Even when full quantification of impacts is not possible, cost benefit analysis can still be useful for providing a clear decision making framework to:

- Identify groups affected
- Monetize costs and benefits as far as possible
- Highlight clearly direct costs
- Assess rigorously non-monetized costs and benefits
- Explore risks and unintended consequences
- Select the best option.

(Department for Business, Innovation and Skills 2015, Department of the Prime Minister Cabinet n.d., Office of Management and Budget 1992)

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. Therefore, the recommendations for preventing and responding to GBV concerns for buildings includes the relevant ones from the water and sanitation, energy, and construction sections. Furthermore, all of the questions that should be considered are compiled into a single list in [Part 5](#).

**GBV in crisis- and conflict-affected contexts.** In contexts where political violence is prevalent, GBV risks are heightened during and far beyond political crises, natural disasters, famines, economic shocks, and armed conflict. Safe infrastructure that does not pose GBV risks is vital to early and longer term recovery. Designing energy and infrastructure projects in crisis-affected areas requires additional sensitivity to how women, LGBTI, and other vulnerable populations will use and perceive the infrastructure. It is beyond the scope of this toolkit to address all considerations for conflict- and crisis-affected areas. For more information on these contexts please refer to:

- [UNICEF'S Handbook for Coordinating Gender-based Violence Interventions in Humanitarian Settings](#)
- [Sexual and Gender-based Violence in Crisis and Conflicts – The Responsibility to Speak Out](#), which also offers a checklist of important considerations.

## 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, LGBTI, 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.

Safety audits, which have become an established best practice for road projects, are emerging as a best practice for all infrastructure work. Ideally done by an outside reviewer, these safety audits look at all aspects of the project to determine if the project is compliant with the GBV and other safety policies.

It is difficult to know the extent and prevalence of GBV since it is commonly not reported. Appropriate reporting mechanisms that make GBV survivors feel empowered and safe should be put in place.

**Exhibit 7** provides examples of interventions. Examples shaded in white are direct interventions, those shaded in blue are indirect or multi-level interventions, and those shaded in gray can be both.



### Exhibit 7: Exemplary Interventions

Intervention	Use for Gender-based Violence Prevention and Response
<b>Crisis centers or one-stop care facilities</b>	These are immediate points of contact for those who have experienced GBV or are at risk. They can include psychosocial counseling, medical treatment, legal services, reintegration support, and so on.
<b>Increasing professional training for women</b>	Ensuring women partake in various capacity building and training programs across multiple sectors builds their “voice” and participation at leadership levels and in power structures. It is widely accepted that women’s participation in decision making ensures a consideration of issues specific to women that could otherwise remain invisible. This is relevant to GBV because women’s participation and discussion around their needs and vulnerabilities increases the likelihood of resources being dedicated to these needs – such as safe spaces and resources to reduce and prevent GBV.
<b>Well-lit public spaces such as parks and restrooms</b>	Women are particularly vulnerable to violence in dark and/or isolated public spaces. The provision of safe, well-lit, easily accessible public restrooms is a commonly used example of basic infrastructure that can dramatically influence rates of GBV.
<b>The use of low-fuel stoves such as propane stoves in Haiti, or biofuel briquettes in Rwanda</b>	This decreases the risk of GBV both directly and indirectly. Women are vulnerable to physical GBV while collecting fuels for domestic work such as cooking because they often travel vast distances to isolated areas. This increases other, less considered types GBV such as economic abuse – where women are forced into economic dependence on their husbands, fathers, and others because they are unable or disallowed to participate in the formal economy. The use of low-fuel stoves also indirectly impacts rates of GBV because public health improves due to cleaner fuels generating less indoor pollution (of which women and children are the main victims).
<b>New clean water systems</b>	These need to be carefully designed to ensure women, who are the primary collectors and users of water for domestic work, can access clean water with safety and ease. This decreases the risk of physical and economic GBV.  However, an indirect factor would be that women are included in the decision-making committee for the design and building of the system to ensure that concerns such as time, safety, and distribution are accounted for.



## ENERGY SECTOR-SPECIFIC GUIDELINES

### WHY CAN GENDER-BASED VIOLENCE BE A PROBLEM IN ENERGY PROJECTS?

The provision of electricity to homes and neighborhoods can result in a dramatic improvement in quality of life.

Replacement of wood fired stoves and heating by electric or gas power removes the risks to women and girls while collecting wood fuel and creates a healthier environment within the dwelling. Elimination of kerosene stoves removes risks of injury and death to women from kerosene fires and air pollution. Household air pollution accounts for about 1.5-4 million deaths every year (Gordon et al. 2014). Perishable foodstuffs can be safely stored, making it convenient to access markets at safe times. Better lighting facilitates nighttime learning through radios and television, the opportunity for night classes and local schools, as well as reading. Power, even if available only part-time, allows batteries to be charged and, hence, mobile phones to operate. This allows connection to neighbors, friends, police, emergency and support groups, and the wider world, thus enhancing security and education for women and girls.

A well-illuminated park can be a safe area to gather at night. An increased supply of electricity can reduce the threats of GBV by providing for better lighting in markets and urban areas.

The provision of electricity can be a significant game changer in the lives of women and other vulnerable populations.

Recognizing this importance, USAID's energy program focuses on the following five areas:

- Energy sector reconstruction in countries recovering from conflict and natural disasters
- Clean energy under the [USAID's Global Climate Change Strategy](#)
- Energy for economic growth in a limited number of countries
- Energy for health, agriculture, and education programs
- Energy access.

USAID's energy programs emphasize several themes, including promoting energy sector reforms—that are widely recognized as prerequisites to private investment—access, and sustainability. USAID also supports the scale-up of innovative technologies.

#### The Power of Television to Reduce GBV

A study in India found that introducing cable television is associated with significant decreases in the reported acceptability of domestic violence towards women, son preference, and fertility rates, as well as increases in women's autonomy. They found suggestive evidence that exposure to cable increases school enrollment for young children, perhaps through increased participation of women in household decision making (Jensen and Oster 2007).



## HOW TO PREVENT GENDER-BASED VIOLENCE THROUGH ENERGY PROJECTS

The following is a list of best practices that should be followed for different energy projects.

### During Design:

1. **Gender Inclusive Design:** During the design phase for any energy project, it is critical to focus on the different needs of different users. Specific **focus groups** and **interviews** should be established for women and other users whose voices might be overlooked. Be sure to include sessions for vulnerable groups alone, as well as input from other stakeholders, such as community leaders who may provide insight into the overall local context. The objective of these focus groups and interviews is to identify safety issues related to how women, LGBTI, and vulnerable groups access and use energy. Specific topics to be addressed can include:
  - Do women, LGBTI, and vulnerable populations have access to adequate energy? In what way does this make them more or less vulnerable to abuse?
  - 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?
  - Given the threat caused by dark and poorly lit spaces, how can lighting be strategically placed to make women, LGBTI, and vulnerable groups feel safe at all times?
2. **Safety audit:** The *safety audit*, performed as an external assessment of the design, should address lighting and energy from the lens of women, LGBTI, and vulnerable populations. This safety audit should look specifically at settings affected by the project that increase risk of GBV.
  - Observe the **lighting**. Does the project provide sufficient lighting so that women, LGBTI, and vulnerable groups feel safe using public spaces at night?
  - Observe the location of nearby **male-dominated spaces**. Does the project provide access to energy for women away from male-dominated spaces? Are there any risks for GBV in getting access to energy?
  - Observe public **bathroom facilities**. Is there sufficient lighting in public bathroom facilities and the surrounding area so that women can feel safe accessing them at night?

### During Construction and Implementation:

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.
  - **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.



- **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.
- 3. **Empower Women by Training Women as Technicians:** Provide opportunities for women to be trained as technicians. Training women as repair technicians empowers women in their community by building confidence and providing economic growth. Having female technicians not only empowers the women who are trained and working, but also makes women in the communities feel safer. Often women are uncomfortable when men have to enter women's spaces, such as bathrooms, changing rooms, or homes when males are not present. Training women technicians is especially important for cultures where men are prohibited from entering traditionally women's spaces, making the project more effective and efficient, as well as providing financial security to the trained women.
- 4. **Mandate latrines for both men and women on all projects:** Construction sites are male-dominated and may not include any latrines. Women are vulnerable when they have to go off on their own for latrines and even more vulnerable if forced to make do without proper facilities.

## TRANSPORTATION SECTOR-SPECIFIC GUIDELINES

### WHY CAN GENDER-BASED VIOLENCE BE A PROBLEM IN TRANSPORTATION SECTOR PROJECTS?

Women are more vulnerable to GBV while travelling. Whether rude stares or comments, groping or rape, women tend to face dangers moving from one place to another.

To prevent this risk, women often undertake defensive strategies including avoiding travelling at night and dark spaces, or spaces where they could be isolated. Women may also cease to travel to avoid these risks and thereby limit their economic and educational opportunities.

Women's predominant modes of travel are bicycling or walking. Women have raised more concerns than men about safety issues related to the lack of streetlights, poorly designed underpasses, and long



waits at bus stops (World Bank 2013). Sexual harassment can occur not just at stations, but also in transit.

Waiting in a dark station can be particularly risky for women if the stations are not designed with their needs in mind. Waiting in a dark station without a proper toilet to many men may only be an inconvenience, but it could make women, and in some cases men, vulnerable to an attack. A focus on women's concerns may increase safety for all people.

Women travelling to markets are particularly vulnerable both because they frequently travel alone and because men control access to the markets or the crossing of borders.

USAID builds roads and is involved with the design of urban transport and ports. Transportation projects create the systems of movement that allow an economy to grow. Integrating GBV prevention and response into project design ensures that all users are able to benefit.

### Successfully Incorporating Women's Concerns

Consultations and user surveys for an urban transport project in Liaoning, China resulted in a dramatic redesign from a focus on large ring roads for vehicles to more attention to pedestrian needs. The changes included safety measures such as streetlights and lighted underpasses, pedestrian crossings, and reduced waiting times at bus stops. The safety of crosswalks was of a particular concern to women since their travel often involved children (World Bank 2010b).

## HOW TO PREVENT GBV IN TRANSPORTATION PROJECTS

The following is a list of best practices that should be followed in different transportation projects.

### During Design:

- I. **Gender Inclusive Design:** During the design phase, it is critical to focus on the different needs of different users. In addition to seeking input from local community leaders and politicians, specific **focus groups** and **interviews** should be established for women and other users whose voices might be overlooked. The objective of these focus groups and interviews is to identify safety issues women, LGBTI, and vulnerable groups encounter when using transportation.
  - o What types of GBV do women encounter when using transportation?
    - i. Are there different problems during different times of the day? Different seasons?
    - ii. What types of GBV have occurred in the past?
  - o How does this affect when and how women, LGBTI, and vulnerable groups use transportation?



## Innovative GBV Reporting Using Urban Transport Infrastructure in Rio de Janeiro, Brazil

In Rio de Janeiro, placed at stations along the Supervia suburban rail lines, are kiosks that contain helpful information for GBV survivors seeking support. The strategic location of the kiosks offers this information to some of the poorest communities in the region. The extensive rail network connects about 12 million people and more than 4,500 square kilometers of the Rio de Janeiro metropolitan area. The “Via Lila” kiosks are placed all along the Supervia network and highlighted in high-profile stops, providing access to about 700,000 passengers daily. This is a part of a comprehensive gender-based violence program set out by the law “Lei Maria de Penha,” seeking to address domestic violence (Mehndiratta et al. 2015).

2. **Safety audit:** The [safety audit](#), performed as an external assessment, should focus on lighting, walkways, and bathroom facilities. This safety audit should look specifically at which settings affected by the project increase the risk of GBV.
  - Observe the **lighting**. Is there sufficient lighting so that women, LGBTI, and vulnerable groups feel safe using public transport at night?
  - Observe the location of nearby **male-dominated spaces** to terminals. Do women have to wait for transportation by cigarette shops, liquor shops, bars, or other areas that might make them feel unsafe?
  - Are there pedestrian **walkways**? If not, why not? Can they be added? If so, are they sufficiently wide to allow people to walk past easily without brushing? Can people carrying heavy loads easily use the sidewalks?
  - Observe pedestrian **tunnels**. Do they pose an unnecessary risk to women? Will women feel comfortable using them at night?
  - **Segregated public transportation** (see [Segregated Transportation](#)). Is this included in the design? Is this something that would be amenable to women, LGBTI, and vulnerable groups? Would this make them feel safer?
  - Observe provision for **bathroom facilities** in large transportation terminals. Are there sufficient bathrooms for both men and women?

**Best Practices** to ensure that a project is designed to integrate GBV prevention and response into transportation projects:

- Sufficiently wide sidewalks to allow for the passage of people carrying heavy loads
- Pedestrian islands on busy streets
- Safe bathroom facilities in all terminals
- Safe places on metro cars or ferries
- Ramp access to pedestrian tunnels so as to provide long sight lines.

These same best practices also make the projects more accessible to the elderly and disabled.



3. **Safe spaces:** Ideally, the project creates safe spaces. For example, this can be done by providing space for a small police station inside a bus terminal, or by having guards on some cars of a commuter train, or a women only waiting room (see [Segregated Transportation](#)).

### During Construction and Implementation:

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.
  - **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.
  - **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 is not tolerated by project employees.
3. **Empower Women by Training Women as Technicians:** Provide opportunities for women to be trained as technicians. Training women as repair technicians empowers women in their community by building confidence and providing economic growth. Having female technicians not only empowers the women who are trained and working, but also makes women in the communities feel safer. Often women are uncomfortable when men have to enter women's spaces, such as a bathrooms, changing rooms, or homes when males are not present. Training women technicians is especially important for cultures where men are prohibited from entering traditionally women's spaces, making the project more effective and efficient, as well as providing financial security to the trained women.
4. **Mandate latrines for both men and women on all projects:** Construction sites are male-dominated and may not include any latrines. Women are vulnerable when they have to go off on their own for latrines.



