



## Gender-based Violence in Humanitarian Action

### 5 – DAYS TRAINING

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#### INTRODUCTION

Whether working (or willing to work) in natural or human made crisis, protection, child protection, and gender-based violence (GBV) specialists need to possess a unique set of skills and competencies to navigate the complexities and demands of designing, implementing, and evaluating a GBV-focused intervention in humanitarian action. From acting as a full-time dedicated GBV specialist or being able to meaningfully mainstream GBV-focused interventions within other sectors' priorities, the competences of this profile have proven to be essential for setting up and running response services for survivors, prioritizing women and girls' needs and voices, as well as to bring a sustainable transformative change for the affected population.

#### WHO IS THIS COURSE FOR?

This training is addressed at professionals with a protection background and/or with a basic to good understanding of gender-based violence and/or gender programming in humanitarian action who:

- Are working or planning to work in humanitarian and development contexts and have a special focus of interest in expanding their knowledge on gender-based violence in humanitarian action;
- or Are already working on gender-based violence programming and are interested in deepening their understanding on GBV programming as well as applying their knowledge in different contexts with a group of peers;
- and Demonstrate commitment to complete the 5-day, face-to-face training course and to actively participate in hands-on individual and group projects in a creative and stimulating environment.

#### LEARNING OUTCOMES

Upon successful completion of this course, participants will be able to:

- Understand the complexities of designing, implementing, and monitoring a GBV intervention in humanitarian action, as well as its fundamental concepts and frameworks;
- Recognize the criticalities of working on gender-based violence in humanitarian action in a coordinated and holistic manner;
- Apply and being familiar with the most recent practices, approaches and technical resources to build an impactful GBV intervention.

#### METHODOLOGY

The training grounds itself in the adult learning approach, based on experiential learning, knowledge and experience sharing, co-creation and reflective analysis, with participants playing an active role throughout. The course consists of five days of face-to-face training that will include cases studies, group exercises, presentations, as well as networking opportunities in and outside the class. The course offers exposure to the most recent resources and innovations in the subject area and seeks to inspire participants to step out of their comfort zones and experiment, all in a safe and stimulating environment.

**At the end of the training participants that have successfully completed the course will be ensured a digital badge through the international platform HPASS ([www.hpass.org](http://www.hpass.org)).**



## **COURSE CONTENTS**

### **MODULE 1. What is Gender-Based Violence?**

This module will provide an overview of the fundamentals of gender-based violence in humanitarian action, presenting and discussing key core concepts and definitions. The module will help participants understanding and challenging gender norms and their own stereotypes and biases when approaching such sensitive topics.

### **MODULE 2. GBViE (Gender Based Violence in Emergencies) in the humanitarian architecture**

This module will briefly describe the humanitarian architecture to allow participants to understand and get oriented among the different coordination mechanisms and be familiar with the collective accountability of the international community to address GBV during emergencies.

### **MODULE 3: Foundations, Scope and Key milestones of a GBViE program**

This module will provide an overview of the normative framework and ecological model, which are at the foundations of a GBV intervention, critically presenting and discussing some global emerging issues and the scope of GBV in the world.

### **MODULE 4. Setting up a relevant and contextualized GBViE programming**

This module will give an overview of the key most critical steps and considerations in designing and implementing a GBV comprehensive intervention. Specific attention will be drawn on the most recurrent challenges of working in remote and conservative contexts, also drawing from participants direct experience.

### **Module 5. GBViE Evaluation, Monitoring, and Learning**

Tools and good practices will be presented and discussed to familiarise participants on how to monitor and evaluate a GBV intervention to keep track of changes and generate learning for all stakeholders. Together we will explore how to craft an M&E framework, practice how to build a Theory of Change and use global indicators.

### **MODULE 6. Lifesaving programming for GBV survivors**

International guidance and protocols on providing timely and quality care to GBV survivors will be discussed, focusing on ensuring safety and security in emergencies. Participants will learn about the lifesaving nature of a GBV intervention and will be engaged in an open discussion on what works in fostering a holistic collaboration with other sectors.

