



FEED THE FUTURE

The U.S. Government's Global Hunger & Food Security Initiative

GENDER-BASED VIOLENCE RESOURCE LIST AND GOOD PRACTICES IN AGRICULTURE AND OTHER SECTORS

FEED THE FUTURE ADVANCING WOMEN'S
EMPOWERMENT PROGRAM

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USAID
FROM THE AMERICAN PEOPLE

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Advancing Women's Economic Empowerment

Advancing Women's Economic Empowerment (AWE) Call Order 7200AA19F50025, Good Practices for Gender-based Violence (GBV) in Agriculture and Women's Empowerment Beyond Production, which was funded September 12, 2019. AWE provides consulting services for the Bureau for Food Security, Feed the Future Focused and Aligned Missions, and Global Food Security Strategy Target and Aligned Missions worldwide in the areas of gender integration, gender-sensitive design, implementation of agricultural programming, building gender capacity of personnel and programming, and knowledge management and learning.

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ACRONYMS AND ABBREVIATIONS

AWE	Advancing Women’s Empowerment (Program)
BFS	Bureau for Food Security
FAO	Food and Agriculture Organization of the United Nations
GBV	Gender-based violence
IASC	Inter-Agency Standing Committee
IDP	Internally displaced person
ICRW	International Center for Research on Women
IFPRI	International Food Policy Research Institute
IP	Implementing partner
KII	Key informant interview
MEL	Monitoring, evaluation, and learning
M&E	Monitoring and evaluation
PEPFAR	U.S. President’s Emergency Plan for AIDS Relief
PSEA	Prevention of Sexual Exploitation and Abuse
SVRI	Sexual Violence Research Initiative
UNFPA	United Nations Population Fund
USAID	United States Agency for International Development
USG	United States Government
VAC	Violence against children
VAWG	Violence against women and girls
WASH	Water, sanitation, and hygiene
WFP	United Nations World Food Programme
WHO	World Health Organization

INTRODUCTION

Gender-based violence (GBV) is an umbrella term for any harmful threat or act directed at an individual or group based on actual or perceived biological sex, gender identity and/or expression, sexual orientation, and/or lack of adherence to varying socially constructed norms around masculinity and femininity. Development priorities are more effective when implications of GBV are considered. Understanding GBV prevention, mitigation, and response in the agriculture sector can enhance implementation and outcomes; complement, reinforce, and magnify women's empowerment and gender equality; and promote more inclusive and sustainable development.

In partnership with the United States Agency for International Development's (USAID's) Bureau for Food Security (BFS) and other USAID stakeholders, the Feed the Future Advancing Women's Empowerment (AWE) Program team developed a learning and research agenda to generate new knowledge, and synthesize evidence around effectively preventing, mitigating, and responding to GBV in the agriculture sector. Given the need for more awareness, evidence-based solutions, and strategies to effectively prevent, mitigate, and respond to GBV, AWE captured and synthesized existing GBV resources and promising practices in agriculture and other technical sectors.

This annotated resources list with corresponding good practices serves as a preliminary step in filling this noted gap in evidence and resources. This product will function as a resource and guide for agriculture implementers in search of tools and approaches to address GBV in their programs. It will also inform the selection and adaptation of one tool for the agriculture sector, and eventually, become part of an agriculture-centric GBV Resource Compendium.

This document is presented in two components:

1. **Annotated Resource List**, including our approach and resource selection on pages 2–4, and the annotated resource list on pages 5–11
2. **Good Practices for Applying GBV Tools in Agriculture**, in which show how selected resources reflect good practices on pages 12–15

This document supports AWE's overarching goals of increasing women's participation, productivity, profit, and benefit in agricultural systems, while contributing to the program's knowledge management efforts. The annotated list and corresponding good practices also contribute to the efforts of:

- USAID's global commitments to preventing and responding to GBV, as articulated as a goal of its Gender Equality and Female Empowerment Policy¹
- the U.S. Strategy to Prevent and Respond to Gender-based Violence globally²

¹ The USAID Policy on Gender Equality and Female Empowerment: <https://www.usaid.gov/policy/gender-female-empowerment>

² United States Strategy to Prevent and Respond to Gender-Based Violence Globally: <https://2009-2017.state.gov/documents/organization/196468.pdf>

- USAID’s Global Food Security Strategy,³ which identifies addressing gender inequality and GBV as key, cross-cutting issues for promoting food security

This document also builds upon USAID’s comprehensive Gender Learning Strategy, which outlines core competencies, learning pathways, and actions to support staff in meeting USAID’s development objectives in gender equality and women’s empowerment.

APPROACH AND RESOURCE SELECTION

APPROACH

In close collaboration with USAID, the AWE team collected data on GBV prevention, mitigation, and response tools and resource documents, with a focus on agriculture, to identify tools and resources for the annotated tool list.

RESOURCE SELECTION

DESK REVIEW

The purpose of the desk review was to identify GBV prevention, mitigation, and response tools and resources that exist within both the agriculture sector and more broadly, across the development, humanitarian, and private sectors. The desk review focused on identifying resources related to physical, sexual, and economic violence, as well as sexual harassment, exploitation, and abuse, and that addressed different aspects of GBV prevention, mitigation, and response.