### Segregated Transportation

Women-only subway, buses, and train cars have been introduced to combat taunting, sexual aggression, and harassment in a number of countries. There have also been women-only taxis in Dubai, India, Iran, Mexico, Russia, and the United Kingdom. In Manila's light rail system, the front two rail cars are reserved exclusively for women and children. In Mexico City, female-only buses along busy routes have been added to the ladies-only cars during rush hour in its subway, with policy segregating men and women on the platforms. Women-only public transport options can be a step toward making public transport safe, but typically imply greater costs and may not be applicable to the full continuum of transport services.

Separation of men and women in public transport can also be seen as a throwback in the fight for women's equal access to public transportation. There can also be increased risk for women who ride in mixed-sex cars or an increased perception of risk for a woman traveling alone in women-only cars (World Bank 2010a).

## SECTOR-SPECIFIC GUIDELINES FOR BUILDINGS INCLUDING SCHOOLS AND HEALTH CENTERS

### WHY CAN GENDER-BASED VIOLENCE BE A PROBLEM FOR BUILDINGS?

Infrastructure is not gender neutral. For schools in particular, designing buildings to be safe spaces can increase access to education for women and girls.<sup>1</sup>

The two primary design elements that affect the risk of GBV are the provision of safe washrooms and ensuring long sight lines. The design of safe washrooms is discussed in detail in the [water, sanitation, and hygiene section](#) with the main recommendations repeated below. **Long sight lines**, or the ability to see for long distances, are critical to ensure that women have a clear view of any potential threats. Sight lines can be obscured by thick vegetation and poor lighting. Therefore, it is important to consider these aspects in the design.

USAID builds schools, hospitals, warehouses, markets, and a range of other buildings that become permanent fixtures in communities. It is, therefore, important that these structures provide the safest possible environment for the men, women, and children who will use them for decades to come.

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<sup>1</sup> For information on GBV and the education sector see: Messner, Lyn, Sylvie Morel-Seytoux, Kai Spratt, and Abby Ladd. 2015. *Beyond Access: Toolkit for Integrating Gender-based Violence Prevention and Response into Education Projects*. Rockville, MD: USAID's Advancing the Agenda of Gender Equality (ADVANTAGE), Task Order 3.



Additionally, construction activities are traditionally male-dominated. As more women enter into construction work, the work environment must be adjusted to make it a safe environment. Construction work can provide a good source of income for low-skilled female workers. However, having female workers under the supervision of male foremen can leave them vulnerable to abuse. Sexual harassment should not be tolerated on any USAID project, among coworkers, or between USAID implementing partners and the surrounding communities.

## HOW TO PREVENT GBV IN BUILDING PROJECTS

The following is a list of best practices that should be followed in different building projects:

### During Design:

- I. **Gender Inclusive Design:** During the design phase for any building project, it is critical to focus on the different needs of different users. Specific **focus groups** and **interviews** should be established for women and other users whose voices might be overlooked. **Community mapping** is another good tool to use for siting the building in a safe environment, away from spaces that might make women or vulnerable groups feel uncomfortable. Be sure to include sessions for vulnerable groups alone, as well as input from other stakeholders, such as community leaders, that may provide insight into the overall local context. The objective of these focus groups and interviews is to identify safety issues related to how women, LGBTI, and vulnerable groups will access and use the buildings. Specific topics to be addressed can include:
  - What types of GBV do women, LGBTI, and vulnerable groups encounter as it relates to buildings?
    - i. In what types of buildings does GBV normally occur? Are there specific areas more prone to GBV (e.g., bars, stores, homes, schools)?
  - Where do women, LGBTI, and vulnerable groups feel the safest? Most unsafe? In what types of buildings do they feel the safest? Most unsafe?
  - What types of GBV are the most prevalent in the community? How can this be mitigated in the design? During construction?
  - How does the community currently deal with GBV incidences? What is the local disciplinary action and civil law?
  - How should GBV be reported in a culturally appropriate manner?
  - Whom do women typically report incidences of GBV to? What are the implications in their home and social life if they report GBV? How will this structure the project's GBV reporting mechanism?

### Reducing the Drop-out Rate

In the 2005 Australian Department of Foreign Affairs and Trade-funded Australia Indonesia Basic Education Program, the dropout rate of female students was reduced by 20 percent by including gender concerns in the design of schools and scholastic programs (Organisation for Economic Co-operation and Development 2010).

2. **Safety audit:** The *safety audit* should focus on lighting, walkways, and bathroom facilities. This safety audit should look specifically at which settings affected by the project increase the risk of GBV.
  - Observe the **lighting**. Is there sufficient lighting so that women, LGBTI, and vulnerable groups feel safe using the building at night?
  - Observe the location of **male-dominated spaces**. Is the building to be sited close to these areas? Will women, LGBTI, and vulnerable populations feel safe accessing this building?
  - Observe pedestrian **walkways**. Are there sufficient sidewalks to and from the building so that people can feel safe accessing the building?

For <b>Medical Clinics</b> , consider:	For <b>Schools</b> , consider:
<ul style="list-style-type: none"> <li>• Is the lighting both inside and on the perimeter of the building adequate to allow for proper sight lines?</li> <li>• Are the bathrooms designed as per the <i>water, sanitation, and hygiene</i> recommendations?</li> <li>• Are there both a public entrance and a private entrance so that people with confidential problems have appropriate access? Are the rooms designed to allow confidential conversations that could not be overheard in neighboring spaces?</li> </ul>	<ul style="list-style-type: none"> <li>• Are they designed to provide safe spaces for girls and women?</li> <li>• Is the lighting both inside and on the perimeter of the building adequate to allow for proper sight lines?</li> <li>• Are the bathrooms designed as per the <i>water, sanitation, and hygiene</i> recommendations?</li> </ul>

### During Construction and Implementation:

- I. **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.
  - **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.
  - **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 is not tolerated by project employees.
3. **Empower Women with Jobs:** Provide opportunities for women to be trained as construction workers or with other tasks related to the project. Employment empowers women in their community by building confidence and providing economic growth.
4. **Mandate latrines for both men and women on all projects:** Construction sites are male-dominated and may not include any latrines. Women are vulnerable when they have to go off on their own for latrines.

## WATER, SANITATION, AND HYGIENE (WASH) SECTOR-SPECIFIC GUIDELINES

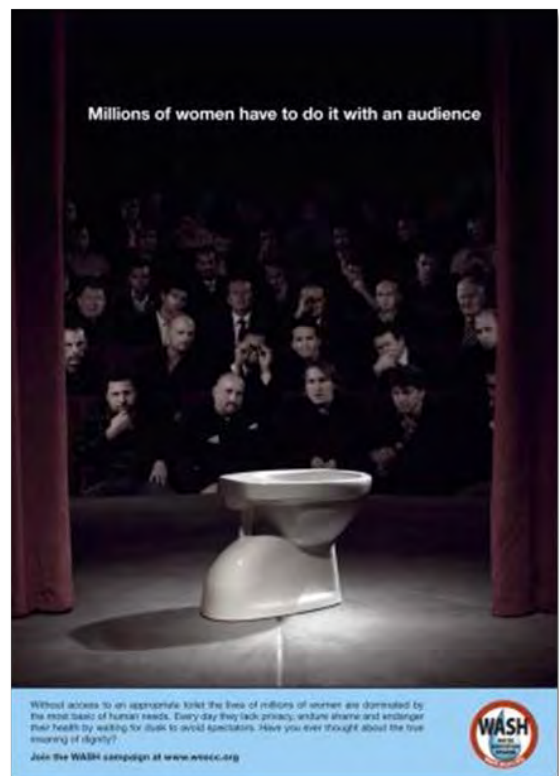
### WHY IS THE PREVENTION OF GBV AN IMPORTANT ISSUE IN WASH ACTIVITIES?

WASH services that are designed and managed without regard for gender implications can exacerbate the risk of GBV against women and girls in particular.

The specific areas of risk and the appropriate interventions differ depending on the location (rural or urban), the context (development or relief; institutions or communities), and subsector (water or sanitation), but there are basic, important principles and approaches across WASH.

The importance of safety considerations in WASH programming is linked to:

- The reality that many WASH-related tasks (such as collection of water) are traditionally allocated to women or children.
- The underlying vulnerability to violence and harassment associated with defecation, particularly defecation in the open.
- The potential that women and girls, feeling shame if they are seen defecating in the daylight (whether in the open or in a facility), will choose to defecate in darkness, exacerbating their risk.





- The general lack of privacy in many refugee camps or internally displaced persons camps.
- The lack of proximity to sources of water and sanitation can necessitate additional time and travel. This, in turn, can increase the exposure to risk (such as children being abducted when accessing water), can inflame tensions between men and women (or parents and children), and can cause additional negative health impacts (such as bladder infection) when access is limited or delayed.
- The advancement of women beyond the traditional social roles (for instance in management roles or paid positions) can prompt abuse.

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*“Over half of us take 5 to 10 minutes to get to the toilet... If you go out at night you will get raped and assaulted... For women this is unique because it is not just the risk of an assault or mugging, but sexual violence as well.”*

-- Woman in focus group discussion, Mukuru Kwa Njenga, Risking Rape to Reach a Toilet (Amnesty International 2010)

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Given these inherent areas of risk for GBV associated with WASH, it is imperative that USAID and its implementing partners design and implement WASH programs with attention to ways to avert opportunity for GBV.

### **Vulnerabilities Related to Public Washrooms**

Some community toilet complexes have partially open roofs that make it possible for men and boys to peep into the women's section. In another example, women are forced to use open spaces for defecation due to a lack of any other option. Specifically, lack of proper maintenance of the community toilet complexes, limited access at certain times of the day, inadequate supply of water, and lack of facilities for disposal of menstrual waste illustrate a gender gap in services. Social conditions can also have a negative impact on women's access to services. In some cases, friends of the male caretakers gather in the toilet complex leading to female users feeling uncomfortable and unsafe. At other times, the toilet complexes are located near crowded areas or male-dominated spaces that women have to cross to access the toilets. These aspects of design and social use of space are other examples of gender service gaps both in terms of design and provision of services.

Also, as toilet complexes often shut down when there is a power failure, women are forced to use open areas for defecation, which leaves them vulnerable to further harassment (Mehrotra 2010).





## HOW TO PREVENT GENDER-BASED VIOLENCE IN WASH ACTIVITIES

The overarching goal of [USAID's Water and Development Strategy](#) is to save lives and advance development through improvements in WASH programs, and through sound management and use of water for food security. The stated focus of USAID's water programs is:

- Expanding access to water supply and sanitation to promote better hygiene and fight preventable diseases, especially in vulnerable communities.

USAID recognizes that it cannot achieve this goal without a focus on gender equality and integration of GBV prevention and response.

This section provides an overview of best practices when designing WASH projects and facilities with additional detail on issues specific to water supply or sanitation activities.

### During Design:

1. **Gender Inclusive Design:** During the design of any WASH project, it is critical to understand and reflect the different needs of different users. Specific **focus groups** and **interviews** should be established for women and other users whose voices might be overlooked. Ideally, female, LGBTI, and vulnerable groups should be integral members of project/utility design teams to better represent different needs/perspectives.
2. **Community Mapping** is a powerful tool to use for siting WASH infrastructure in a safe environment, away from spaces that might make women or vulnerable groups feel uncomfortable. Be sure to include sessions for vulnerable groups alone, as well as input from other stakeholders, such as community leaders, that may provide insight into the overall local context. The objective of these focus groups and interviews is to identify safety issues related to how women, LGBTI, and vulnerable groups will access and use the WASH infrastructure. Specific topics to be addressed can include:
  - What types of GBV do women, LGBTI, and vulnerable groups encounter/are at risk to encounter in WASH infrastructure?
  - Where do women, LGBTI, and vulnerable groups feel the safest? Most unsafe?
  - What types of GBV are the most prevalent in the community? How can this be mitigated in the design? During construction?
  - How does the community currently deal with GBV incidences?
  - How should GBV be reported in a culturally appropriate manner?
  - What is the local disciplinary action and civil law?
  - To whom do women typically report incidences of GBV?
  - What are the implications in their home and social life if they report GBV?
  - How will this structure the project's GBV reporting mechanism?
3. **Safety audit:** A [safety audit](#) should look specifically at which settings affected by the project increase the risk of GBV. Some aspects to consider are:





- Observe the **proximity to living areas**. Where in-house facilities are not possible, WASH facilities should be as close to living areas as possible. Observe if women are empowered to use any in-home facilities.
- Observe the **lighting**. Is there sufficient lighting so that women, LGBTI, and vulnerable groups can feel safe using WASH infrastructure at night?
- Observe the location of **male-dominated spaces**. Is the building to be sited close to these areas? Will women, LGBTI, and vulnerable populations feel safe when using this WASH infrastructure?
- Observe pedestrian **walkways**. Are there sufficient pathways to and from the WASH infrastructure for people to feel safe accessing it during different times of the day?

### Attention to GBV issues specific to sanitation projects:

- Where possible, private latrines are preferred over shared public toilets to minimize the exposure of females.
- Latrine facilities should have a physical separation between the facilities for men and for women. Consider placing male and female toilets a significant distance apart.
- Public toilets should be placed so that the entrances are discreet, but not isolated. Although the entrance areas should be visible, the door to the stalls should not be.
- Public toilets need to be designed to ensure that users have a reasonable expectation of privacy, including closed roofs and no nearby access to the roof (i.e., trees).
- Doors should have a locking mechanism that cannot be opened from outside (i.e., rope closure).
- Good lighting surrounding latrines is required so women can feel safe using toilets even after sunset.
- Public toilets should be sited away from male-dominated spaces (such as bars or cantinas) to reduce likelihood of sexual harassment.
- Female attendants and workers for female latrines are preferable.
- Provision of unisex or family toilets provides space for transgender users.

