

ADDITIONAL TRAINING TOPICS

Notes for Trainers

The two to three day training and planning workshop in this manual provides essential information about interventions to prevent gender-based violence and establish a minimum set of support and care services for survivors.

A fun review game, The World Class GBV Competition, is included here as an optional activity to be used at the end of the training curriculum in this manual.

There are additional training topics that may be relevant and needed by the participants in your group. You may choose to add training topics and lengthen the training into a week-long workshop.

The GBV Global Technical Support Project has been developing and field testing new modules in 2004. These modules are still under development and are not included in this publication. In the future, additional modules will be included in the training manual and it will be re-published and distributed. In the meantime, if you wish to add training topics to your workshop, the following is a list of topics and resources designed for use in populations affected by armed conflict, and that may be useful for you.

To obtain copies of the GBV Global Technical Support Project's draft modules in development—or to obtain copies of the materials below—or to find additional training resources, send an email request to gbvresources@jsi.com. Many training resources are also listed in the RHRC

Consortium's web-based GBV resource file at www.rhrc.org

Additional Relevant Training Topics

Case Management

Training module in development, GBV Global Technical Support Project

Domestic Violence

Training module in development, GBV Global Technical Support Project

Working with Survivors—emotional engagement; listening, interviewing, counseling skills

Training module in development, GBV Global Technical Support Project

Engagement Skills training manual

RHRC Consortium's GBV Initiative¹

Publication pending, will be downloadable at www.rhrc.org

¹The GBV Initiative is another project of the RHRC Consortium, implemented by the Women's Commission for Refugee Women and Children. The GBV Initiative focuses on GBV research and assessments in populations affected by armed conflict.

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Child Survivors of Sexual Abuse

Sexual Violence training manual contains specific Working with Children module,
UNICEF, New York

Publication pending, contact gbvresources@jsi.org

Training module in development, GBV Technical Support Project

HIV/AIDS and GBV

Training module in development, GBV Global Technical Support Project

Strengthening Prevention with Behavior Change Communication (BCC)

Training module in development, GBV Global Technical Support Project

Working with Men

Training module in development, GBV Global Technical Support Project

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World Class GBV Competition

Overview

The World Class GBV Competition is a fun and active method for reviewing and reinforcing the basic principles and interventions in prevention and response to GBV in displaced settings. The game has proven to be a playful and effective tool for reviewing workshop content, reinforcing learning, and encouraging participants to use resource materials as reference guides.

The GBV Competition is based on a Reproductive Health review game developed by Susan Purdin (a takeoff on the American television game show *Jeopardy*). Since 2001, the GBV Competition has been used, field tested, and revised. It is always a popular activity. Participants work in teams, and as the game progresses, they become more animated, more competitive, and they laugh louder. Feedback consistently indicates that the Game is an effective and fun tool for reinforcing learning.

Length

1 hour

Preparation

Prepare the game board ahead of time on a wall or other flat surface.

Use 35 sheets of blank paper to make a 5 × 7 grid on the wall. Write the categories across the top row. Write the point amounts on the remainder of the sheets in correspondence with the table on the game, i.e., the second row will have “4” written on each sheet of paper and the 3rd row will have “3” written on each sheet of paper.

The game board should look like this:

Overview of GBV	Assessment, Planning & Design	Survivor Assistance (Response)	Prevention	Coordination	Monitoring & Evaluation
4	4	4	4	4	4
3	3	3	3	3	3
2	2	2	2	2	2
1	1	1	1	1	1

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Materials

Sheets (A4) of white paper for game board, as illustrated above
Tape or other wall adhesive
Markers
Noisemakers (horns, bells, etc.)
Prizes for winning team, second place, and consolation prizes for all other teams
Game Assistant (preferably workshop staff) to be scorekeeper and timekeeper

Procedure

1. Divide participants into teams of 4–8 people. Have each team decide on its name. Give each team a noisemaker.
2. Game Assistant (scorekeeper/timekeeper) should be standing by the flip chart, prepared to keep team scores.
3. Explain the game and the rules. (The game works best if teams are allowed to use their copies of the UNHCR Guidelines as reference)
4. Decide how to pick the team that starts first.
5. Once the starting team is chosen, it should pick a subject category and a point category. For example, the team would say, “Overview of GBV for 4 points.”
6. The trainer takes that point card off of the game grid and then reads the corresponding question. For example, if the team chose Overview of GBV for 4 points you would ask them to “Name 5 types of GBV that females are vulnerable to from pre-birth through girlhood, before adolescence.”
7. The team has 30 seconds to come up with their answer. When they have their answer, they should use their noisemaker.
8. While the selected team is working on finding the answer, other teams should also be trying to find the answer, in case the selected team is wrong.
9. The team states its answer to the question. If correct (as judged by the trainer), it gets the points. If it does not answer correctly, the question can be answered by any of the other groups. Groups that want to guess must sound their noisemaker and the first group to do so will get the next guess opportunity.
10. The team that answers the question correctly gets the next turn and the process repeats.
11. If no one gets the question correct, then the trainer should give the answer before moving on to the next team’s turn. The next turn would go to the team to the left of the last team (going in a clockwise direction).
12. Stop the game after approximately 30 minutes. (Longer games become boring.)
13. The winning team is the one with the most points. Give a prize to the winning team (candy, gift certificate, other) and condolence prizes the other teams.