In our initial scan for these resources, the AWE team focused on identifying agriculture-centric GBV tools from well-known websites and sources of entities, including:

- Food and Agriculture Organization (FAO)
- International Food Policy Research Institute (IFPRI)
- World Food Programme (WFP)
- United Nations Population Fund (UNFPA)
- World Bank
- Interagency Standing Committee (IASC)
- Existing Feed the Future and implementing partner (IP) resources
- Food security programs with other bilateral donors
- Foundations, including the Hewlett Foundation and the Bill & Melinda Gates Foundation
- Private-sector companies engaged in agricultural development

A second, wider search focused on identifying GBV prevention, mitigation, response tools and resources outside of the agriculture sector, including:

- CARE
- Sexual Violence Research Initiative (SVRI)
- World Health Organization

³ U.S. Government Global Food Security Strategy FY 2017–2021:
<https://www.usaid.gov/sites/default/files/documents/1867/USG-Global-Food-Security-Strategy-2016.pdf>

- The U.S. President’s Emergency Plan for AIDS Relief (PEPFAR)
- UN Women
- Raising Voices
- Interagency Gender Working Group’s GBV working group
- USAID (via the Development Exchange Clearinghouse)
- Multi-lateral resources on addressing violence against women and girls (VAWG)
- Interaction

As the team identified and reviewed resources, we began developing a list of those that match the following criteria:

- Tools that are already used by or could be easily adapted for USAID IPs
- Evidence-based materials created by IPs, donors, the private sector, or global south organizations with local experience and knowledge
- Training resources that could be easily adapted into tools for design, implementation, mitigation, or evaluation
- GBV guidelines and toolkits GBV practitioners widely recognized as a programming gold standard

All resources within the initial list were then tagged based on the following questions:

- What is the source of the tool?
- What sector is the tool designed for?
- What year was the tool created or published?
- What type of GBV does the tool help address, and in which location does that type of GBV often take place (i.e., sexual violence, intimate partner violence, workplace violence, etc.)? The team coded tools that focus broadly on GBV as “general GBV.” Tools geared toward a specific type of GBV were coded accordingly.
- What does the tool help address (e.g., GBV prevention, diagnosis, mitigation, response, etc.)?
- What is the nature and length of the tool (e.g., one-page checklist, 10-page diagnostic test, etc.)?
- Who is the end-user of the tool (i.e., IP M&E staff, training-of-trainers, etc.)?

The initial resource list resulting from the desk review included 45 resources from the humanitarian; health; agriculture; economic development; rule of law; water, sanitation, and hygiene (WASH); education; and other sectors.

KEY INFORMANT INTERVIEWS

Concurrent with the desk review, the AVE team conducted KIIs with practitioners to elicit feedback on: (1) what tools they used in preventing, mitigating, and responding to GBV; (2) the most important elements of a good GBV tool, especially considering its application to agriculture programming; and (3) their overall impression of specific tools. As part of the interviews, the team shared via e-mail the draft resources list with interviewees for their written feedback on any tools they used or were otherwise familiar with.

To select key informants, the team created a list of 16 organizations working in GBV response, mitigation, and prevention, and chose 11 organizations based on criteria set to achieve sector, donor,

and geographic diversity. The team received a response from and conducted seven KIIs with a total of eight participants (one KII was combined with two participants from the same organization) from both the U.S. Government (USG) and multilateral IPs. These interviews provided rich insights into the tools already identified on the resource list; additional tools the team had not yet identified; input for establishing the good practices definition and criteria of what makes a good GBV tool for application in agriculture programming; and feedback that will eventually inform design of the adapted GBV in agriculture tool.⁴

Due to scheduling challenges and unresponsiveness from some selected respondents, the team was unable to complete all planned interviews with GBV experts. Additional two respondents were not available for a full interview, but did provide feedback on the resource list via email. The small sample size meant that it was challenging to determine common themes across interviews, although the interviews were sufficient to provide a good sense of what GBV experts found to be the most useful elements of a tool, and some of their impressions of the tools within the annotated list were.

Data from the KIIs were coded according to approaches or specific tools mentioned; personal experiences with tools; elements of ideal GBV tools; stage of the project life cycle the tool applies to; and type of intervention the tool addresses (i.e., prevention, mitigation, response, or measurement).

CONTEXTUALIZATION AND ANNOTATION

After compiling the initial resource list and analyzing KII data, the broader AWE team identified criteria to further shortlist resources into a final annotated list. This included tools that are:

- Applicable to the agriculture sector (to note: we, therefore, excluded resources that are strictly for clinical response to GBV)
- Fit for use by non-GBV experts
- Concise and user-friendly
- Up-to-date and relevant to agriculture programs

With this culled shortlist, the team created annotations for each resource based on the experiences, knowledge, and expertise from different GBV experts as collected during KIIs, as well as from within the AWE team.

⁴ All key informant interviewees provided oral consent to conduct the interview and use data from the interview, without including any identifying details in the final analysis.