### Attention to GBV issues specific to water supply projects:

- Household connection is preferred over public collection points where possible to minimize the exposure of females.
- Water points should be located in areas to allow women and children to gather safely.
- Water points should be fenced to organize crowds.
- Pathways should be clear of hiding places and without impediment.
- There should be adequate water supply to minimize lines and crowding.

### During Construction and Implementation:

- I. **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.



- **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.
  - **During construction, require contractors 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).
  - **Promote female-friendly hiring and work practices** such as the availability of child care, family friendly work hours, and availability of female latrines at work sites.
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 is not tolerated by project employees.
  3. **Empower Women by Training Women as Technicians:** Provide opportunities for women to be trained as technicians. Training women as repair technicians empowers women in their community by building confidence and providing economic growth. Having female technicians not only empowers the women who are trained and working, but also makes women in the communities feel safer. Often women are uncomfortable when men have to enter women's spaces, such as a bathrooms, changing rooms, or homes when males are not present. Training women technicians is especially important for cultures where men are prohibited from entering traditionally women's spaces, making the project more effective and efficient, as well as providing financial security to the trained women.
  4. **Mandate latrines for both men and women on all projects:** Construction sites are male-dominated and may not include any latrines. Women are vulnerable when they have to go off on their own for latrines.

Good principles for reducing vulnerabilities to violence through WASH programming are presented in **Exhibit 8**.

**Exhibit 8: Principles for Reducing Vulnerabilities to Violence linked to WASH through Improved Programming and Institutional Commitment (House et al. 2014)**

**Principle 1**

Institutionalize the requirement to analyze and respond to vulnerabilities to violence in WASH-related policies, strategies, plans, budgets and systems (human resources management and M&E)

**Principle 2**

Build the capacity of staff and partners to understand the problem of violence related to WASH and what their responsibilities are in relation to this issue

**Principle 3**

Make links with protection, gender and GBV specialists to assist in improving programs and responding to challenges faced

**Principle 4**

Consider possible vulnerabilities linked to WASH, integrate responses into all stages of WASH programming/service delivery

**Principle 5**

Adapt existing participatory tools and involve women, men, girls and boys in the process of identifying the risks and identifying solutions, allowing women and adolescent girls to express their views separately

**Principle 6**

Pay particular attention to considering the safety of people who are in vulnerable, marginalized or special circumstances when accessing WASH services

**Principle 7**

Build the self-esteem and self-worth of all, but with particular attention on women and adolescent girls, linking to existing groups and networks to provide support and also to help respond to backlash

**Principle 8**

Ensure that community members have adequate information on safety linked to WASH and that community feedback processes are built into programs

**Principle 9**

Ensure that WASH facilities are designed, constructed and managed in ways that reduce vulnerabilities to violence

**Principle 10**

Pay particular attention to transparency in processes where non-food items are distributed in humanitarian contexts



For more information, see [Violence Gender & WASH: A Practitioner's Toolkit](#)



## URBAN DEVELOPMENT

### WHY CAN GBV BE A PROBLEM FOR URBAN DEVELOPMENT PROJECTS?

Experts predict that increased urbanization will continue with more than 90 percent of global population growth over the next two decades taking place in cities of the developing world. Most of these new urban residents will live in informal settlements, swelling the ranks of slum dwellers to 2 billion by 2030.

Helping cities cope with this unprecedented urban growth is critical to USAID's international development work. If cities are well managed, they can serve as engines for growth, innovation, and peace. Rapid and uncontrolled urbanization can strangle economies, degrade the environment, endanger human health, and exacerbate social and political conflict.

USAID helps cities adjust to an increasingly urban world by providing technical assistance and funding in the following areas:

- City Management and Governance
- Municipal Finance
- Housing, Infrastructure, and Services
- Local Economic Growth
- Urban Health and Environment
- Urban Security.

While GBV happens everywhere, GBV is different in urban areas than rural areas in many ways including (McIlwaine 2013):

- The violence comes less often from a partner and more often from non-partners.
- There is a much higher rate of GBV in slums (poor dwellings) than in middle class areas.
- Because there are more bars and cantinas, there is more drinking and more violence.
- The open spaces are particularly dangerous.
- Prostitution is more common.

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*[USAID] will also seek to reduce gender-based violence by improving safety and security through greater gender sensitivity in urban design. USAID assistance also is needed to redress the global situation where women and girls bear the brunt of urban service gaps. By promoting initiatives that reduce gender inequalities in water, waste disposal, and transportation, we will advance female empowerment and mobility. (USAID 2013)*

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#### **Crime Prevention through Environmental Design**

“Enhancing urban safety and security through effective urban planning, design and governance from a gender perspective in cities,” or Crime Prevention through Environmental Design involves using a spatial and design perspective and includes upgrading or changing the urban infrastructure and physical fabric of the city. For example, if outside toilets are phased out, then women do not have to face the risk of assault associated with public toilets. Although many of these initiatives only address the risk factors and aim to make the city a safer place for women to live in and travel, many of these types of initiatives have proven to be successful in reducing GBV incidence

Slums are particularly dangerous, especially for unaccompanied women and minors, because these areas frequently evolve organically and have inadequate facilities and lighting.

## HOW TO PREVENT GBV IN URBAN DEVELOPMENT PROJECTS

Women’s and men’s priorities for urban improvements are likely to be significantly different. The following is a list of best practices that should be followed in different urban development projects:

### During Design:

1. **Gender Inclusive Design:** During the design phase for any urban infrastructure, it is critical to focus on the different needs of different users. Specific **focus groups** and **interviews** should be established for women and other users whose voices might be overlooked.
2. **Community Mapping** is another good tool to use for siting urban infrastructure in a safe environment, away from spaces that might make women or vulnerable groups feel uncomfortable. Be sure to include sessions for vulnerable groups alone, as well as input from other stakeholders, such as community leaders, that may provide insight into the overall local context. The objective of these focus groups and interviews is to identify safety issues related to how women, LGBTI, and vulnerable groups will access and use the urban infrastructure. Specific topics to be addressed can include:
  - What types of GBV do women, LGBTI, and vulnerable groups encounter in urban infrastructure?
  - Where do women, LGBTI, and vulnerable groups feel the safest? Most unsafe?
  - What types of GBV are the most prevalent in the community? How can this be mitigated in the design? During construction?
  - How does the community currently deal with GBV incidences? What is the local disciplinary action and civil law?
  - How should GBV be reported in a culturally appropriate manner?
  - Whom do women typically report incidences of GBV to? What are the implications in their home and social life if they report GBV? How will this structure the project’s GBV reporting mechanism?
3. **Safety audit:** This safety audit should look specifically at which settings affected by the project increase the risk of GBV. Some aspects to consider are:
  - Observe the **lighting**. Is there sufficient lighting so that women, LGBTI, and vulnerable groups feel safe using urban infrastructure at night?
  - Observe the location of **male-dominated spaces**. Is the building to be sited close to these areas? Will women, LGBTI, and vulnerable populations feel safe when using this urban infrastructure?
  - Observe pedestrian **walkways**. Are there sufficient sidewalks to and from the urban infrastructure for people to feel safe accessing it during different times of the day?





- Observe provision for **bathroom facilities** in public spaces. Are there sufficient bathrooms for both men and women? Is there private access to water and sanitation options where appropriate? (See [WASH](#) recommendations)
- Is there adequate **street signage** to facilitate identifying locations?

## During Construction and Implementation:

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.
  - **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.
  - **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 is not tolerated by project employees.
3. **Empower Women by Training Women as Technicians:** Provide opportunities for women to be trained as technicians. Training women as repair technicians empowers women in their community by building confidence and providing economic growth. Having female technicians not only empowers the women who are trained and working, but also makes women in the communities feel safer. Often women are uncomfortable when men have to enter women's spaces, such as a bathrooms, changing rooms, or homes when males are not present. Training women technicians is especially important for cultures where men are prohibited from entering traditionally women's spaces, making the project more effective and efficient, as well as providing financial security to the trained women.
4. **Mandate latrines during construction for both men and women on all projects:** Construction sites are male-dominated and may not include any latrines. Women are vulnerable when they have to go off on their own for latrines.



## 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).

The workplace has become an important site of intervention to reduce GBV because it takes toll not only on productivity, but also on individuals, families, and societies. As new forms of paid labor challenge stereotypical gender norms related to “women’s” versus “men’s” work, new opportunities for women’s economic advancement and development open up. This brings both benefits and risks, depending on the context and availability of services designed to prevent and respond to GBV. Employing women offers economic empowerment, but if GBV is not considered in human resources policies and contracts, there could be unintended negative consequences. Construction projects can also have unintended negative consequences due to large influxes of transient populations into a community. In a study done on mining in Mongolia (Cane et al. 2014), the rapid industrialization and increase in transient population led to an increase in:

- Domestic violence (men beat their wives because of perceived relationships with miners and truck drivers)
- Rape
- Sex work.

As such, it is important to consider how the population of workers on construction projects will affect local communities. USAID works primarily in construction of buildings and roads, and it encourages employing local labor to limit an influx of outsiders or transient community members into the community.



## 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.
  - **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.
  - **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.
3. **Empower Women by Training Women as Technicians:** Provide opportunities for women to be trained as technicians. Training women as repair technicians empowers women in their community by building confidence and providing economic growth. Having female technicians not only empowers the women who are trained and working, but also makes women in the communities feel safer. Often women are uncomfortable when men have to enter women's spaces, such as a bathrooms, changing rooms, or homes when males are not present. Training women technicians is especially important for cultures where men are prohibited from entering traditionally women's spaces, making the project more effective and efficient, as well as providing financial security to the trained women.
4. **Mandate latrines for both men and women on all projects:** Construction sites are male-dominated and may not include any latrines. Women are vulnerable when they have to go off on their own for latrines.



**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.

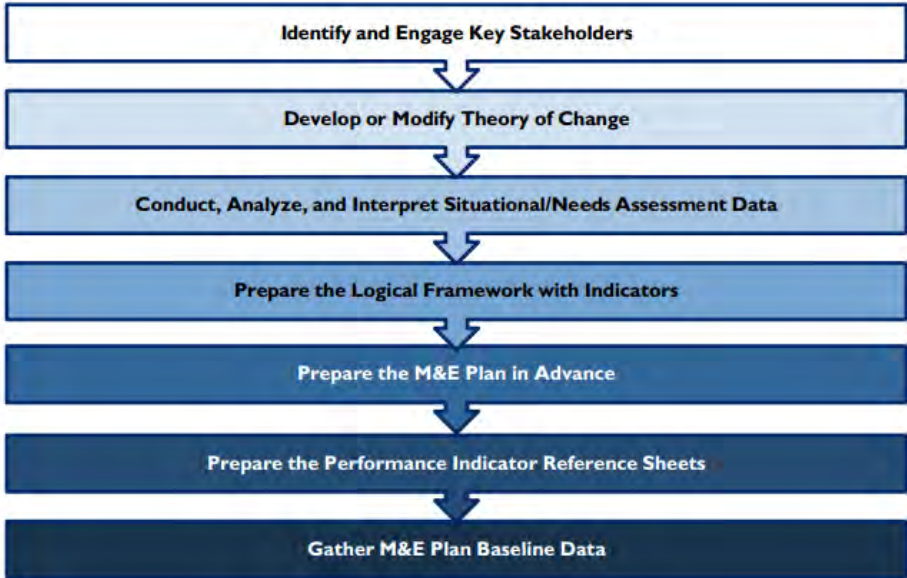
As laid out in the Strategy, USAID will use the existing processes to measure progress towards achieving these two overarching outcomes. The [Toolkit for Monitoring and Evaluation of Gender-based Violence Interventions along the Relief to Development Continuum](#) provides USAID’s approach to planning 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 assistance indicators](#) are presented in [Part 5](#). These include indicators on societal views regarding the acceptability of GBV, which should be used in M&E to assess progress of changes in attitudes.

In addition, a set of indicators for addressing GBV specific to the six energy and infrastructure subsectors is also presented in [Part 5](#). These indicators

can be used to assess reduction in GBV. They include illustrative indicators that can be used in project appraisal documents to measure changes in GBV incidence and prevalence in community attitudes and behavior, and policies and procedures that create a safer environment.

**Exhibit 9: Process for Planning M&E**





## 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.<sup>2</sup> 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.

Since 2012, Department of State and USAID policy require Washington, D.C.- and field-based operating units to report on gender equality and women’s empowerment in budgets, and performance plans and reports. The Gender Key Issue in operational plans and performance plans and reports is comprised of four sub-key issues:<sup>3</sup>

1. Gender Equality/Women’s Empowerment – Primary
2. Gender Equality/Women’s Empowerment – Secondary
3. **Gender-based Violence (GBV)**
4. Women, Peace, and Security<sup>4</sup>

In the Gender Key Issue narrative, energy and infrastructure teams should clarify which gender gaps the activity seeks to reduce and relevant results achieved to date. Energy and infrastructure teams should describe specific activities, challenges, and successes to encourage participation and leadership by

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<sup>2</sup> Two additional indicators related to the United States National Action Plan on Women, Peace, and Security were added in 2012, and are required as appropriate in conflict settings.

<sup>3</sup> [USAID How-To Note on Gender Integration in Mission Resource Request and Operational Plans](#)

<sup>4</sup> [USAID: Implementation of the United States National Action Plan on Women, Peace, and Security](#)

women, girls, LGBTI, and other marginalized groups, changes in gender norms that transpired, and other results attained.