### **MODULE 7. Male survivors**

The module will present existing evidence, data and research on sexual violence against boys and men and will engage participants in discussions around the specificities and challenges in offering care to this group. The collaboration with child protection actors and other sectors will also be discussed.

### **MODULE 8: Taking care of ourselves while taking care of others**

Taking care of the carers is one of the Interagency-Minimum Standards for GBViE: this module will present the individual and organisational responsibilities and measures for practicing self-care, keeping oneself safe and healthy, and recognizing and preventing vicarious trauma and burnout in oneself and one's colleagues.

### **MODULE 9: Individual care and case management**

The GBV Interagency case management guidelines will be presented, focusing on some specific cases studies (*e.g* early marriage, women with disabilities) informed by the experience and interests of the participants. The module will also recommend user-friendly tools to integrate information management to collect, store, analyse, and disseminate safely and ethically individual and aggregated data.



#### **MODULE 10. Women and Girls Safety**

Safe spaces for women and girls are widely recognised as good practices to deliver lifesaving services as well as to advance women and girls' empowerment in humanitarian settings. Key concepts of the upcoming Women and Girls Safe Spaces Global Toolkit will be presented and discussed and as much as possible applied to case studies.

#### **MODULE 11. GBV Risk Mitigation**

Gender-based violence risks factors can and should be mitigated by other humanitarian sectors: this module will present international tools and instruments for promoting other stakeholders' engagement. Finally, zero tolerance policies and practices to sexual exploitation and abuse by all humanitarian workers will be presented as a collective global commitment we all need to abide to.

GBV in Humanitarian Action training-AGENDA				
	Session 1 9.00 -10.30	Session 2 10.45 - 13.00	Session 3 14.00 - 15.30	Session 4 15.45 - 17.00
Day 1	<b>09:00 – 09:45</b> <b>Registration and Welcome</b>  <b>09:45 – 10.30</b> <b>Introduction to the course</b>  <b>10.30 -10.45</b> Welcome coffee	<b>11.00- 13.00</b> <b>MODULE 1: What is Gender-Based Violence?</b>  <b>13.00-14.00</b> Lunch break	<b>MODULE 1: What is Gender-Based Violence?</b> <i>(continued)</i>  <b>15.30-15-45</b> Coffee break	<b>MODULE 2: GBViE in the humanitarian architecture</b>
Day 2	<b>MODULE 3: Foundations, Scope and Key milestones of a GBViE program</b>  <b>11:00-11:15</b> Coffee break	<b>Module 4: Setting up a relevant and contextualized GBViE programming</b>  <b>13.00-14.00</b> Lunch break	<b>Module 4: Setting up a relevant and contextualized GBViE programming</b> <i>(continued)</i>  <b>15.30-15-45</b> Coffee break	<b>Module 4: Setting up a relevant and contextualized GBViE programming</b> <i>(continued)</i>
Day 3	<b>Module 5. GBViE Evaluation, Monitoring, and Learning</b>  <b>11:00 -11-15</b> Coffee break	<b>MODULE 6. Lifesaving programming for GBV survivors</b>  <b>13.00-14.00</b> Lunch break	<b>MODULE 7. Male survivors</b>  <b>15.30-15-45</b> Coffee break	<b>MODULE 8: Taking care of ourselves while taking care of others</b>
Day 4	<b>MODULE 9: Individual care and case management</b>  <b>11:00 -11-15</b> Coffee break	<b>MODULE 10. Women and Girls Safety</b>  <b>13.00-14.00</b> Lunch break	<b>MODULE 10. Women and Girls Safety</b> <i>(continued)</i>  <b>15.30-15-45</b> Coffee break	<b>MODULE 11. GBV Risk Mitigation</b>  <i>Mindfulness Exercise and/or debriefing</i>
Day 5	<b>Final simulation</b> Practical review and application of key concepts and tools discussed during the week	<b>Wrap-up and final recommendations, Course evaluation</b> Certificates and closing  <b>13.00-14.00</b> Lunch break		