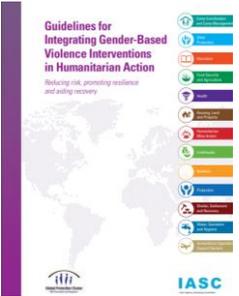
ANNOTATED RESOURCES LIST

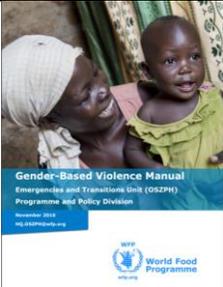
HOW TO USE THIS TOOL

The tools listed below are not in priority order. In addition to general information about each resource, the team has included the following annotation fields:

- **Components** of each resource that would be useful to include in a newly adapted tool designed for Feed the Future staff and IPs who are not GBV experts, or that would be useful to include as part of AWE's GBV Resource Compendium.
- **Agriculture sector adaptability**, including specific guidance on what aspects of the resource can be adapted. The first six tools listed below do not require major adaptation for use within the agriculture sector because they are either agriculture-focused or include a chapter on agriculture and/or nutrition programming. Although tools 2–4 are specific to humanitarian settings and, therefore, may not be as applicable to development-context agriculture programs, they contain specific sections or mini tools that were identified as being quite adaptable for certain aspects of Feed the Future programming. Tools 7–9 are not focused on the agriculture sector, but are meant to be useful across sectors, and only require minimal tailoring for use by agriculture program staff. They are still useful in their current form, but adding an agricultural context within the examples, case studies, and guidelines would be ideal for use in the agriculture sector.
- **Inputs needed**, including implications for staffing, knowledge base, human resources or compliance systems, policy environments, etc.
- **Feedback from users**, which draws upon KII data and GBV expertise within the research team.

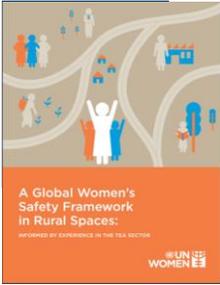
SOURCE, TITLE, YEAR	SECTOR	INTERVENTION	GBV TYPE	LOCATION
	Food Security and Agriculture	<ul style="list-style-type: none"> • Assessment • Prevention • Awareness-raising • Mitigation • Design • Monitoring, evaluation, and learning (MEL) 	General	Any
COMPONENTS		AGRICULTURE SECTOR ADAPTABILITY		
<ul style="list-style-type: none"> • Project design tool and guidelines • GBV Risk Analysis tool and guidelines • Safety mapping assessment tool • How to conduct GBV-sensitive participatory assessments • IASC Gender Marker tool • GBV-related indicators for MEL • Protection considerations for cash transfer/voucher tool 		<p>Large parts of the tool are not sector-specific, but Chapter 4 has specific tools for agricultural programming, including for on-and-off farm income-generation activities, agriculture skills capacity building, and cash/voucher-based systems.</p>		
INPUTS NEEDED	<p>This tool does not require preexisting knowledge or understanding of GBV and related gender concepts. It includes baseline explanations of different kinds of GBV, including roots causes and potential impacts. This tool is geared toward those involved in and/or with skill sets in project leadership, project management, project design, training curriculum design or facilitation, partner engagement, assessment (including risk assessment,) security, and/or monitoring and evaluation (M&E). Other sections are geared specifically toward M&E staff.</p> <p>Additional time and potential resources are needed to incorporate certain aspects of this overall tool, including the GBV risk analysis, safety mapping assessment, and introduction of the IASC Gender Marker tool, which may be new stand-alone activities for certain projects. Other components can be incorporated into existing activities and may not require additional resources, such as the project design tool, GBV-sensitive participatory assessments, GBV indicators for MEL, and protection considerations for cash transfers/vouchers. For those tool aspects that can be incorporated into already existing steps within the project life cycle, some additional time will likely be needed to help familiarize or train certain staff on their content and how to integrate their use.</p>			
FEEDBACK FROM USERS	<p>Overall, respondents said this was a good tool for those who are not GBV experts, because it: (1) provides base-level understanding and GBV definitions and (2) explains complex concepts in easy-to-understand ways. Although somewhat long, respondents felt it was user-friendly, thanks to helpful side boxes with key tools and/or information. It is also easy to skim through and pick out the specific examples or tool components one needs. Respondents found Chapter 2 helpful with overall definitions as well as specifics, such as understanding GBV risks during disasters for women/girls with disabilities. Additionally, Chapter 3 on the FAO policy environment is not considered to be very relevant or helpful to Feed the Future projects. However, Chapter 4 is probably the most helpful, because it maps suggested interventions across each part of the agriculture project life cycle with pull-out boxes with mini tools. This is considered to be one of the strongest GBV toolkits geared toward the agriculture sector, and includes several shorter components and pull-out boxes that could be easily adapted and integrated into other tools.</p>			