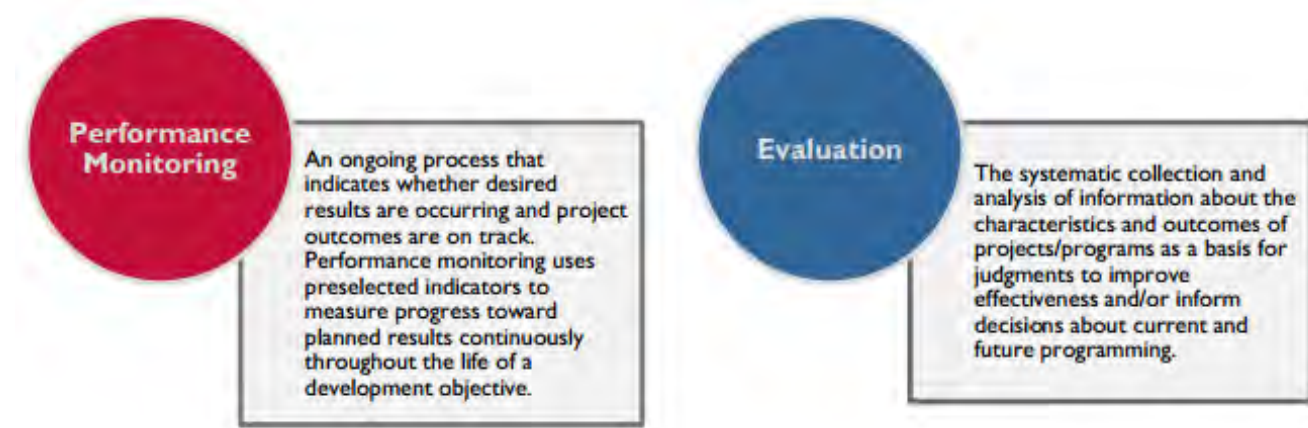
The [fiscal year 2014 Mission Resource Request Technical Guidance](#) **requires** reporting on Key Issues in Mission resource requests in order for the United States Department of State and USAID to ensure that adequate and well-supported request levels for these categories will be included in the joint United States Department of State/USAID budget submission to the Office of Management and Budget. Mission resource requests should identify, as attributions by program area and account, any and all resources related to gender.

## ASSESSING AND LEARNING

As described in [Integrating GBV into the USAID Program Cycle](#), the [USAID Gender Equality and Female Empowerment Policy](#) mandates that a gender analysis be conducted for all Country Development Cooperation Strategies (CDCS), as well as for each project appraisal document. These gender analyses should include questions related to GBV in order for USAID to know where the gaps and possible risks are, and to identify appropriate mechanisms for capturing GBV incidences. The information gathered through performance monitoring and evaluations—especially the collection of lessons learned—is critical in ensuring that projects are designed to prevent and respond to GBV. A list of illustrative gender analysis questions for energy and infrastructure project designs is provided in [Part 5](#).

Performance management tracks the achievements of projects and activities, progress toward planned results, and the use of performance information and evaluations to influence decision making and resource allocation ([Automated Directives System Chapter 203: Assessing and Learning](#)). It is comprised of two mutually reinforcing, but distinct elements: (1) performance monitoring and (2) evaluation, as illustrated in **Exhibit 10**.

### Exhibit 10: USAID Definitions of Performance Monitoring and Evaluation <sup>5</sup>



<sup>5</sup> USAID Learning Lab: <http://usaidlearninglab.org/learning-guide/evaluation>



## PERFORMANCE MONITORING

The performance monitoring component of the M&E plan provides a summary of performance monitoring for collecting and analyzing data to measure progress towards each performance indicator on an ongoing basis. Performance Monitoring is an integral part of monitoring and evaluation, and USAID requires that M&E plans are prepared in advance and elaborated progressively throughout the program/project planning process.

## EVALUATION

The [USAID's Gender Equality and Female Empowerment Policy](#) reiterates the need for both rigorous monitoring and evaluation. The USAID Operating Units must implement the policy throughout the [USAID Program Cycle](#) in:

- Agency level policy and strategy formulation
- Country Development Cooperation Strategies
- Project design and implementation
- Monitoring, evaluation, and learning.

For performance monitoring, evaluation, and learning, energy and infrastructure teams must ensure that projects are ([ADS 205](#)):

- Collecting appropriate sex-disaggregated data
- Asking clear questions about male and female roles in the energy and infrastructure sectors to uncover intended and unintended positive and negative changes
- Developing indicators designed to track changes in reducing gaps between males and females from baseline to endline
- Using appropriate qualitative and quantitative methodologies.

For some projects, it will be critically important to ensure that sufficient funding is allocated for performance evaluations, not only impact evaluations (baseline, midline, endline), throughout the life of the project. Changing gender norms can result in increased GBV or other negative outcomes. The energy and infrastructure teams must analyze unexpected project results (positive or negative) affecting females or males or both, discuss the findings with implementing partners, and take corrective action if there are problems with, or gaps in, data collection ([ADS 205](#)).

The [USAID Evaluation Policy](#) stipulates that a project's effects on gender can be incorporated as a measure of its success, and outlines procedures that measure the effectiveness of projects and activities to prevent and respond to GBV. Gender-sensitive indicators and the collection of sex and age disaggregated data must be clearly documented within the M&E plan. Gender equality goals should be explicitly linked to the project's overall objectives to ensure commitment of all stakeholders to addressing them. This is outlined in the USAID [Toolkit for Monitoring Gender-Based Violence on the Relief to Development Continuum](#).

The [standard foreign assistance indicators](#) further strengthen USAID's GBV programming. Monitoring can be disaggregated by sector to capture outcomes that relate to energy and infrastructure projects.



As part of routine procedures for operational plans, Mission resource requests, performance management plans, and country operating plans, Missions should ensure that expenditures related to GBV are fully tracked. USAID/Washington reviews the guidelines in the above-described standard processes to ensure the collection of specific information on GBV interventions, including those that are incorporated components of energy and infrastructure projects.

It will also be beneficial to use sector-specific indicators. A detailed list is provided in [Part 5](#). Some examples of these are listed below.

- Percentage of women represented in electricity user groups, committees, cooperatives' utility management level, energy board, and other decision-making bodies
- Number of gender equality and GBV prevention policies in government transportation agencies
- Decreased distance from households to water resources.

## DIRECT AND INDIRECT IMPACTS

In order to achieve the desired outcomes, there are always a variety of ways for designing initiatives or interventions to generate change. Outcomes can be influenced by direct and indirect interventions. It is important to account for direct and indirect influences within the monitoring and evaluation framework to ensure a complete picture of GBV outcomes and lessons learned for future programming. The inclusion of both direct and indirect impacts/interventions is in line with an ecological model. UN Women describes an ecological model as:

“A model to help understand the root causes and risk factors of violence that need to be identified and addressed by prevention strategies. The model identifies risk factors at four levels: individual, relationship, community, and societal. The ecological model helps clarify the causes of violence and their complex interactions. The model is multilevel, allowing for the interaction of factors both between the different levels, as well as at the same level, and suggests that to prevent violence it is necessary to develop interventions at the different levels.” (UN Women n.d.)

Bearing in mind this understanding of multiple levels of interacting factors, it is important to consider GBV indicators that are more indirect or may be relevant across or between multiple levels rather than directly applicable to the individual, relationship, community, or society.

## LESSONS LEARNED

Mechanisms for reviewing and incorporating lessons learned into the program should be identified as part of M&E plans. The goal of compiling these lessons is to share information across the project team and to increase coordination of GBV prevention and response efforts among the United States Government agencies and with other stakeholders.

### GBV Evaluations and Lessons Learned

*The importance of communication, information sharing, and producing key ‘lessons learned’*

USAID regularly looks for ways to improve the availability of evaluation data on GBV so that program managers can design better GBV responses.

One such evaluation is the [Women’s Justice and Empowerment Initiative: Lessons Learned and Implications for Gender-based Violence Programming in Sub-Saharan Africa](#). This recent evaluation assists USAID and implementing partners including the Department of State, the Department of Justice, and others to incorporate key lessons learned for future programming.

Lessons learned included this list of factors for an effective program:

- Close communication and collaboration between implementing agencies and partners
- Tailoring awareness-raising initiatives to specific audiences
- Addressing bottlenecks in the legal system to facilitate reporting and prosecution rates for GBV incidences.

## RESOURCES FOR GENDER-BASED VIOLENCE MONITORING AND EVALUATION

There are numerous resources available to support USAID field offices with monitoring and evaluation of GBV prevention and response programming efforts. [The Toolkit for Monitoring and Evaluating Gender-based Violence Interventions Along the Relief to Development Continuum](#) was commissioned by USAID in 2014 to support the implementation of the [United States Strategy to Prevent and Respond to Gender-based Violence Globally](#). This toolkit focuses on monitoring GBV in the pre-crisis, crisis, and post-crisis phases of emergency responses. However, it also includes useful tools and guidance for longer term energy and infrastructure projects, and for developing and implementing appropriate tools to evaluate the effectiveness of interventions that aim to prevent and respond to GBV. Key considerations for each stage of the M&E process are outlined and many of them are applicable to interventions beyond the relief to development continuum. They include guiding principles for working with GBV survivors, core approaches to GBV programming and monitoring and evaluation, stakeholder engagement, and using M&E findings effectively to improve GBV prevention and response, and share information with counterparts to affect change at institutional level.

The resources in [Part 5](#) offer an array of tools that could be adapted to measure GBV aspects of energy and infrastructure projects including a data collection template, data sources matrix, logical framework matrix, and GBV indicator checklist. The indicator checklist references the [standard foreign assistance indicators](#). These indicators can be combined with energy and infrastructure-specific [GBV illustrative indicators](#) to develop suitable project-specific indicators that feed back into data collection mechanisms



relating to the [standard foreign assistance indicators](#) and contribute to measuring broader scale changes to GBV.

For energy and infrastructure projects, GBV responses are a key aspect, but they are not the sole objective. Therefore, it is crucial that explicit GBV indicators are developed to form part of the project's overall M&E plan. This serves to ensure that addressing GBV considerations is seen as the responsibility of all the project staff and is not viewed as an 'add-on' component.

## LEARNING AND ADAPTING

Mechanisms for reviewing and incorporating lessons learned into the energy and infrastructure programs, projects, or activities are identified as part of the monitoring and evaluation plans. Sharing of information should occur across the project team, as well as nationally and internationally in line with objective I of the [United States Strategy to Prevent and Respond to Gender-based Violence Globally](#): "To increase coordination of GBV prevention and response efforts among the United States government agencies and with other stakeholders."

### Collaborating, Learning, and Adapting (CLA)

- [ C ] Collaborating** intentionally happens when USAID and stakeholders identify areas of shared interest and work together where it makes sense, reduce duplication of efforts, and share knowledge across sectoral and institutional boundaries.
- [ L ] Learning** systematically takes place when USAID and stakeholders utilize performance monitoring data, take time to pause and reflect on implementation, and review and synthesize relevant assessments and evaluations. This helps us draw on evidence and experience from many sources to share what works and what doesn't, and employ participatory development methodologies that catalyze learning for stakeholders.
- [ A ] Adapting** effectively happens when USAID and partners apply learning and make iterative course corrections during implementation to increase the impact of development assistance.



## 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\*](#)





# 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?
  - 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)?
  - Where do women, LGBTI, and vulnerable groups feel the safest? Most unsafe? In what types of buildings do they feel the safest? Most unsafe?
  - What types of GBV are the most prevalent in the community? How can this be mitigated in the design? During construction?
  - How does the community currently deal with GBV incidences? What is the local disciplinary action and civil law?
  - How should GBV be reported in a culturally appropriate manner?
  - Whom do women typically report incidences of GBV to? What are the implications in their home and social life if they report GBV? How will this structure the project's GBV reporting mechanism?
  - Do the program interventions cause women, LGBTI, and other vulnerable groups to pass in close vicinity to male-dominated spaces (bars, cigarette stores, nightclubs, etc.)?
3. How are the issues identified above being addressed in this project?

## LIGHTING ISSUES:

1. Does this project impact lighting, whether indoor or outdoor? If so, does it reduce dark or poorly lit spaces?
2. Are the entrances and exits from project facilities well-lit?
3. Are hallways and large rooms well-illuminated?



## FOR BATHROOM FACILITIES:

1. Are the bathroom facilities properly sized as per the water, sanitation, and hygiene recommendations?
2. Are the entrances to the bathroom facilities designed to allow women to safely and discreetly enter the facilities?
3. Is there sufficient lighting in public bathroom facilities and the surrounding area so that women can feel safe accessing them at night?
4. Are the bathrooms designed to provide safe spaces for girls and women?

## 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?

## FOR TRANSPORTATION PROJECTS

1. How does this project affect when and how women, LGBTI, and vulnerable groups use transportation?
2. Is there sufficient lighting so that women, LGBTI, and vulnerable groups feel safe using public transport at night?
3. Do women have to wait for transportation by cigarette shops, liquor shops, bars, or other areas that might make them feel unsafe?
4. Are sidewalks sufficiently wide to allow people to walk past easily without brushing into others? Can people carrying heavy loads easily use the sidewalks?
5. Does this project increase the use of pedestrian tunnels? Do these pose an unnecessary risk to women? Will women feel comfortable using them at night?
6. Is segregated public transportation included in the design? Is this something that would be amenable to women, LGBTI, and vulnerable groups? Would this make them feel safer?



7. Are there sufficient bathrooms for both men and women?
8. Does this intervention create safe spaces for women, LGBTI, and vulnerable groups? For example, by providing space for a small police station inside a bus terminal or by having guards on some cars of a commuter train.

