

Training Manual Facilitator's Guide

*Multisectoral & Interagency Prevention
and Response to Gender-based Violence
in Populations Affected by Armed Conflict*

Gender-based Violence Global Technical Support Project
JSI Research & Training Institute/RHRC Consortium
Washington DC
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**Training Manual
Facilitator's Guide**

**Interagency & Multisectoral Prevention and Response
to Gender-based Violence in Populations Affected by
Armed Conflict**

by Beth Vann

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**Global GBV Technical Support Project
JSI Research & Training Institute
RHRC Consortium**

The Global GBV Technical Support Project provides technical assistance and training to UN agencies, international and national nongovernmental organizations, host governments, and displaced communities. The project seeks to strengthen prevention and response to gender-based violence by facilitating the development of effective program strategies with populations affected by armed conflict. It is led by JSI Research and Training Institute in collaboration with the Reproductive Health Response in Conflict (RHRC) Consortium. The activities are financed by the United States Department of State under the authority of the Migration and Refugee Assistance Act of 1962, as amended.

The RHRC Consortium, formed in 1995, works to increase access to a range of quality, voluntary reproductive health services for populations affected by armed conflict. Each member brings unique strengths; collaboration has provided RHRC with numerous multidisciplinary skills and technical capabilities, as well as a broad field base. The members of the RHRC are the American Refugee Committee, CARE, Columbia University's Heilbrunn Center for Population and Family Health, International Rescue Committee, JSI Research and Training Institute, Marie Stopes International, and Women's Commission for Refugee Women and Children.

JSI Research and Training Institute is an affiliate of John Snow, Incorporated and provides a range of research and consulting services in the health care and service sectors. JSI, whose mission is to improve the health and well-being of people around the world, has worked in more than 80 countries. Its headquarters are in Boston, Massachusetts; other U.S. offices are in Washington, D.C., Concord, New Hampshire, and Denver, Colorado. JSI also maintains offices in more than 20 countries throughout the developing world.

Beth Vann MSW, is the Global GBV Technical Advisor and author of this training manual. Since 1998, Ms. Vann has specialized in projects that address violence against women in populations affected by armed conflict. Her work includes technical advising, training, research, and information dissemination with displaced communities, NGOs, UN agencies, and host governments.

Training Manual: Facilitator's Guide, Interagency & Multisectoral Prevention and Response to Gender-based Violence in Populations Affected by Armed Conflict

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Reproductive Health Response in Conflict (RHRC) Consortium

c/o

JSI Research & Training Institute

1616 North Fort Myer Drive

Arlington, Virginia 22209 USA

gbvresources@jsi.com

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Terms and Abbreviations

GBV	gender-based violence
NGO	non-government organization
RHRC	Reproductive Health Response in Conflict Consortium (formerly known as Reproductive Health for Refugees Consortium)
SGBV	sexual and gender-based violence
SOV	survivor of violence
STI	sexually transmitted infection
UNHCR	United Nations High Commissioner for Refugees
VAW	violence against women
VOV	victim of violence

The phrases “displaced communities” and “populations affected by armed conflict” refer to refugees, internally displaced persons, and returnees. These persons may be living in established camps or settlements, or they may be dispersed in urban or rural settings.

Forward

The *Training Manual for Multisectoral and Interagency Prevention and Response to Gender-based Violence* is a draft training manual, the result of five years experience conducting, testing, and revising workshops and seminars for planning interventions to address gender-based violence (GBV) in displaced settings around the world. Since 1999, the Technical Advisor of the Global GBV Technical Support Project¹ has conducted training and planning workshops in the field with staff and volunteers from NGOs, UN agencies, host governments, and displaced communities. Field sites included countries in East, West, Southern, and Horn of Africa; Eastern Europe; and Central, South, and Southeast Asia. The training and planning includes pre-workshop assignments, 1–5 day workshops, and post-training follow up to support development of well coordinated multisectoral and interagency action for prevention as well as response to survivors and perpetrators.

Gender-based violence is a long standing, complex, global problem. It requires attention and effort from a wide range of actors. In populations affected by armed conflict, GBV is one among many protection concerns for the community and the organizations assisting the community. According to UNHCR's 2003 *Guidelines for Prevention and Response to SGBV Against Refugees, Returnees, and IDPs*, gender-based violence is a priority protection issue. The Guidelines describe specific actors, organizations, professions, and sectors that have responsibility for taking action to ensure appropriate survivor support, to deal with perpetrators, and to establish effective prevention strategies.

Although UNHCR's guidelines and other relevant publications² lay out guidelines, standards, and recommendations for GBV prevention and response, many humanitarian actors are not aware of their specific responsibilities and many have not been trained to carry them out. Additionally, effective GBV prevention and response requires good interagency planning, coordination, collaboration, and communication. In humanitarian settings, interagency coordination is one of the greatest challenges, and GBV coordination is no exception.

The Global GBV Technical Support Project works closely with UN agencies, NGOs, and others to fill training gaps and resolve issues of training, planning, and coordination. It is hoped that publication and dissemination of this Training Manual will help to strengthen these efforts and expand training and planning resources in the field.