SOURCE, TITLE, YEAR	SECTOR	INTERVENTION	GBV TYPE	LOCATION
 <p>Global Protection Cluster and IASC, Guidelines for Integrating Gender-based Violence Interventions in Humanitarian Action (2015)</p>	Humanitarian	<ul style="list-style-type: none"> • Assessment • Prevention • Awareness-raising • Mitigation • Response • Design • MEL 	General	Internally displaced persons (IDPs) refugee camp
COMPONENTS		AGRICULTURE SECTOR ADAPTABILITY		
<ul style="list-style-type: none"> • Key considerations for at-risk groups • Project Cycle Framework for design • Assessment Guidelines • Dos and Dont's • Safety and Security Assessment protocol • Providing referrals and psychological first aid • Conducting training on GBV • Checklist: Essential Actions for Reducing Risk, Promoting Resilience and Aiding Recovery throughout the Program Cycle • Community policing and gender-sensitive training for police • GBV Indicators for M&E 		<p>The food security and agriculture chapter of the tool is geared towards the agriculture sector. It includes tools to support assessment, community and resource mobilization, agriculture policy development, commodity and cash interventions, agriculture communications and info sharing, M&E and overall agriculture implementation. In addition, the food security and agriculture chapter also includes agriculture-specific sample indicators and additional resources from the FAO, WFP, Global Food Security Cluster, IASC, etc.</p>		
INPUTS NEEDED	<p>Although this tool includes basic beginner concepts and definitions of GBV, it is geared towards those with some existing baseline knowledge of GBV, humanitarian concepts, and experience in performing assessments. Additional time and potential resources are needed to incorporate certain aspects of this overall tool, including the trainings on GBV for staff and partners, which would require additional budget and dedicated LOE, and alignment with any internal policies on GBV and safeguarding. Two of these tools – including the Safety and Security Assessment protocol, and the community policing and gender-sensitive training for police - require new activities to be budgeted into the project design. They would require sufficient capacity or knowledge on staff, as well as alignment with any preventing sexual exploitation and abuse (PSEA) policies and other potential institutional policies. Other components can be incorporated into existing activities and may not require additional resources, such as the Project Cycle framework for design, assessment guidelines, and GBV indicators for M&E. For those tool aspects that can be incorporated into already existing steps within the project life cycle, some additional time will likely be needed to help familiarize or train certain staff on their content and how to integrate their use.</p>			
FEEDBACK FROM USERS	<p>One GBV expert stated they liked this tool because it provided interagency-endorsed definition of the problem and what implementers were responsible for in terms of minimum standards. Any requirements by USG agencies to adhere to certain standards greatly increases the likelihood of implementers using it. In addition, respondents felt this tool offered a great guidance/checklist, and realistic actions and services for responding to GBV in humanitarian settings that are well organized, practical, and easy to follow. Some especially helpful sections include Key Considerations for At Risk Groups, Essential Actions to Be Taken by Key Actors, and the food security section.</p>			

SOURCE, TITLE, YEAR	SECTOR	INTERVENTION	GBV TYPE	LOCATION
 <p>WFP, Gender-Based Violence Manual: Emergencies and Transitions Units (2016)</p>	Humanitarian	<ul style="list-style-type: none"> • Assessment • Response 	General	IDP/Refugee camp
COMPONENTS		AGRICULTURE SECTOR ADAPTABILITY		
<ul style="list-style-type: none"> • GBV analysis guidelines, checklists and questions • Guidelines for addressing GBV concerns in food distribution and cash transfer/voucher programs • Guidelines for agriculture livelihood programs • GBV referral methods • Contact with GBV survivor dos and don'ts • Guidelines for protecting personal data in referral mechanisms 	<p>The tool focuses on GBV response in crisis food response programming, specifically for commodity assistance, cash vouchers, school feeding, and immediate nutrition response. While not the focus of the tool, it does include recommendations for preventing GBV while creating agriculture market linkages.</p>			
INPUTS NEEDED	<p>This tool is appropriate for those who work in project design and implementation in the food security crisis/humanitarian or blended-crisis response space. It can also be applied to long-term agricultural development programs. This tool requires extensive personnel time or full-time dedicated staff, and budget allocation to conduct gender analyses, implement the recommended actions, and set up systems. It would also require alignment with any internal policies on GBV and safeguarding. One of these tools – creating GBV referral methods – may require new activities to be budgeted into the project design. They would require sufficient capacity or knowledge of staff, as well as alignment with any PSEA policies and other potential institutional policies. For those tool aspects that can be incorporated into already existing steps within the project life cycle – such as guidelines for addressing GBV concerns in transfer/voucher programs - some additional time will likely be needed to help familiarize or train certain staff on their content and how to integrate their use.</p>			
FEEDBACK FROM USERS	<p>Although this tool is geared toward WFP and addressing prevention of PSEA in commodity delivery systems, respondents thought certain PSEA complaint mechanisms could provide helpful suggestions to Feed the Future and/or be applied within other adapted tools. One GBV expert identified a pull-out box for GBV considerations within cash voucher systems on page 22 as helpful. Additional specific interventions include preventing potential GBV within food assistance for assets development programs. Overall, this is less of a tool and more of a set of recommendations, including for how to prevent GBV within school feeding and nutrition programs, and market assets programs. Although most of this tool applies to GBV prevention, it does include two helpful response sections: (1) how to create useful GBV referral systems and (2) dos and don'ts of engaging GBV survivors.</p>			

SOURCE, TITLE, YEAR	SECTOR	INTERVENTION	GBV TYPE	LOCATION
   <p>UNFPA & Global Protection Cluster, IASC Guidelines for Gender-based Violence Interventions in Humanitarian Settings Focusing on Prevention of and Responses to Sexual Violence in Emergencies (2017)</p>	Humanitarian	<ul style="list-style-type: none"> • Prevention • Awareness-raising • Mitigation • Design 	General	IDP/Refugee camp