## FOR MEDICAL CLINICS:

1. Are there both a public entrance and a private entrance so that people with confidential problems have appropriate access? Are the rooms designed to allow for confidential conversations that could not be overheard in neighboring spaces?

## FOR URBAN PROJECTS

1. Is there adequate street signage to facilitate identifying locations?
2. What types of GBV do women, LGBTI, and vulnerable groups encounter in urban infrastructure?
3. Where do women, LGBTI, and vulnerable groups feel the safest? Most unsafe?
4. What types of GBV are the most prevalent in the community? How can this be mitigated in the design? During construction?
5. How does the community currently deal with GBV incidences? What is the local disciplinary action and civil law?
6. How should GBV be reported in a culturally appropriate manner?
7. Whom do women typically report incidences of GBV to? What are the implications in their home and social life if they report GBV? How will this structure the project's GBV reporting mechanism?
8. See questions for design, bathroom, lighting, and transportation.



# 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).
- Prepare the performance improvement reviews to inform this process. If it would be unsafe for certain individuals to participate in the physical walkthrough of the community, consider asking them to draw a visual representation of the community and indicate what would make women/men and girls/boys vulnerable to GBV.
- In partnership with the selected individuals, review the Safety Audit Tool and modify it to exclude any sections that are not necessary, and include additional sections or questions that might be useful in the particular context in which you are working.
- Analyze and interpret the safety audit data with those participating in the design and implementation of the safety audit.

### Continuum Constraints and Opportunities

- The safety audit tool can be very useful along the relief to development continuum, in particular during a crisis where time is of the essence and/or quantitative data collection methods are not appropriate. Along the whole relief to development continuum, it is essential not to fill out the paper safety audit template in areas of insecurity or political repression. Rather, take mental note of questions and observations and fill in the form later, after leaving the site/community.



## Guidance for Using the Safety Audit Tool

### Key Ethical and Safety Considerations

- It is essential to identify and mitigate any potential risks that conducting a safety audit, and visibility associated with it, would create for those participating in it.
- It is also necessary, before initiating the safety audit, to identify a protocol for safe data storage and sharing, as well as a protocol for the dissemination of results to minimize any risks to communities at large, individual community members and leaders, members of certain ethnic or political groups, and GBV specialized or non-specialized service providers.

### Additional Resources

- This tool is a modified version of the International Rescue Safety Audit Tool, <http://www.gbvresponders.org/emergency-toolkit#ER>
- Gender-based Violence Area of Responsibility Working Group. 2010. *Handbook for Coordinating Gender-based Violence Interventions in Humanitarian Settings*. <http://gbvaor.net/wp-content/uploads/sites/3/2012/10/Handbook-for-Coordinating-Gender-based-Violence-in-Humanitarian-Settings-gender-based-violence-AoR-2010-ENGLISH.pdf>
- Women's Refugee Commission. 2012. *Preventing Gender-based Violence, Building Livelihoods Safety Mapping Tool*.
- WHO. 2007. *Ethical and Safety Recommendations for Researching, Documenting, and Monitoring Sexual Violence in Emergencies*.



**Safety Audit Team:**  
**Geographic Location of Safety Audit:**  
**Date of Safety Audit:**

Safety Audit	Problem?	Comments
<b>Overall Layout</b>		
Night lighting	Yes /No	
Overcrowding (space for shelters, spaces for fires/kitchens, sufficient walkways/movement)	Yes/No	
Observations related to movements of women/men and girls/boys outside the camp for water, firewood, etc.:		
<b>Water and Sanitation</b>		
Water points (distance, secure location, time to wait, etc.).	Yes/No	
Showers (distance, separated for gender, locks/no locks, etc.)	Yes/No	
Latrines (distance, separated for gender, locks/no locks, etc.)	Yes/No	
Observations related to water and sanitation:		
<b>Household</b>		
Safety/privacy	Yes/No	
Cooking Spaces	Yes/No	
Observations related to household safety and security:		
<b>Community</b>		
Schools (distance, safety of access route, presence of armed actors in vicinity, etc.)	Yes/No	
Markets (distance, safety of access route, presence of armed actors in vicinity, etc.)	Yes/No	
Observations about the safety and security of women/men and girls/boys in the community:		
<b>Presence of Armed Actors</b>		
State Military (presence in/around civilian areas, rapport with communities, etc.)	Yes/No	
Other Armed Actors (presence in/around civilian areas, rapport with communities, etc.)	Yes/No	
Barriers/Checkpoints (existence, blocking key routes to health centers, schools, etc.)	Yes/No	
Observations on the presence of armed actors:		

# 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.

## Guidance on Using the Community Mapping Tool

### Continuum Constraints and Opportunities

- Community mapping is very useful for understanding how violence or services provision have changed or evolved since the onset of a crisis. This is particularly the case where pre-crisis qualitative or quantitative data may exist. As such, it is essential to gather and review any pre-existing pre-crisis data on services before initiating the community mapping. This will permit a more effective discussion on what has changed since the collection of data during the pre-crisis phase.
- Consider repeating the community mapping frequently during a crisis to identify new threats and vulnerabilities, and capabilities to mitigate those threats.
- During the pre-crisis phase, consider taking measures through contingency planning to diminish the risk of GBV and also the risk that survivors might not gain access to response services.

### Key Ethical and Safety Considerations

- The following ethical and safety considerations should be taken into account when conducting the community mapping:
  - Make available a trained counselor if there is a strong likelihood that identified or unidentified GBV survivors, family members, or witnesses to GBV might be participants in the community mapping.
  - Engage known survivors in community mapping only as a last resort.
  - Have available GBV referral service information.
  - Have in place safe and ethical data storage and dissemination plan before initiating the community mapping.
  - Make available translation with carefully selected translators that are appropriate given the gender, ethnicity, and language of participants.
- Additionally, it is absolutely mandatory (1) not to map locations of specific incidents of GBV, (2) to obtain consent from service providers before mapping and sharing their location(s), and (3) not to note the names of participants in the community mapping.

### Additional Resources

- This tool is a modified version of the International Rescue Committee Community Mapping Tool.  
<http://www.gbvresponders.org/emergency-toolkit#ER>.
- Gender-based Violence Area of Responsibility Working Group. 2010. *Handbook for Coordinating Gender-based Violence Interventions in Humanitarian Settings*. <http://gbvaor.net/wp-content/uploads/sites/3/2012/10/Handbook-for-Coordinating-Gender-based-Violence-in-Humanitarian-Settings-gender-based-violence-AoR-2010-ENGLISH.pdf>
- WHO. 2007. *Ethical and Safety Recommendations for Researching, Documenting, and Monitoring Sexual Violence in Emergencies*  
[http://www.who.int/gender/documents/OMS\\_Ethics&Safety10Aug07.pdf](http://www.who.int/gender/documents/OMS_Ethics&Safety10Aug07.pdf)





**Location of Community Mapping:**

**Date of Community Mapping:**

**1. Preparing for Community Mapping**

- Have available pencils or markers of different colors, paper, sticks, stones, leaves, or potential drawing materials.
- Consider having a counselor or someone trained in psychosocial support facilitate the community mapping. This may be necessary to minimize the possibility of re-traumatizing GBV survivors or their family/community members who participate in the discussions. For example, making visual representations of unsafe locations may serve as a trigger for survivors who were abused or violated there.
- Do not take notes or write the names of participants on the map.

**2. Conducting Community Mapping**

To incorporate community mapping into your primary data collection efforts in the Data Collection Tool in Annex D, follow the introductory guidance found in the Focus Group Discussion tool. Identify questions that may be “mapped” rather than addressed through discussion and proceed with the following steps:

- Request that a participant draws a map of the general area, settlement camp, or site. Have materials (paper, pens, pencils, sticks, stones, leaves, or other potential drawing materials) ready in case participants do not naturally reach for something.
- As the map is taking shape, other participants are likely to provide input or to get involved. Give plenty of time and space.
- Wait until participants have completely finished before you begin asking questions. Then use the below questions to help you understand risk factors and services for women/men and girls/boys. After each question, give participants time to consider and indicate their responses on the map.
  - a. Where do people in the community go if they need medical treatment?
  - b. Where do people in the community go if they are feeling sad, stressed out, or shaken up?
  - c. Where do people in the community go if they want to express a concern about safety?
  - d. Is there a place where women/men can go to discuss problems together?
  - e. Are there places on the map that are not safe for women/men and girls/boys during the day?
  - f. Why are they unsafe?
  - g. Are there places on the map that are not safe for women/men and girls/boys during the night?



- h. Why are they unsafe?
  - i. Where might a woman go for help if she is the survivor of violence?
  - j. Where might a girl go for help if she is the survivor of violence?
  - k. Where might a man go for help if he is the survivor of violence?
  - l. Where might a boy go for help if he is the survivor of violence?
  - m. Have you or anyone you know found any ways to reduce the possibility of becoming a victim of violence? What are they?
- Record any visual output from this process, whether it is drawn on the ground or on paper. Note the date the map was created. Do not note directly on the map the location to ensure that it does not put any community members or service providers in danger.



# REFERENCE DOCUMENTS

## USAID SPECIFIC:

- One of USAID's largest energy and infrastructure programs: *Powering Agriculture – An Energy Grand Challenge for Development* - <http://www.poweringag.org/>
- USAID. *Empowering Development – Energy and Development*. Includes a Gender and Energy Brochure - [http://pdf.usaid.gov/pdf\\_docs/PNADJ569.pdf](http://pdf.usaid.gov/pdf_docs/PNADJ569.pdf)
- USAID. *Empowering Women through Clean Energy Stretches from India to Africa* - <http://www.usaid.gov/news-information/frontlines/powertrade-africa/empowering-women-through-clean-energy-stretches-india>
- USAID. *Gender Equality and Female Empowerment Policy* - [http://www.usaid.gov/sites/default/files/documents/1865/GenderEqualityPolicy\\_0.pdf](http://www.usaid.gov/sites/default/files/documents/1865/GenderEqualityPolicy_0.pdf)
- USAID. *Hydropower and Energy Planning*, p.18: discusses gender issues in the energy sector - [http://pdf.usaid.gov/pdf\\_docs/pa00k22j.pdf](http://pdf.usaid.gov/pdf_docs/pa00k22j.pdf)
- USAID. *South Asia Regional Initiative for Energy Gender Assessment* - [http://pdf.usaid.gov/pdf\\_docs/pnads874.pdf](http://pdf.usaid.gov/pdf_docs/pnads874.pdf)
- USAID. *Strategy on Ending Child Marriage and Meeting the Needs of Married Children: The USAID Vision for Action* - [http://pdf.usaid.gov/pdf\\_docs/PDACU300.pdf](http://pdf.usaid.gov/pdf_docs/PDACU300.pdf)
- USAID. *Toolkit for Integrating Domestic Violence Activities into Programming in Europe and Eurasia* - [http://www.creativeassociatesinternational.com/wp-content/uploads/2014/05/ee\\_dv\\_toolkit\\_final.pdf](http://www.creativeassociatesinternational.com/wp-content/uploads/2014/05/ee_dv_toolkit_final.pdf)
- USAID. *Toolkit for Integrating Gender-based violence Prevention and Response Into Economic Growth Projects* - <http://www.usaid.gov/sites/default/files/documents/1865/USAID%20Toolkit%20gender-based%20violence%20EG%20Final%209-22-14.pdf>
- USAID. *Toolkit for Monitoring and Evaluating Gender-based Violence Interventions Along the Relief to Development Continuum* - <http://www.usaid.gov/sites/default/files/documents/2151/Toolkit%20Master%20%28FINAL%20MAY%209%29.pdf>
- USAID. *Urbanization Strategy: Sustainable Service Delivery in an Increasingly Urbanized World* - <http://www.usaid.gov/policy/sustainable-urban-services>

## GENERAL:

- The various Violence against Women and Girls sector resource guides included below will be relevant for different elements of energy and infrastructure work dependent on the type. For example, in some situations the education sector guide will be useful, while in others the social



protection or finance and enterprise development guides may be more useful -

<http://www.vawresourceguide.org/sector-briefs>

- A report by the Global Women's Institute in partnership with the World Bank that is a systematic review of previous reviews to gather evidence about the known impacts of interventions to reduce and prevent GBV -  
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Part 1:  
Introduction

Part 2:  
Why GBV

Part 3:  
Integration

Part 4:  
M&E

Part 5:  
Resources

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# GLOSSARY OF TECHNICAL TERMS

The following definitions are taken from **USAID policies and strategies or the UN Women Glossary of Terms from Programming Essentials and Monitoring and Evaluation Sections.**<sup>6</sup>

<b>Child Marriage</b>	This includes formal marriages and informal unions that take place when one or both of the spouses are under the age of 18.
<b>Disaggregated Data</b>	Refers to distinguishing men and women, ethnic minorities, people with disability, people with HIV, and other groups of people in the data to reveal quantitative differences between them.
<b>Domestic Violence</b>	Means all acts of physical, sexual, psychological, or economic violence that occur within the family or domestic unit or between former or current spouses or partners, whether or not the perpetrator shares or has shared the same residence with the victim.
<b>Ecological Model</b>	A model to help understand the root causes and risk factors of violence that need to be identified and addressed by prevention strategies. The model identifies risk factors at four levels: individual, relationship, community, and societal. The ecological model helps clarify the causes of violence and their complex interactions. The model is multilevel, allowing for the interaction of factors both between the different levels, as well as at the same level, and suggests that to prevent violence it is necessary to develop interventions at the different levels.
<b>Economic Abuse</b>	Causing/or attempting to cause an individual to become financially dependent on another person, by obstructing their access to or control over resources and/or independent economic activity.
<b>Economic Violence</b>	Acts such as the denial of funds, refusal to contribute financially, denial of food and basic needs, and controlling access to health care, employment, etc.
<b>Emotional Abuse</b>	Belittling, humiliating, or undermining an individual's sense of self-worth/self-esteem (e.g., constant criticism, verbal insults and name-calling, etc.).
<b>Energy Services</b>	Energy services include lighting, cooking, space heating, operating motorized equipment, and power for electronics, manufacturing, and communications. These energy services are central to economic and social development.