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World Class GBV Competition

Answers can be found in the 2003 UNHCR SGBV Guidelines

Overview of GBV	Assessment, Planning & Design	Survivor Assistance (Response)	Prevention	Coordination	Monitoring & Evaluation	Points
Name 5 types of GBV that females are vulnerable to from pre-birth through girlhood, before adolescence	Name 6 of the 7 steps in developing a multisectoral and interagency action plan for prev & resp to GBV	Name two reasons why a clear referral system must be developed in each setting.	Name 2 specific strategies for influencing change in knowledge, attitude, and behavior of persons in power ... be specific ("sensitization" doesn't count)	Name 3 of the 7 suggested discussion topics for interagency coordination meetings	Why is it important to have outcome as well as output indicators?	4
What is one goal of framing all of these problems and solutions in terms of gender?	Name the 4 key characteristics of effective prevention & response to GBV	Medical examination & treatment should include 6 interventions. Name 4 of them.	Name two prevention strategies that health programs should implement	Name 2 reasons why a common incident report form is needed.	What is meant by report rate per 10,000 population and why is it recommended?	3
Define consent.	Name 2 reasons why a detailed analysis of the power relations in the setting is necessary.	Name 3 of the 7 strategies for ensuring adequate access to legal justice for survivors.	In refugee settings, prevention activities should target 4 groups of people. Name 2.	What are 2 strategies for bringing reluctant "partners" into coordination meetings.	How many indicators are recommended for multisectoral and interagency GBV programs?	2
Define gender	True or False: Understanding the causes leads to developing actions to PREVENT GBV while knowing the consequences of GBV leads to being able to develop an appropriate RESPONSE package for assisting survivors	Name 3 guiding principles & explain why each is important.	Name 3 groups of people who are likely to be at higher risk for GBV.	Name the 3 levels of coordination meetings that are recommended	Name two reasons why it is important to agree on definitions of the types of GBV being documented.	1

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ADDITIONAL RESOURCES

NOTE:

Publications marked ****** are essential tools and manuals that support the training curriculum in this Training Manual. Trainers should be familiar with these materials and copies should be available at the workshop for participants to see.

The publications listed are in English; many are also available in other languages.

Guidelines and Tools with Focus on Populations Affected by Armed Conflict

****** *Clinical Management of Survivors of Rape*, WHO and UNHCR, 2002.

A step-by-step guide to the development of health care protocols for use in refugee and IDP situations. This manual is due to be revised in 2004-05.

Publication number: WHO/RHR/02.08 To order:

UNHCR DOS
94 rue Montbrillant
Geneva1202 Switzerland
Also available through UNHCR offices world wide
Internet download: <www.rhrc.org>

****** *GBV Tools Manual for Program Design, Monitoring and Evaluation*, RHRC Consortium, 2004.

Forms, tools, and instructions for assessment and monitoring/evaluation of GBV programs. Includes situation analysis, prevalence survey, focus groups, sample staff recruitment guides and job descriptions, Incident Report Form, terms and definitions, sample indicators and M&E tracking sheets, and report formats. CD-ROM or hard copy. To order:

RHRC Consortium c/o Women's Commission for Refugee Women and Children
122 East 42nd Street
New York, NY 10168 USA
Internet download: <www.rhrc.org>

****** *Guidelines for the Prevention and Response of Sexual and Gender-Based Violence Against Refugees, Returnees, and Internally Displaced Persons*, UNHCR 2003.

This updated version of the 1995 Guidelines includes detailed guidance for developing community-based, multisectoral, and interagency prevention and response plans. It describes the minimum recommended standards for survivor assistance services and prevention activities. It includes tools to conduct situation analyses, monitoring and evaluation indicators, and a sample Incident Report Form recommended for use world wide. CD-ROM or hard copy. To order:

UNHCR DOS
94 rue Montbrillant
Geneva1202 Switzerland
Also available through UNHCR offices world wide
Internet download: <www.rhrc.org>

ADDITIONAL RESOURCES

How-To Guides (UNHCR)

This series of booklets describes field experiences and lessons learned in RH and GBV programming.

- How-To Guide: Building a Team Approach to Prevent and Respond to Sexual Violence in Kigoma-Tanzania, UNHCR, December 1998.
- How-To Guide: Crisis Intervention Teams—Responding to Sexual Violence in Ngara, Tanzania. UNHCR, January 1997.
- How-To Guide: From Awareness to Action—Eradicating Female Genital Mutilation With Somali Refugees, East Ethiopia, UNHCR, May 1998.
- How-To Guide: Monitoring and Evaluation of Sexual Gender Violence Programs, Kigoma and Ngara, Tanzania, UNHCR, April 2000.

To order:

UNHCR DOS
94 rue Montbrillant
Geneva 1202 Switzerland
Internet download: <www.rhrc.org>

****** Vann, Beth, *Gender-based Violence: Emerging Issues in Programs Serving Displaced Populations*, RHRC Consortium, 2002.