COMPONENTS	AGRICULTURE SECTOR ADAPTABILITY
<ul style="list-style-type: none"> • Guidelines for assessment, analysis, and planning • Checklist for mainstreaming in food security and agriculture interventions 	<p>This tool is meant for nutrition programs within fragile or crisis contexts that include food or voucher distribution aspects</p>
INPUTS NEEDED	<p>This tool, while it does not require specialized GBV knowledge to understand its simple content, does require specialized gender experts to be in place to perform the required assessments. It does assume familiarity with humanitarian or crisis contexts for food distribution and emergency nutrition programs. This tool is to be used in conjunction with assessment and analysis processes that require extensive personnel time or full-time dedicated staff and specific budget allocations. If these elements are already in place, the tool itself is simple and does not necessarily require any additional financial resources or dedicated staff. However, it does require some additional LOE for involved staff (including project managers, data enumerators, M&E and communications staff) to fully digest and integrate it into their planning processes. The tool also requires alignment with internal PSEA policies and protocol. It also prompts the creation of new systems that in and of themselves have additional activity costs and needed staff time, such as the creation of reporting mechanisms for potential sexual abuse.</p>
FEEDBACK FROM USERS	<p>Respondents stated this was a very simple, mostly presentational tool, that was easy to use and follow (in almost PowerPoint pdf form). It is a beginner's guide to addressing GBV, - especially sexual violence and PSEA during humanitarian crises and, specifically, food aid distribution, using Pakistan as a case study. Overall, it includes some helpful GBV considerations for assessment, analysis, and planning that could be extended to a broader range of nutritional programs in fragile contexts. It entails a helpful checklist for mainstreaming interventions.</p>

SOURCE, TITLE, YEAR	SECTOR	INTERVENTION	GBV TYPE	LOCATION
 <p>UN Women, A Global Women's Safety Framework in Rural Spaces Informed by Experiences in the Tea Sector (2018)</p>	Food Security and Agriculture	<ul style="list-style-type: none"> • Assessment • Prevention • Awareness-raising • Response • Mitigation 	<ul style="list-style-type: none"> • General • Harassment • Sexual 	Workplace

COMPONENTS	AGRICULTURE SECTOR ADAPTABILITY
<ul style="list-style-type: none"> • Known risk factors for GBV • Framework for women's safety in rural spaces, including desired outcomes, outputs (by stakeholder group), and inputs • Outcomes include: locally owned women's safety solutions identified; laws and policies to prevent and respond to sexual harassment and other forms of VAWG are in place and implemented; safety and economic viability of spaces enhanced; and social norms, attitudes and behavior promote women and girls' rights in rural spaces • Design principles to help advance the four outcomes • Case studies from India and Kenya explain key terms and concepts used in this area 	<p>This tool is aimed at tea producers working in partnership with other stakeholders on women's safety issues to:</p> <ul style="list-style-type: none"> • Better understand what VAWG is, what are the factors contributing to and protecting against it, and how it affects communities and businesses • Understand the key principles that underline effective women's and girls' safety action • Identify different contributions stakeholders can make to end VAWG
INPUTS NEEDED	<p>Although the tool is supposed to be geared towards project participants, it in fact requires a sophisticated understanding or command of the English language, because it is filled with complex concepts that are not easily translated for low-literacy rural communities. It requires intermediaries working with producer groups to help break down the information, and make it accessible and/or culturally relevant. It is better geared toward program designers or sub-awardee partners who work directly with producer groups, with an already established understanding of how the producer groups operate. This tool requires extensive personnel time or full-time dedicated staff, and budget allocation to collect data, implement the recommended actions and set up systems. It also requires alignment with both internal institutional policies and national and local laws regarding VAWG.</p>
FEEDBACK FROM USERS	<p>One GBV expert reported they found this tool to have several practical uses, especially the specific output recommendations per stakeholder group (producers, government authorities, women's/youth/community organizations). In addition, this tool includes sections on GBV prevention design for higher up the agriculture value chain. It also entails helpful tools for either program designers or sub-awardees working directly with producer groups, although it is likely not a realistic tool for direct use by producer groups. It is geared toward GBV prevention, not response. This Framework has also been helpful for organizations to use as a foundation for adapting other tools and resources. For example, it was used by one respondent to develop a guide for producers for Unilever and UN Women to support the launch of their Global Women's Safety Framework, which was used, in turn, to support sexual harassment prevention and remediation work across all farming sectors.</p>

SOURCE, TITLE, YEAR	SECTOR	INTERVENTION	GBV TYPE	LOCATION
 TOOLKIT FOR INTEGRATING GBV PREVENTION AND RESPONSE INTO ECONOMIC GROWTH PROJECTS <small>September 23, 2014</small>	USAID, How to Integrate GBV Prevention and Response into Economic Development Projects (2014)	Economic Development <ul style="list-style-type: none"> • Prevention • Response • Mitigation • Design • MEL 	<ul style="list-style-type: none"> • General • Intimate Partner Violence 	Community