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<sup>6</sup>UN Women Glossary of Terms: <http://www.endvawnow.org/en/articles/347-glossary-of-terms-from-programming-essentials-and-monitoring-and-evaluation-sections.html>





<b>Gender</b>	Gender is the socially defined set of roles, rights, responsibilities, entitlements, and obligations of females and males in societies. The social definitions of what it means to be female or male vary among cultures and change over time.
<b>Gender Analysis</b>	Gender and social analysis examines differences in development needs and preferences for men and women and socially excluded people such as people with disabilities, and the differential impact of a development initiative on the economic and social relations between them.
<b>Gender-based Violence</b>	Refers to violence directed at an individual based on his or her 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.
<b>Gender Equality</b>	Concerns women and men, and involves working with men and boys, women and girls to bring about changes in attitudes, behaviors, roles, and responsibilities at home, in the workplace, and in the community. Genuine equality means more than parity in numbers or laws on the books; it means expanding freedoms and improving overall quality of life so that equality is achieved without sacrificing gains for males or females.
<b>Gender Equity</b>	Gender equity is the process of being fair to women and men. Gender equity means steps taken to achieve fairness and justice in the distribution of benefits and responsibilities between women and men. It often requires women-specific programs and policies to end the existing inequalities. Equity leads to equality.
<b>Gender Sensitivity</b>	Being sensitized to or mindful of the scope for difference in the interests, opinions, roles, and circumstances for men, women, boys, and girls.
<b>Harmful Practice</b>	All practices done deliberately by humans on the body or the psyche of other human beings for no therapeutic purpose, but rather for cultural or socio-conventional motives, and which have harmful consequences on the health and the rights of the victims. Some harmful practices include early/forced marriages, female genital mutilation/cutting, and widowhood rites.
<b>Incidence</b>	The number of new cases of a problem divided by the study population over a specific period. The incidence rate refers to the number of violent events experienced during a specific period, such as 1 year.
<b>Masculinities</b>	The different notions of what it means to be a man, including ideals about men's characteristics, roles and identities, which are constructed based on cultural, social, and biological factors, and change over time.
<b>Physical Violence</b>	Intentional use of physical force with the potential for causing death, injury, or harm.

<b>Prevalence</b>	The number of persons having a specific characteristic or problem, divided by the number of persons in the study population who are considered to be at risk of having the problem, usually expressed as a percentage. The prevalence of violence against women refers to the number of women who have experienced violence divided by the number of at-risk women in the study population.
<b>Primary Energy Sources</b>	The primary sources that power most of the modern energy used in the world are fossil fuels, water, agricultural residues and energy crops, uranium, the earth's heat, sunlight, and wind.
<b>Psychological Abuse</b>	Any act or omission that damages the self-esteem, identity, or development of the individual. It includes, but is not limited to, humiliation, threatening loss of custody of children, forced isolation from family or friends, threatening to harm the individual or someone they care about, repeated yelling or degradation, inducing fear through intimidating word or gestures, controlling behavior, and the destruction of possessions.
<b>Psychological Violence</b>	Behavior that is intended to intimidate and persecute, and takes the form of threats of abandonment or abuse, confinement to the home, surveillance, threats to take away custody of the children, destruction of objects, isolation, verbal aggression, and constant humiliation.
<b>Qualitative Research</b>	Methods of gathering information that is presented primarily in text form through narratives, verbatim quotes, descriptions, lists, and case studies. Qualitative methods are primarily borrowed from the disciplines of anthropology, sociology, nursing, and psychology.
<b>Quantitative Research</b>	Methods that produce information that can be presented and analyzed with numbers, such as the percentage of women who have been raped or who use shelters for battered women. These methods are drawn largely from the fields of epidemiology, sociology, economics, and psychology.
<b>Rape</b>	Penetration of the vulva or anus, using a penis, other body parts, or an object without the voluntary consent of the individual.
<b>Secondary Energy Carriers</b>	To provide power, primary resources are transferred into a variety of forms including heat, mechanical, electrical, and chemical energy. For example, the process of combustion releases chemical energy from fossil fuels into heat, heat is transferred to steam, and steam is transformed from mechanical energy into electricity. The forms of energy primarily used by modern society are electricity, fuel combustion, thermal energy, and mechanical power.
<b>Sex</b>	The classification of people as male or female. At birth, infants are assigned a sex based on a combination of bodily characteristics including: chromosomes, hormones, internal reproductive organs, and genitalia.

**Sexual Abuse**

Acts or threats of physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions. This includes, but is not limited to: attempted or committed rape, any forced and non-consensual sexual act, as well as sexual behavior that the victim finds humiliating and degrading.

**Sexual Exploitation**

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.

**Sexual Harassment**

Unwelcomed sexual advances, requests for sexual favors, and verbal or physical conduct of a sexual nature.

**Sexual Violence**

Any non-consensual sexual act, attempt to obtain a sexual act, unwanted sexual comments or advances, or acts to traffic, or otherwise directed against a person’s sexuality, by any person regardless of their relationship to the victim, in any setting including, but not limited to, home and work

**Sight Lines**

Sight lines are an uninterrupted view. This is especially important for roads where a driver needs to see objects in the road to be able to safely brake. It is important in urban settings so that a person can see a potential attacker with adequate time to seek refuge.

**Trafficking in Persons**

An international crime involving the acquisition of a human being through the use of force, fraud, or coercion for the purpose of exploiting the individual for profit through forced labor or prostitution. Far from being a “soft issue,” trafficking—a modern-day form of slavery—constitutes a violation of human rights in which victims are deprived of their fundamental freedoms. Trafficking in persons can involve either sex or labor exploitation, or both. At its essence, trafficking in persons is about people being bought and sold as chattel.



# REFERENCE LIST OF USAID- DEPARTMENT OF STATE GBV STRATEGY FOREIGN ASSISTANCE INDICATORS

The Department of State and USAID, drawing on technical expertise within both agencies and from within the development and security communities, have jointly developed standard indicators to measure what is being accomplished with foreign assistance. Standard foreign assistance indicators measure outputs that are directly attributable to the United States Government's programs, projects, and activities (e.g., training teachers), as well as outcomes and impacts to which the United States Government contributes, but are not due solely to the United States Government-funded interventions (e.g., changes in health outcomes due to a combination of interventions by the United States Government, host country, and other donors). While not the sum of all indicators tracked by individual bureaus, offices, and missions across the State Department and USAID on an ongoing basis, this standard set of indicators allows for the consolidation of certain key results to provide a picture of what is being achieved with foreign assistance resources to Congress and the public.

Performance target and result data are collected against these indicators on an annual basis, and reported to the Office of United States Foreign Assistance Resources. Indicator data, combined with expert analysis from the field, evaluation information, and strategic policy priority considerations can be used to inform broad-based strategic budget and planning decisions to ensure that foreign assistance resources are focused on moving countries forward and transparently demonstrating the basis upon which allocations are made.

**Program Area and Element-level Indicators** - The majority of indicators are organized in accordance with the Foreign Assistance Standardized Program Structure (SPS), which is a hierarchy of Objectives, Program Areas, and Elements. Indicators are mainly associated with measuring performance at the Program Area and Element level within each of the five Objectives.

**Cross Cutting Indicators** - These indicators measure performance across multiple Program Objectives, Areas, or Elements. Cross cutting indicators have been developed to measure performance related to Capacity Building, **Gender**, Multilateral Contributions, Public-Private Partnerships, and Science, Technology and Innovation/Research.



The foreign assistance indicator on societal views regarding the acceptability of GBV may be useful in monitoring and evaluating progress on changing attitudes, as are the illustrative indicators for addressing GBV prevention and response in energy and infrastructure projects in [Part 5](#).

One example of the use of Department of State's Chapter 5 (205.3.3) in the Country Development Cooperation Strategy process is the Georgia Gender Assessment, which includes discussion of the effects of energy programs (e.g., hydropower schemes) on women (Durban 2010).

## USAID – DEPARTMENT OF STATE GENDER-BASED VIOLENCE STRATEGY FOREIGN ASSISTANCE INDICATORS

### Goal 1: Mainstream and Integrate Gender-based Violence Prevention and Response Activities into Work Across Sectors

- Increase in the integration of GBV interventions within all sectors
- Number of energy and infrastructure project designs that integrate GBV interventions.

### Goal 2: Sharpen Program Priorities

- Increase in the number of Missions addressing GBV
- Number of Country Development Cooperation Strategies that address GBV
- Number of missions dedicating more funding to GBV programming as tracked in Operating Plans or Country Operational Plans
- Increase in the number of scale-up GBV programs
- Number of scale-up activities at the regional, national, or multi-country level.

### Goal 3: Expand Collaborative Efforts

- Increase in the number of USAID partnerships (host government, civil society, private partnerships, other United States Government agencies, or donors) working to address GBV
- Number of agreements or contracts with partnerships working to address GBV.

At a programmatic level, the joint USAID – Department of State foreign assistance indicators will help evaluate USAID's GBV programming:

- Number of laws, policies, or procedures drafted, proposed, or adopted with the United States Government assistance designed to improve prevention of or response to GBV at the regional, national, or local level
- Number of people reached by a United States Government-funded intervention providing GBV services (e.g., health, legal, psychosocial counseling, shelters, hotlines, other)
- Percentage of target population that views GBV as less acceptable after participating in or being exposed to the United States Government programming.



## OTHER UNITED STATES GOVERNMENT STANDARD FOREIGN ASSISTANCE GENDER INDICATORS (GNDR)<sup>7</sup>

### United States Government Standard Foreign Assistance Gender Indicators

#### Gender Equality and Female Empowerment

- GNDR-1: Number of laws, policies, or procedures drafted, proposed, or adopted to promote gender equality at the regional, national, or local level.
- GNDR-2: Proportion of female participants in the United States Government-assisted programs designed to increase access to productive economic resources (assets, credit, income, or employment).
- GNDR-3: Proportion of females who report increased self-efficacy at the conclusion of the United States Government-supported training/programming.
- GNDR-4: Proportion of target population reporting increased agreement with the concept that males and females should have equal access to social, economic, and political opportunities.

#### Gender-based Violence

- GNDR-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 sexual violence and GBV at the regional, national, or local level.
- GNDR-6: Number of people reached by a United States Government-funded intervention providing GBV services (e.g., health, legal, psychosocial counseling, shelters, hotlines, etc.).
- GNDR-7: Percentage of target population that views GBV as less acceptable after participating in or being exposed to the United States Government programming.

#### Women, Peace, and Security

- I.3.9: Number of training and capacity-building activities conducted with the United States Government assistance that are designed to promote the participation of women or the integration of gender perspectives in security sector institutions or activities.
- I.6.6: Number of local women participating in a substantive role or position in a peace-building process supported with the United States Government assistance.

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<sup>7</sup> These are available via the *Standard Foreign Assistance Master Indicator List* at <http://www.state.gov/ff/indicators/> and the performance improvement reviews for the standard gender indicators can be accessed at <http://f.state.sub/Pages/Indicators.aspx>. Non-USAID users may face restrictions in accessing these performance improvement reviews online.

# SUMMARY OF USAID'S GENDER AND GBV WORK RELEVANT TO THE ENERGY AND INFRASTRUCTURE SECTOR

USAID engages in a range of multilateral, global policy and advocacy initiatives that promote gender equality, and GBV prevention and response. The following summarizes USAID's programs, projects, and activities that address gender inequality and GBV relevant to the energy and infrastructure sectors. This summary is intended to be a resource to communicate to external audiences and can be used as the basis for fact sheets, speeches, social media strategies, infographics, and other uses.

## USAID'S COMMITMENT TO GENDER EQUALITY AND WOMEN'S EMPOWERMENT

Women and girls face disadvantages in every sector in which USAID works. Some of these disadvantages are<sup>8</sup>:

- Globally, 62 million girls are not in school.
- Globally, one in three women will experience gender-based violence in her lifetime.
- In lower income or developing countries where USAID works, one in seven girls will be married before their 15<sup>th</sup> birthday, some as young as 8 or 9 years old.
- Each year, 287,000 women die from pregnancy and childbirth-related complications; 99 percent of these women are in developing countries.
- While women make up more than 40 percent of the agriculture labor force, only 3 to 20 percent globally are landholders. In Africa, women-owned enterprises make up as little as 10 percent of all businesses. In South Asia, that number is only 3 percent.

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<sup>8</sup> Source: <http://www.usaid.gov/what-we-do/gender-equality-and-womens-empowerment>

- Despite representing half the global population, women comprise less than 20 percent of the world’s legislators.

By empowering women and girls across all sectors, there is potential to achieve truly transformational change. But what does that mean in reality?

- Simply by empowering women farmers to have the same access to land, new technologies, and capital as men, we can increase crop yields by as much as 30 percent and feed an additional 150 million people.
- Women account for one-half of the potential human capital in any economy and, according to the World Bank, countries with greater gender equality are more prosperous and competitive.
- Women’s participation in politics results in tangible gains for democracy, including greater responsiveness to citizens’ needs, and increased cooperation across party and ethnic lines. In India, research showed that West Bengal villages with greater representation of women in local councils saw twice as much investment in drinking water facilities as that of villages with low levels of elected women, and roads were almost twice as likely to be in good condition. The research also revealed that the presence of a woman council leader reduces the gender gap in school attendance by 13 percent.
- When women participate in peace processes, they help expand the scope of agreements and improve the prospects for durable peace. In Guatemala, women involved in negotiations to end a 36-year civil war secured important protections for labor and indigenous rights, as well as guarantees of a balance in civilian and military power. In Liberia, women brought their demands into the streets, playing a vital role in securing a peace that would end that country’s devastating civil war.