This Training Manual is offered as a *draft* to be used in the field. The Global GBV Technical Support Project continues to refine the modules in this manual and add additional modules to the curriculum. A final and expanded version of the Training Manual will be published in the future. Comments and feedback about the training manual are welcome and encouraged. Please contact us by email at gbvresources@jsi.com

Overview of Training Curriculum

The curriculum in this Training Manual enables the trainer to conduct a two to three day training and planning workshop. The curriculum begins with training and discussion about the basic concepts and principles that will lead participants to a clear understanding of the meaning of the term “gender-based violence.” The curriculum continues with detailed information about

¹The Project is implemented by JSI Research and Training Institute (Washington DC) on behalf of the RHRC Consortium.

²See Additional Resources section at the back of this manual.

Forward

consequences of GBV and survivor support services needed. The curriculum also covers causes and contributing factors, which leads participants to an understanding of prevention and the ability to develop effective prevention strategies.

The two to three days training in this curriculum can be augmented by training available from other sources. And, the GBV Technical Support Project is developing additional training modules that teach more in depth knowledge about working with survivors, the links between HIV/AIDS and GBV, using Behavior Change Communication (BCC) strategies to address GBV, and other training topics to support training beyond the minimum levels included in this version of the Training Manual.

Acknowledgements

The games, activities, and exercises in this Training Manual have been developed and refined over a five year period. Many of the exercises were originally adapted and have since evolved from activities developed by others. These include: The *Games Trainers Play* series by Newstrom and Scannell; *RH Jeopardy* game by Susan Purdin; and the *Oxfam Gender Training Manual*.

Notes for Trainers

Workshop Purposes

The purpose of the training and planning workshop in this manual is to build the capacity of an interagency, multisectoral team to prevent and respond to gender-based violence. The workshop builds individual knowledge, understanding, and skills while building a sense of teamwork and collaboration.

Sample Objectives

Training: By the end of the workshop, participants will be able to

1. Describe the relationship between issues of gender and power, and gender-based violence; and define gender-based violence
2. Identify types of GBV occurring in the setting, causes and perpetuating factors
3. Describe the recommended standards for interagency, multisectoral prevention and response to GBV.
4. Identify strengths, gaps, and needs in the setting for prevention and response to GBV.

Planning: By the end of the workshop, participants will

5. Develop a plan for the next steps to build prevention and response to GBV for follow-up and continuing action after the workshop.

Participants

The training curriculum is designed for an interdisciplinary group of people who are—or would like to be—working together as an interagency GBV team. The curriculum can, however, be used with a group of same-sector staff and volunteers; for example, health providers, or psychosocial workers, or police/security workers.

Planning a Workshop

Trainer Qualifications

It is recommended that there be two trainers working as co-facilitators. It is strongly suggested that both trainers be knowledgeable about gender-based violence and recommended interventions. The trainers should also be knowledgeable about the specific GBV situation in the site where the workshop will be conducted.

Pre-workshop Activities

Experience has shown that advance involvement of participants builds individuals' commitment to the workshop and enhances outcomes.

Approximately six weeks in advance of the workshop, send a questionnaire to each participant. They are to complete the questionnaire and return it before the start of the workshop. At a minimum, the questions should include information about individuals' prior experiences and training on the topic.

Another useful pre-workshop activity is to send everyone a case study and require them to answer a series of questions. The case study should be a “typical” case of rape or domestic violence that highlights problems in interagency coordination, referral procedures, community (and helper) values that blame the victim, etc.

Notes for Trainers

Participant Materials

The workshop is designed to help participants learn about a few of the most relevant resource materials that they should have and use. Sufficient copies of at least the following should be at the workshop so that each participant has their own copy (ordering information is listed in the Additional Resources section of this manual).

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

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

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

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

Participants should become familiar with these four materials during the training. Throughout the workshop, participants should be instructed to open the relevant books, and underline or highlight text that corresponds to the topic.

Training Methods

A variety of training methods are used in each of the modules. Methods include small group work, individual work, games, exercises, lecture, and large group discussions. Trainers should take care to avoid lengthy lecture or large group discussions, always remembering that individual participants learn through different methods.

Venue and Training Room Layout

Take particular care in selecting a venue for the workshop. A residential program at a hotel or conference center is more effective for teambuilding, but may not be possible due to funding considerations.

Participants should sit in a semi-circle or horseshoe shape, preferable at tables, facing one another.

Workshop Agenda

The trainers will need to develop a workshop agenda, based on the number of training days. Each module builds on the other, and they are intended to go in order (Module 1, 2, 3, 4). A three-day workshop is recommended, with evening small group activities on Day One and Day Two. If necessary, the entire curriculum can be completed within two days by shortening some sessions.

Notes for Trainers

Module Layout

Each module begins with an overview and general information about purposes and length of time needed. Times throughout the modules are estimated—and can be shortened or lengthened depending on the trainer’s facilitation.

In each module, there are a number of individual sessions. Each session begins with information about purpose, objectives, preparation, and timing. The procedure for each session is laid out step by step, with discussion points indicated by a special bullet that looks like this: ◆

Handouts

Handouts are included at the back of each module and should be copied for participants in advance of the session.

Notes for Trainers