COMPONENTS	AGRICULTURE SECTOR ADAPTABILITY
<ul style="list-style-type: none"> • Best practices • Illustrative indicators • Case studies • Links to more detailed methods and manuals for each step • Illustrative activities • Integration approaches 	<p>This tool has a chapter specific to the agriculture and food security sectors (p.24).</p>
INPUTS NEEDED	<p>This tool does not require a high level of GBV background or skills because it provides a summary of best practices and practical activities, and steps across the project life cycle. In the agricultural context, it provides justification for projects to address both GBV prevention and response, illustrative indicators, and ways to integrate GBV. Additional time and potential resources are needed to incorporate certain aspects of this overall tool, including some of the illustrative new activities that would require additional budget and dedicated LOE time. Most other components can be incorporated into existing activities and may not require additional resources, such as using some of the illustrative indicators for existing M&E plans. For those tool aspects that can be incorporated into already existing steps within the project life cycle, some additional time will likely be needed to help familiarize or train certain staff on their content and how to integrate their use.</p>
FEEDBACK FROM USERS	<p>Based on AWE team GBV prevention, mitigation, and response expertise and experience, we found that this tool is helpful for covering overall theoretical concepts around GBV prevention and response within economic development projects. If used in its entirety, it can help create a solid baseline of knowledge for someone who is less familiar with GBV mitigation within economic program planning. However, it is rather long and bulky, and does not contain many practical pull-out tools and resources that can be easily used and adapted into PowerPoints and other, shorter tools. The guidance is also broad-level and not specific to the different intervention points across a project life cycle, which makes it more difficult to use in practical ways.</p>

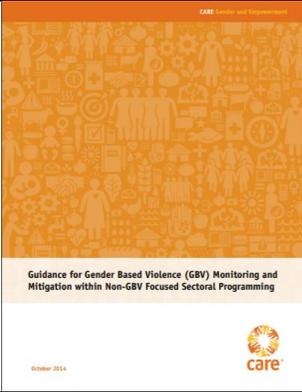
SOURCE, TITLE, YEAR	SECTOR	INTERVENTION	GBV TYPE	LOCATION
<p>June 2010 Currents Version</p> <p>InterAction Step by Step Guide to Addressing Sexual Exploitation and Abuse</p>	PSEA	<ul style="list-style-type: none"> • Prevention • Awareness-raising • Response • Mitigation • Design 	<ul style="list-style-type: none"> • General • Violence against children (VAC) • Sexual 	Any

COMPONENTS	AGRICULTURE SECTOR ADAPTABILITY
<ul style="list-style-type: none"> • Definitions • SEA Policy creation guidelines • Complaint mechanism guidelines • Staff orientation resources • Links to more detailed implementation guidelines and training 	<p>This tool is designed for individuals or teams with broad knowledge and authority of a project or organization, but can be implemented where there are organizational systems and political will in place (e.g., compliance mechanisms, PSEA policies, human resources response mechanisms).</p>
<p>INPUTS NEEDED</p>	<p>This tool provides a good overview of what is needed to address PSEA. It includes links to detailed manuals and guidelines for each element of building an organizational or project-based structure to address PSEA. It requires significant staffing time at HQ and project or field levels – including LOE of gender or GBV experts – and dedicated budgeting to significantly integrate the tool components into organizational policies and procedures; trainings; human resources; ethics; M&E, and response and investigation systems.</p>
<p>FEEDBACK FROM USERS</p>	<p>This resource contains specific, measurable, and practical steps that can be taken across a project life cycle to proactively address PSEA. This includes how to create policies and procedures, a code of conduct, complaint mechanisms, investigation systems and response to findings. It is appreciated that it includes specific steps that different stakeholders can take. It needs some updating to reflect the reality of current USAID, USG, and local policy contexts.</p>

SOURCE, TITLE, YEAR	SECTOR	INTERVENTION	GBV TYPE	LOCATION
International Center for Research on Women (ICRW), Violence Against Women Self-Assessment Tool (2014)	Humanitarian	<ul style="list-style-type: none"> • Assessment • Awareness-raising • Mitigation 	<ul style="list-style-type: none"> • VAW • General 	Any



COMPONENTS	AGRICULTURE SECTOR ADAPTABILITY
<ul style="list-style-type: none"> • Checklists • Comprehensive self-assessment guide for organizations or projects • Action planning template 	<p>This self-assessment tool is not specific to any one sector and can be applied to the agriculture sector. It includes a checklist to help practitioners determine what elements of the tool are applicable and the most relevant to their situation.</p>
INPUTS NEEDED	<p>The instructions for using this tool suggest having a facilitator lead a group through the tool over a 2-day period. The tool can be used by practitioners who are not very familiar with GBV, but a familiarity with the project or organization is required. It also requires additional staff time to analyze the assessment data. Additional resources would then be needed to address gaps identified using the tool.</p>
FEEDBACK FROM USERS	<p>Respondents stated this was a helpful and relevant tool to assess and reflect on current readiness, and develop an action plan to address GBV. However, it lacks in design interventions, activities, and response mechanisms. It does meet organizations or projects where they are, and helps them identify gaps and opportunities. The language is focused on women and children, but it could be adjusted to be more inclusive.</p>

SOURCE, TITLE, YEAR	SECTOR	INTERVENTION	GBV TYPE	LOCATION
 <p>CARE International, Guidance for Gender Based Violence (GBV) Monitoring and Mitigation within Non-GBV Focused Sectoral Programming (2014)</p>	General	<ul style="list-style-type: none"> • Prevention • Response • Mitigation • Design • MEL 	General	Any
COMPONENTS		AGRICULTURE SECTOR ADAPTABILITY		
<ul style="list-style-type: none"> • Definitions • Steps for design phase and implementation • M&E • Budgeting • Organizational gender mainstreaming • First-line support for survivors • Table of resources where to find context-specific data and information, such as statistics and resources for any given country or region 		<p>This tool applies to all sectors and can be adapted to agriculture and food security contexts. It could be tailored more to agriculture/food security by adding agriculture-specific case studies and weaving agriculture elements into the introduction section.</p>		
INPUTS NEEDED	<p>This tool is designed for non-GBV experts from across various sectors, and does not require expertise or many inputs to use the tool. Additional time and potential resources are likely only needed to help create first-line support for survivors, if such systems are not already in place. Other components can be incorporated into existing activities and may not require additional resources, such as steps for design and implementation, M&E or overall gender mainstreaming.</p>			
FEEDBACK FROM USERS	<p>Respondents found this tool to be very practical, because it includes steps from the design phase, implementation, M&E, budgeting, organizational gender mainstreaming, and how to respond personally to a survivor who discloses. It also emphasizes the importance of engaging communities and local partners. It has a table of resources on where to find context-specific data and information, such as statistics and resources for any given country or region. A unique element included that misses from many other toolkits is a paragraph on considerations for personal safety of project staff.</p>			