Essentially, where the concerns, needs, and vulnerabilities of 50 percent of the population are not considered, there cannot be effective economics, politics, peace, or justice because only 50 percent of the population is considered as stakeholders. Therefore, USAID believes that gender equality and women’s empowerment are at the very core of development. Development cannot be achieved in a vacuum. Women, men, boys, and girls all have different needs and concerns. However, the needs and challenges of each broad group affect the others. These differences should not be considered as barriers, but as opportunities to maximize the impact of our work by delivering development in a more targeted, effective, and sustainable way.

Across USAID’s programs in more than 80 countries, evidence-based investments in gender equality and female empowerment are being made. In 2012, USAID released the [Gender Equality and Women’s Empowerment Policy](#), cementing a commitment to supporting women and girls. Building on this critical foundation and decades of experience, USAID is ensuring all strategies and programs are shaped by a gender analysis, and establishing metrics that measure the gender impact of its programs.

## **USAID WORK IN ENERGY AND INFRASTRUCTURE**

Energy powers development. Energy is needed to boost crop production, drive industry, and increase jobs and income for small and medium industries. Despite the critical role of energy, more than **1.7**





**billion people lack electricity for economic and social needs.** A comparable number of people rely on traditional fuel (e.g., biomass and dung) for heating and cooking, with negative consequences for individuals' health and the environment. Nearly 2 million women and children are killed each year from indoor pollution largely caused by traditional cooking practices. Expanding access to modern energy services to power economic and social development is central to USAID's energy mission.

## ACCESS TO ENERGY:

- Increases economic growth
- Increases employment opportunities
- Increases private sector investment and competitiveness
- Strengthens democracy
- Fosters political stability through improved transparency and communication
- Enhances national security
- Improves quality of life by enabling better health care, education, and access to clean water
- Protects the environment and overall public health.

## AHMEDABAD, INDIA:

- Very few families in India's poorest neighborhoods receive electricity. This means that, due to the greater burden of domestic work on women, they spend most of daylight hours on menial domestic chores. This burden can be greatly eased by reliable access to electricity. Working with the Ahmedabad Electricity Company and local organizations, USAID helped plan a system to provide safe and reliable electrical service for 1.2 million people. After the program's initial success, the local utility expanded the program to another 30,000 households. Reliable electricity means that family members, including women and children, can work or study in the evenings and use sewing and other machines to increase productivity and earning potential.

## RWANDA:

- Ninety-eight percent of the Rwandan people use wood and/or charcoal for cooking. Women in the community of SAM Muhima have received USAID support to produce high-quality biomass briquettes from household garbage that can be used as cooking fuel and organic fertilizer. The use of these biomass briquettes has helped reduce deforestation in the area and return soil nutrients to rapidly degrading land. The project also created new employment opportunities for women in the community, it improved local health by disposing of household waste, and it reduced the costs of waste management.

## SPOTLIGHT ON USAID'S WORK IN GENDER-BASED VIOLENCE

[The United States Strategy to Prevent and Respond to Gender-based Violence Globally](#) outlines the United States government's commitment to preventing and responding to GBV by ensuring that:



1. An increased share of the population will view GBV as unacceptable
2. The United States Government resources will be appropriately focused on addressing the most prevalent forms of GBV.

Below is a brief overview of some of USAID's work in GBV globally to date.

## **SPOTLIGHT ON GENDER-BASED VIOLENCE WORK IN HAITI**

- Gender-based violence is a chronic problem in Haiti where the risk of violence and sexual exploitation is exacerbated by poverty and poor security.
- Reports of rape dramatically increased following the 2010 earthquake and today many Haitian women and girls continue to live in precarious conditions making them constantly vulnerable. The weakness of the Haitian justice system makes it difficult for GBV survivors to find redress. Similarly, the fear of reprisals and social stigma attached to being a victim of sexual violence contribute to underreporting.
- As such, reducing GBV and promoting women's empowerment are crucial for promoting Haiti's long-term economic and democratic development.
- Effectively addressing GBV calls for a sustained engagement to reduce vulnerability through legislative action, community outreach, increased literacy, and economic empowerment. The United States Government is working with the Government of Haiti and Haitian civil society (including many women-led organizations) to redress these pressing issues.
- Improving Security –
  - Immediately after the 2010 earthquake, the United States Government acted quickly to improve security for the most vulnerable populations, including women and girls, to minimize the risks for harm, exploitation, and abuse.
  - The United States Government provides substantial support to Haiti for the professionalization of the Haitian National Police and to expand its ranks to improve overall security in Haiti. In partnership with the New York City Police Department, the United States Government works to build the capacity of the Child Protection Unit of the Haitian National Police to combat GBV and other violence against children.
  - United States police officers assigned to the UN Stabilization Mission in Haiti have provided mentoring to Haitian National Police officers in sexual violence and GBV. The United States Government also supports entry-level training of Haitian National Police officers on sexual violence and GBV.
  - The American Bar Association's Rule of Law Initiative, funded by the United States Government, provided cross-trainings to police, judges, and prosecutors on handling sexual violence and GBV cases.
- Supporting Survivors –
  - USAID supported the International Rescue Committee to build the capacity of local organizations in Haiti to prepare and respond to the needs of GBV survivors during emergencies. The support included training teams to mount an effective response in the



first acute days of a crisis by pre-positioning essential supplies and putting clear systems in place to safeguard sensitive data about survivors.

- Improving Legislation and Capacity –
  - USAID is working with the Ministry of Women’s Affairs and the Ministry of Social Affairs to strengthen the enforcement of the 2005 executive decree that criminalized rape and violence against women.
  - The United States Government engages regularly with Haitian women leaders from civil society and the public and private sectors throughout the country. These discussions focus on progress in priorities of the Haitian Women’s Policy Platform for Haiti reconstruction, of which improving access to healthcare and addressing GBV are key provisions.
  - USAID provided capacity-building support to three women’s organizations, including the Commission of Women Victims for Victim to establish a call center that provides information on resources available to victims of GBV.
- Raising Awareness –
  - The United States Government partners work with communities to form women’s support groups and develop community-based protection committees to organize local prevention measures such as community watches or patrols. Programs such as Women Empowered to Lead and Advocate for Development have provided support to build leadership capacity of women’s groups in Haiti.
  - USAID supported communication campaigns, targeting both men and women, during the World Cup and Carnival to raise awareness of GBV and resources available to survivors and witnesses.

## **SPOTLIGHT ON GENDER-BASED VIOLENCE WORK IN BENIN**

Between 2007 and 2010, USAID supported a CARE-implemented project to reduce violence against women and girls in all of Benin’s 77 municipalities. Since 2007, Enabling Mobilization and Policy Implementation for Women’s Rights has helped not only promote greater recognition and acceptance of women’s rights in Benin, but also get more women victims of violence to seek help from the Benin Government’s Social Service Centers and the justice system.

The project aimed to galvanize a national response to GBV by strengthening support services for survivors, and improving policies and laws on GBV and women’s rights more broadly. Research and analysis had shown that the prevalence of GBV in Benin is rooted in social attitudes, beliefs, and practices that reinforce male power and ensure a lower status for women and girls in society. The project was designed to generate change in three key areas:

1. Communications for social change
2. Advocacy for policy reform
3. Capacity building to strengthen referral systems and delivery of services to survivors of violence.



In the past, attempts would be made to resolve GBV cases ‘amicably’ outside of the courts. This is no longer the case because of the Enabling Mobilization and Policy Implementation for Women’s Rights program. The program helps the victims understand and pursue their cases in the court system and, with the help of mounting pressure from the media, acts as an essential partner in the cause for justice for women.

### Benin: Numbers at a glance

In Benin, more than 75 percent of women are victims of violence, and 44 percent are sexually abused. Types of violence include physical abuse, rape, and female genital cutting.

Through the Enabling Mobilization and Policy Implementation for Women’s Rights program, between 2007 and 2010, the U.S. Government has assisted in 2,782 cases of physical and sexual violence of which 996 reached the Courts of First Instance. This was close to seven times the number planned for the life of the project because previously it had been very difficult to encourage Beninese women to press criminal charges against the men who abused them (USAID n.d.).

## SPOTLIGHT ON THE WOMEN’S JUSTICE AND EMPOWERMENT INITIATIVE

The Women’s Justice and Empowerment Initiative was a USAID-funded 3-year (2011-2013), 55-million dollar multi-country program in Sub-Saharan Africa (Benin, Kenya, South Africa, and Zambia) with three major components:

1. Raise awareness around GBV
2. Improve the ability to investigate, prosecute, and adjudicate GBV cases
3. Provide victims with medical, psychosocial, and legal support to enhance their reintegration into communities.

Traditional norms reinforcing gender inequality were present in each of the four countries. However, there were varying levels of GBV-related research, legal infrastructure, and programmatic experience.

Below is some information on key success and challenges of The Women’s Justice and Empowerment Initiative in each country. It is important to consider both successes and challenges so that future projects may take these features into consideration and account for them where necessary.

### Benin

Strengths included:

- Close collaboration between the Department of Justice, Department of State, and USAID, as well as national and local representatives of the Benin Government.
- Awareness campaigns transformed norms and attitudes, and the case reporting process improved.

- The Women’s Justice and Empowerment Initiative facilitated the passage of GBV law in 2011 and its enactment in 2012.

Challenges included:

- Limited project coverage in rural areas.
- There was community resistance to a focus on the imprisonment of perpetrators.
- The awareness messaging left out men and boys.
- Care and support for survivors was weak: there were no funds or means of transportation to help survivors seek medical attention or to obtain an emergency medical certificate in the case of rape.

## Kenya

Strengths included:

- A strong communications approach and a high level of community ownership.
- Community-managed systems of care and support for GBV survivors were strengthened with increased support to the national hospital for GBV services.
- The Women’s Justice and Empowerment Initiative had success in raising awareness, promoting attitudinal change, and breaking the culture of silence around GBV.
- There was increased support from police, as well as increased judicial uptake of defilement cases.

Challenges included:

- There was an overreliance on community volunteers and a lack of community resources.
- A planned one-stop center in Kenyatta National Hospital did not materialize.

## South Africa

Strengths included:

- Twenty-three new Thutuzela Care Centers were opened that are one-stop centers integrating psychosocial, medical, and legal support for women and children.
- Services were expanded to rural areas and significant capacity building took place within the judicial system.

Challenges included:

- The Thutuzela Care Centers are still used primarily by children rather than children and women.
- There was little capacity for follow-up care after individuals first visited a Thutuzela Care Center.
- Prosecution of cases was still hampered by long delays.



## Zambia

### Strengths included:

- The Anti Gender-based Violence Act was passed in 2011, which had previously failed twice in parliament prior to the Women's Justice and Empowerment Initiative.
- The two previously existing one-stop-shop Coordinated Care Response Centers were improved and an additional six were established.
- There was notable and measurable success in raising awareness and transforming GBV-related norms.
- Case reporting and adjudication were also improved.

### Challenges included:

- Similarly to Kenya, there was a heavy reliance on volunteers within the Coordinated Care Response Centers causing a reduction in efficacy of care provision.
- The majority of women needed to return to their communities and there were no reintegration processes or attempts to make the communities safer.

# ILLUSTRATIVE GBV INTEGRATION STRATEGIES AND INDICATORS FOR ENERGY AND INFRASTRUCTURE PROJECTS, BY SUBSECTOR

SUBSECTOR	PROJECT RESULT	PROJECT INTERVENTIONS	ILLUSTRATIVE INDICATORS
<b>I. Energy/ Electrification</b>	<ul style="list-style-type: none"> <li>› Improved service delivery for poor households and women</li> <li>› Expanded energy access and ensured affordability for the poor and low-income groups, including households headed by women</li> <li>› Clean energy sources and/or appropriate technology for cooking and heating that improve</li> </ul>	<ul style="list-style-type: none"> <li>› Conduct gender analysis and GBV risk assessment, and apply results in program design, including capacity building, rule of law, and local governance</li> <li>› Promote women’s involvement as service providers in the energy sector</li> <li>› Promote women’s role as partners in public–private partnership initiatives (e.g., as owners or local franchisee partners)</li> <li>› Ensure that key energy policies and strategies have reference to gender issues, including GBV</li> <li>› Conduct a “gender audit” and/or “gender-responsive budgeting” in the energy sector; use the findings and lessons learned in program design and implementation</li> <li>› Build GBV and gender awareness among policy makers, government energy agencies, and energy utilities through targeted capacity development and training programs</li> </ul>	<ul style="list-style-type: none"> <li>› Changes in GBV attitudes and behaviors using knowledge, attitudes, and perception surveys</li> <li>› Changes in GBV incidence and prevalence rates over time</li> <li>› Improved access to electricity by poor rural households, increased number of women having access to renewable energy supplies and nonpolluting technologies</li> <li>› Improved affordability for poor households (including those headed by women)</li> <li>› Increased number of women working and living in a risk-free environment</li> </ul>