A compendium of key issues, themes, and lessons learned from GBV programs in 12 countries, each chapter describes issues and offers concrete solutions to resolve GBV program challenges. The book is designed to be read and used by staff and volunteers working with displaced populations—from high level policymakers to field-based workers. To order:

Global GBV Technical Support Project
RHRC Consortium
c/o JSI Research & Training Institute
1616 North Fort Meyer Drive
Arlington, Virginia 22209 USA
Internet download: <www.rhrc.org>

Other Recommended Resource Materials

****** *Behavior Change Communication (BCC) for HIV/AIDS: A Strategic Framework*, Family Health International, 2002.

This booklet describes the process of behavior change and step by step development of a behavior change communication plan. BCC is described in the context of HIV/AIDS, but the information is easily transferable to other topics, such as GBV. To order:

Family Health International Institute for HIV/AIDS
2101 Wilson Boulevard, Suite 700
Arlington, Virginia 22201 USA

ADDITIONAL RESOURCES

Mobilising Communities to Prevent Domestic Violence: A Resource Guide for Organisations in East and Southern Africa, Lori Michau & Dipak Naker, Raising Voices, 2003.

This resource guide aims to help organizations working with community-based organizations translate the vision of women's rights into action. It is a tool to help organizations facilitate a change in community beliefs that accept and maintain a culture of violence and build community support structures that value women and support women's rights. The book includes extensive appendices with useful tools. To order:

Raising Voices
PO Box 6770
Kampala Uganda
Tel +256-41-531186 / +256-71-839626
<www.raisingvoices.org>

Pickup, Francine. *Ending Violence Against Women: A Challenge for Development and Humanitarian Work*, Oxfam GB, 2001.

Comprehensive discussion of GBV including prevalence, impact, context, various approaches and strategies for supporting survivors, working with men, challenging attitudes and beliefs, and policy issues. To order: Depends on country. Contact—

Oxfam Publishing
274 Banbury Road
Oxford OX2 7DZ UK
Fax: 44-1865-313925
E-mail: <publish@oxfam.org.uk>

****** *Population Reports: Ending Violence Against Women*, Johns Hopkins University School of Public Health, Series L, Number 11, 1999.

This publication describes intimate partner abuse and sexual coercion world wide and offers specific guidance for health care practitioners and others to assist survivors and develop strategies for prevention. To order:

Population Information Program
Johns Hopkins School of Public Health
111 Market Place, Suite 310
Baltimore, MD 21202 USA
E-mail: <PopRepts@jhuccp.org>
Internet download: <www.jhuccp.org>

Practical Approach to Gender-Based Violence: A Program Guide for Health Care Providers and Managers (pilot edition), UNFPA (New York) 2001.

ADDITIONAL RESOURCES

Step-by-step guidance on how RH facilities can begin GBV projects and integrate assessment and treatment of GBV into their services. Due for review and revision 2004-05. To order:

UNFPA
220 East 42nd Street
New York, NY 10017 USA
Internet download: <www.rhrc.org>

Reproductive Health During Conflict and Displacement: A Guide for Program Managers, WHO, 2000. Guidance and tools for assessment, planning, implementation, and monitoring and evaluation of RH services during the different phases of conflict and displacement. Includes a chapter on GBV.

Publication number WHO/RHR/00.13. To order:

WHO Geneva
Internet download: <www.who.int>

WHO Fact Sheets:

- Female Genital Mutilation, Number 241
- Gender Health and Poverty, Number 251
- Violence Against Women, Number 239
- Women and STIs, Number 249

Internet download: www.who.int/mediacentre/factsheets/en/

Training Resources

de Negri, B., Thomas, E., Ilinigumugabo, A., Muvandi, I., and Lewis, G. *Empowering Communities: Participatory Techniques for Community-Based Program Development. Volume 1 (2): Trainer's Manual (Participant's Handbook)*. Nairobi: The Centre for African Family Studies (CAFS), in collaboration with the Johns Hopkins University Center for Communication Programs and the Academy for Educational Development (AED), 1998.

Trainer and participant manuals for participatory methods in developing community-based programs. Includes detailed workshop formats, handouts, exercises, guidance for the trainer. To order:

AED
1825 Connecticut Avenue, NW
Washington, DC 20009 USA

Or

Centre for African Family Studies
Pamstech House, Woodvale Grove, Westlands
P.O. Box 60054
Nairobi, Kenya
<www.cafs.org>
Internet download: <www.aed.org>

ADDITIONAL RESOURCES

****** Williams, Suzanne. *The Oxfam Gender Training Manual*, Oxfam UK and Ireland, 1994.
Comprehensive training manual, with workshops, exercises, and handouts on a variety of gender topics ranging from basic information to gender analysis for program developing. Workshops for groups of men, women, and mixed groups. To order: Depends on country. Contact—

Oxfam Publishing
274 Banbury Road
Oxford OX2 7DZ UK
Fax: 44-1865-313925
E-mail: <publish@oxfam.org.uk>

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