GOOD PRACTICES FOR USING GBV TOOLS IN AGRICULTURE

In this section, we demonstrate how selected resources included in the annotated list above exemplify good practices in using GBV tools. After establishing our definition of a good practice, we provide additional analysis and description based on our process of desk review, KIs, and annotation.

DEFINITION

Based on the themes identified in our conversations with key informants, a good practice for using GBV prevention, mitigation, and response tools in agricultural programming include *resources, tools, or approaches that are **survivor-centered, adaptable, usable, sustainable, and scalable.***

To identify these elements of a good practice, the team analyzed selected resources from the list above, in addition to KI data, and identified commonalities and themes to further elaborate on each element. In this process, the AVE team held multiple meetings to draw upon our team’s experience and expertise in preventing and responding to GBV, to collectively define a good practice and categorize selected resources.

We provide further explanation of each element in Table 2.

Table 1: Detailed Explanation of Elements of GBV Good Practices in Agriculture

Survivor-Centered	<ul style="list-style-type: none"> • Prioritize GBV survivors’ rights, needs, and wishes in response, mitigation, or prevention strategies • Include the principles of <i>Do No Harm</i> or preventing further harm, and require initial risk analysis before designing or implementing an intervention • Attempt to include of a broad range of identities, and involve recognizing, analyzing, and responding to the intersecting identities, vulnerabilities, and relative positions of power and/or marginalization that shape the experiences of GBV survivors • Identify and addresses a range of different, often intersecting types and forms of GBV program constituents may experience in particular Feed the Future implementation contexts; equally importantly, good practices should support implementers to assess and explicitly prioritize which types and forms of violence to address, which involves using a range of criteria, such as prevalence and impact of forms and types of GBV identified, scope/capacity of IP, and other locally available resources and capacity
Useable	<ul style="list-style-type: none"> • Are applicable for Feed the Future implementers, including those with limited knowledge and/or experience in mitigating GBV • Are feasible and cost-effective to operationalize within the boundaries of the targeted program or intervention • Are based on evidence or field-based experience practitioners found effective in at least certain contexts relevant to the geographic, cultural, agriculture, and/or market sector the practice is designed and implemented in • Are straightforward, easily digestible, and presented in a concise format • Apply to specific phases in the agricultural value chain, market system, and/or project life cycle
Adaptable	<ul style="list-style-type: none"> • Are adaptable specifically to a Feed the Future context, including rural, family farming, agricultural, market systems, etc. • Address various aspects of program implementation, including M&E, community interventions, budgeting, training, and building case studies

Sustainable and Scalable

- Help build the GBV competencies and capacities of involved implementer staff (including the ability to recognize and understand gendered power relations as the root cause of GBV)
- Draw on the knowledge and assets of local partners, and are preferably rooted in local systems
- Are appropriate to gender and social norms of the implementing context
- Scalable to different degrees of intervention and numbers of program participants

While we categorized tools according to the elements of a good practice outlined above, we recognize that there is significant overlap among them, and many address some or all of these elements. This list of good practices is sufficiently broad to have applicability across different types of program settings and interventions. Yet, it is focused enough to meet the needs of Feed the Future staff and IPs.

Survivor-centered. Resources that effectively incorporated a survivor-centered approach typically have sections, if not larger components, that ask the user key questions to better understand survivors' needs. Strong resources in this area also offered specific steps to help address survivors' priorities. The team noted that survivor-centered tools include clear instructions to the user on how to engage with GBV survivors in supportive, non-judgmental ways that put the safety, needs, and wishes of the survivor first. Some survivor-centered resources required putting new systems in place or assigning new responsibilities to certain team members, such as choosing a designated person to know where referral services are when working within a crisis context. Key informants also stated that survivor-centered approaches must be inclusive of people with intersectional identities who can often be forgotten within prevention and response strategies.

The team noted that one item that was missing from most selected resources, as well as the broader initial resource scan, was an intentional and meaningful focus on the inclusion of lesbian, gay, bisexual, transgender, queer, and intersex survivors or survivors with disabilities. Survivors with complex intersectional identities have unique vulnerabilities to GBV, as well as compounded challenges in seeking and receiving appropriate care and support if they do experience GBV. Feed the Future projects can greatly benefit from adding this awareness to their overall GBV mitigation approaches. This could have implications, for example, on how to prevent or respond to GBV when supporting cash or commodity transfers to women with disabilities, or how to decrease the risk of domestic violence against young adolescent women when they begin making financial decisions within producer groups. Therefore, the adapted GBV in agriculture programming tool should entail components to help build awareness of GBV risks and responses for people with compounded marginalized identities.