SUBSECTOR	PROJECT RESULT	PROJECT INTERVENTIONS	ILLUSTRATIVE INDICATORS
	<p>women’s health and reduce drudgery introduced</p> <ul style="list-style-type: none"> <li>› Enhanced energy-related income-generating activities of men and women, and women’s entrepreneurship</li> <li>› Maximized women’s employment opportunities in the energy sector</li> <li>› Ensured that women have equal access to training opportunities in energy agencies and corporations and at the community level. Can the project offer more training opportunity?</li> <li>› Maximized women’s participation in all public-private partnerships</li> <li>› Implemented user education programs building upon women’s important</li> </ul>	<ul style="list-style-type: none"> <li>› Apply a GBV-free and gender-equal human resources management strategy through the effective application of GBV and gender equity laws and regulations in government energy agencies and energy utilities</li> <li>› Promote GBV-free and gender-responsive corporate social responsibility</li> <li>› Create community groups (women, men, religious leaders), working in partnership with government agencies and utilities, to address the risk of GBV and to develop preventive strategies</li> <li>› Include women in project construction activities and set targets for women’s employment, where possible; community-based maintenance contracts possibly offer women’s wage labor opportunities much more than mechanized civil works contracts</li> <li>› Promote and provide technical and vocational training for women to promote women’s employment, e.g., as technicians, in routine operation and maintenance, meter readers, electricians</li> <li>› Partner with education service providers, such as vocational and/or technical training institutes and colleges, to implement gender-inclusive technical training programs</li> <li>› Scholarship programs to promote girls’ education in nontraditional sectors, such as engineering</li> <li>› Develop user education programs and modules targeted at women and men to include the following topics: implement safe and efficient use of electricity, and end-use technologies specifically targeted and relevant to women’s household chores and economic activities</li> <li>› Promote gender-sensitive consumption patterns and habits, such as the importance of cooking energy and energy use for housework</li> <li>› Promotion of women’s role as energy efficiency advocates; and</li> </ul>	<ul style="list-style-type: none"> <li>› Percentage of women represented in electricity users groups, committees, cooperatives, utility management level, energy board, and other decision-making bodies</li> <li>› Percentage of women participating in policy formulation public consultation meetings</li> <li>› Number of project staff and staff of energy agencies and utilities receiving gender awareness training</li> <li>› Gender equality performance and GBV prevention of energy sector agencies or utilities improved (e.g., human resources strategy)</li> <li>› Sector policy or strategy explicitly highlighting gender equality and GBV prevention adopted</li> </ul>





SUBSECTOR	PROJECT RESULT	PROJECT INTERVENTIONS	ILLUSTRATIVE INDICATORS
	<p>roles in households and in communities</p> <ul style="list-style-type: none"> <li>› Gender-inclusive participation and GBV prevention strategy applied in all stages of project design, development, and implementation</li> </ul>	<p>awareness raising about consumer entitlements, rights, and responsibilities; on relevant energy sector regulations; linkages with gender equity policies/strategies/laws; decision-making structures and processes; and conflict management and resolution provisions</p> <ul style="list-style-type: none"> <li>› Identify instruments and mechanisms to minimize power shortages and outages, and improve service delivery to poor, rural households and communities, such as health clinics and schools, pumped water, and street lighting</li> <li>› Promote women’s entrepreneurship</li> <li>› Provide incentives to improve the profitability of women entrepreneurs, such as tax benefits, public funding, energy equipment rebates, microcredit, and small and medium-sized enterprise financing</li> <li>› Include women’s cooperatives, self-help groups, and nongovernmental organizations as civil society partners with government and the private sector</li> <li>› Promote women’s role in local franchisee partnerships as entrepreneurs, managers, shareholders, members, and staff</li> <li>› Provide women with the technical training necessary to effectively play these roles</li> <li>› Implement core labor standards and/or appropriate labor laws in relation to equal employment opportunities, equal pay for work of equal value, and women’s on-the-job health and safety</li> <li>› Provide separate facilities for women, including separate toilets, restrooms, and child-care facilities, at project sites</li> <li>› Increase women’s participation in electricity cooperatives/users groups/committees and set targets to promote women’s participation</li> </ul>	



SUBSECTOR	PROJECT RESULT	PROJECT INTERVENTIONS	ILLUSTRATIVE INDICATORS
		<ul style="list-style-type: none"> <li>› Train women to be employed as system operators, technicians, managers, accountancy staff, and other duties pertaining to these entities; include the following subjects: business management, energy efficiency, technical standards, design, and maintenance of distribution networks, operation and maintenance, and safety</li> <li>› Conduct gender-sensitive activities on community entitlements, rights, and responsibilities, such as gender equity laws and regulations, energy sector regulations, leasing agreements, decision-making structures and processes, and conflict management and resolution mechanisms</li> <li>› Provide gender training for electricity cooperatives/committees and user groups</li> <li>› Develop and implement gender-sensitive user education programs for rural consumers</li> <li>› Educate women and men about the new opportunities to increase productivity and the value of their outputs, reduce postharvest losses in sustainable agricultural production and processing and non-agricultural cottage and village-level industries (e.g., traditional crafts, services and eco-tourism) through clean and renewable energy-based mechanization</li> <li>› Introduce new clean technologies that can have a major impact on women’s workload (e.g., agro-processing, food preparation, and household chores) and promote women’s enterprises in new markets that emerge with energy access, such as low-energy-consuming information and communication technology</li> </ul>	
<p><b>2. Transportation Systems</b></p>	<ul style="list-style-type: none"> <li>› Public transport improved and upgraded, capacity of the executing agency strengthened</li> </ul>	<ul style="list-style-type: none"> <li>› GBV risk assessment integrated into project gender assessments at all levels of project implementation: ministries and governmental management and oversight, private construction companies, communities/neighborhoods</li> </ul>	<ul style="list-style-type: none"> <li>› Reduction in GBV incidence and prevalence rates over time</li> <li>› Changes in gender and GBV attitudes and behaviors using knowledge, attitudes, and</li> </ul>



SUBSECTOR	PROJECT RESULT	PROJECT INTERVENTIONS	ILLUSTRATIVE INDICATORS
	<ul style="list-style-type: none"> <li>› Institutional development and capacity building in the roads/highways subsector strengthened</li> <li>› Traffic management improved</li> <li>› Walkability and safety in the city/suburban centers improved</li> <li>› Monitoring of air quality enhanced</li> </ul>	<ul style="list-style-type: none"> <li>› Women-owned construction companies given contract opportunities for the construction and maintenance of planned transportation systems</li> <li>› Construction companies employing women laborers monitored for GBV risk and prevention</li> <li>› Adequate lighting and sanitation facilities installed along transportation routes</li> <li>› Community GBV-prevention committees made up of women, men, and religious leaders are organized and working with local authorities and youth groups</li> <li>› Stakeholders and institutions mapped to link to, or partner with, in order to further GBV mitigation objectives</li> <li>› Require the participation of women as leaders and members in community and/or neighborhood associations</li> <li>› Incorporate strategies to protect women’s physical safety</li> <li>› Participatory consultation with urban poor carried out during site selection for urban infrastructure (33 percent target for women’s participation)</li> <li>› Training of executing and implementing agency staff (men and women) on pro-poor, gender, and GBV aspects in urban transport carried out</li> <li>› Capacity development plan for the Metropolitan Traffic Police/transportation system maintenance departments prepared and training conducted, including modules on gender- and GBV-related aspects of urban transportation systems (men and women participants)</li> </ul>	<ul style="list-style-type: none"> <li>perception surveys</li> <li>› Number of employers adopting gender- and GBV-sensitive employment policies</li> <li>› Increased cooperation between communities and police towards reducing GBV incidence</li> <li>› Implementation of safety policies in neighborhoods and communities</li> <li>› Increase in number of women in management and implementation positions in government transportation agencies</li> <li>› Women participate in capacity-building programs on the implementation and management of transportation systems</li> <li>› Implementation of gender equality and GBV prevention policies in government transportation agencies, which also affect employment policies of government contractors</li> <li>› Effective participation of women in community/neighborhood development associations/committees</li> </ul>



SUBSECTOR	PROJECT RESULT	PROJECT INTERVENTIONS	ILLUSTRATIVE INDICATORS
<b>3. Buildings</b>	<ul style="list-style-type: none"> <li>› Improved lighting around structures</li> <li>› Buildings constructed in locations accessible to women</li> </ul>	<ul style="list-style-type: none"> <li>› Conduct GBV risk assessment and apply results in building design, construction, and location of structures</li> <li>› Incorporate strategies to protect women’s physical safety</li> <li>› Promotion of women’s role as GBV advocates; awareness raising about linkages with gender equity policies/strategies/laws, decision-making structures and processes, and conflict management and resolution provisions</li> </ul>	<ul style="list-style-type: none"> <li>› Reduction in GBV incidence and prevalence rates over time</li> </ul>
<b>4. Water and Sanitation</b>	<ul style="list-style-type: none"> <li>› Improved access to water and sanitation facilities for women</li> <li>› Implemented GBV education programs built upon women’s important roles in households and communities</li> <li>› Maximized women’s participation in water resource management</li> </ul>	<ul style="list-style-type: none"> <li>› Conduct gender analysis and GBV risk assessment and apply results in determining location of water source, design of WASH programs, and governance over resources</li> <li>› Conduct studies to understand cultural behaviors, communication, and social norms around GBV and gender equality</li> <li>› Include women in production and regulation of water resources</li> <li>› Provide opportunities for women in decision making and water supply management</li> <li>› Incorporate strategies to protect women’s physical safety</li> <li>› Create community groups (women, men, religious leaders), working in partnership with governmental agencies and utilities, to address the risk of GBV and to develop preventive strategies</li> <li>› Increase awareness about GBV around rural and urban water and sanitation facilities</li> </ul>	<ul style="list-style-type: none"> <li>› Reduction in GBV incidence and prevalence rates over time</li> <li>› Percentage of population using improved water and sanitation services</li> <li>› Number of toilets and washing facilities per household</li> <li>› Percentage of income spent by women and men in accessing water and sanitation services</li> <li>› Decreased distance from households to water resources</li> <li>› Time saved by women using improved water and sanitation facilities</li> <li>› Changes in attitudes and behaviors towards GBV using knowledge, attitudes, and perception surveys</li> <li>› Percentage drop of GBV cases</li> </ul>



SUBSECTOR	PROJECT RESULT	PROJECT INTERVENTIONS	ILLUSTRATIVE INDICATORS
			<ul style="list-style-type: none"> <li>› Increased number of women in water management</li> <li>› Percentage increase in income for women and men from productive use of water</li> </ul>
<p><b>5. Urban Development</b></p> <p><i>NOTE: Any urban development project will automatically impact other parts of the urban infrastructure, as well: health, education, and economic growth. The available USAID GBV Toolkits for these sectors should “piggyback” with this Toolkit for a more complete GBV Prevention Guide in Urban Growth Projects.</i></p>	<ul style="list-style-type: none"> <li>› Public transport improved and upgraded, capacity of the executing agency strengthened</li> <li>› Improved water source locations</li> <li>› Institutional development and capacity building in the roads/highways subsector strengthened</li> <li>› Traffic management improved</li> <li>› Walkability and safety in the city/suburban centers improved</li> </ul>	<ul style="list-style-type: none"> <li>› GBV risk assessment integrated into project gender assessments at all levels of project implementation: ministries and governmental management and oversight, private construction companies, communities/neighborhoods</li> <li>› Incorporate strategies to protect women’s physical safety</li> <li>› Create community groups (women, men, religious leaders), working in partnership with government agencies and utilities, to address the risk of GBV and to develop preventive strategies</li> <li>› Participatory consultation with urban poor carried during site selection for urban infrastructure (33 percent target for women’s participation)</li> <li>› Training of executing and implementing agency staff (men and women) on pro-poor, gender, and GBV aspects in urban transport carried out</li> <li>› Capacity development plan for the Metropolitan Traffic Police/transportation system maintenance departments prepared and training conducted, including modules on gender- and GBV-related aspects of urban transportation systems (men and women participants)</li> </ul>	<ul style="list-style-type: none"> <li>› Increased cooperation between communities and police towards GBV incidence</li> <li>› Implementation of safety policies in neighborhoods and communities</li> <li>› Implementation of gender equality and GBV prevention policies in government agencies, which also affect employment policies of government contractors</li> <li>› Effective participation of women in community/neighborhood development associations/committees</li> </ul>
<p><b>6. Construction</b></p>	<ul style="list-style-type: none"> <li>› Less harassment of women on worksites</li> </ul>	<ul style="list-style-type: none"> <li>› Conduct gender analysis and GBV risk assessment and apply results in program design, including capacity building, rule of law, and local governance</li> <li>› Incorporate strategies to protect women’s physical safety</li> </ul>	<ul style="list-style-type: none"> <li>› Reduction in GBV incidence and prevalence rates over time</li> </ul>



Part 1:  
Introduction

Part 2:  
Why GBV

Part 3:  
Integration

Part 4:  
M&E

Part 5:  
Resources

SUBSECTOR	PROJECT RESULT	PROJECT INTERVENTIONS	ILLUSTRATIVE INDICATORS
	<ul style="list-style-type: none"><li>› More empowered women as a result of being more involved in projects</li></ul>	<ul style="list-style-type: none"><li>› Women-owned construction companies given contract opportunities for the construction and maintenance of planned transportation systems</li><li>› Construction companies employing women laborers monitored for GBV risk and prevention</li><li>› Create community groups (women, men, religious leaders), working in partnership with governmental agencies and utilities, to address the risk of GBV and to develop preventive strategies</li><li>› Include women in project construction activities and set targets for women's employment, where possible; community-based maintenance contracts possibly offer women's wage labor opportunities much more than mechanized civil works contracts</li><li>› Training of executing and implementing agency staff (men and women) on pro-poor, gender, and GBV aspects in construction</li></ul>	



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Part 1:  
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Part 2:  
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Part 3:  
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Part 4:  
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Part 5:  
Resources

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