The following resources are particularly strong examples of incorporating survivor-centered approaches:

- *CARE's Guidance for Gender Based Violence (GBV) Monitoring and Mitigation within Non-GBV Focused Sectoral Programming:* This tool includes sections on how to respond to a survivor directly, and where to find context-specific data and information, such as referral lists, by country or region. A unique element of this tool is that it addresses the potential risk to staff's personal safety and health within GBV response efforts.

- *WFP’s Gender-Based Violence Manual: Emergencies and Transitions Unit*: This tool has two sections that are particularly survivor-centered, including how to create helpful GBV referral systems and *Dos and Don’ts* of engaging GBV survivors.
- *IASC’s Guidelines for Integrating GBV Interventions into Humanitarian Settings: Reducing Risk, Promoting Resilience, and Aiding Recovery. Food Security Chapter*: This tool presents key considerations for survivors, including at-risk groups; instructions on providing referrals and psychological first aid; and gender-sensitive training for police who interact with survivors.

Practitioner and GBV Expert

“What I liked about the tool is that it provides interagency endorsed [criteria], can’t minimize how important that is, both definition of the problem itself and what we are responsible for as implementers in terms of minimum standards. People have to adhere to this, that’s why interagency docs are so powerful.”

Useable. Useable resources are those that have been tried and tested by multiple audiences, and sometimes even reflected a second or third version based on previous piloting. They include practical pull-out sections that can serve as stand-alone mini tools—such as checklists or *dos and don’t* lists. These resources are geared toward practitioners with varying degrees of GBV expertise—to help with design, implementation, and M&E— which can also apply to practitioners in the agricultural context, and less toward policymakers or advocates. When a good practice is “useable,” it means that it is creating, sharing, and training team members on approaches and resources, and offers different options appropriate to different parts of the project cycle. Resources are the most useable when they are easily digestible, concise, visually appealing, practical for geographic and cultural contexts, and accessible to different types of project staff.

The team found the following tools to be strong examples of useable, practical resources:

- *FAO’s How Can We Protect Men, Women and Children from Gender-Based Violence: Addressing GBV in the Food Security and Agriculture Sector*: This is a good tool for those who are not GBV experts, because it: (1) provides base-level understanding and GBV definitions, and (2) explains complex concepts in easy-to-understand ways. Although somewhat long, helpful side boxes with key tools and/or explanatory information make this resource user-friendly. Additionally, the format is easy to skim through to pick out specific examples or tool components one needs. Chapter 4, in particular, maps suggested interventions across each part of an agriculture project life cycle with pull-out boxes that include mini tools. This is considered to be one of the strongest GBV toolkits geared toward the agriculture sector because it includes specific examples for rural, farming contexts; uses language that is familiar to agriculture programming staff; and includes examples and case studies for agricultural development projects. It also contains several shorter components and pull-out boxes for the agricultural context that could be easily adapted and integrated into other resources.
- *CARE International’s Guidance for Gender-Based Violence (GBV) Monitoring and Mitigation within Non-GBV Focused Sectoral Programming*: This tool is suited for non-GBV experts, including those who work in agriculture. The tool is practical in that it provides step-by-step instructions and elements not always found in other resources, such as budgeting for GBV response, broader mainstreaming, and design-phase interventions.

- *IASC’s Guidelines for Gender-based Violence Interventions in Humanitarian Settings Focusing on Prevention of and Response to Sexual Violence in Emergencies*: This is a simple, primarily presentational tool that is easy to use and follow. It is a beginners’ guide to preventing, mitigating, and responding to GBV, focused on sexual violence and PSEA during humanitarian crises and, specifically, food aid distribution. It provides a case study of Pakistan and a helpful checklist for mainstreaming interventions. It also includes some overall helpful GBV considerations for assessment, analysis, and planning that could be extended to a broader range of nutritional programs in fragile contexts.
- *How to Integrate GBV Prevention and Response into Economic Development Projects*: This tool does not require a high level of GBV background or skills, because it provides links to other manuals and tools, summary of best practices, and case studies. It briefly mentions intersectionality, and has a table with practical activities and steps of the project life cycle. It also includes justification for agriculture/food security projects to address both prevention and response; provides illustrative indicators; and explains ways to integrate GBV into agriculture and food security projects. Overall, this is a resource agriculture program teams could use to provide an introduction to integration of GBV prevention, mitigation, and response in programming.

Practitioner and GBV Expert

“The Global Women’s Safety Framework was a good starting point for us to build a practical guide... to make (a tool) that is more practical and actionable for business.”

Adaptable. Across selected resources, the team found a mixture of relevancy and potential adaptability for Feed the Future programming. Adaptable resources are those that can be used with different communities, in different countries and sectors, and a variety of interventions. Therefore, resources must be broad enough to allow for contextualization and not overly prescriptive. Case studies are useful to show how an approach has been adapted to different environments, or offer multiple options for pursuing a certain intervention, such as an option 1, 2, and 3 for building a GBV referral system. Multiple potential analyses, design strategies, and/or interventions were also helpful.

The following tools exemplify good practices that support adaptability:

- *Global Protection Cluster and IASC’s Guidelines for Integrating GBV Interventions into Humanitarian Settings: Reducing Risk, Promoting Resilience, and Aiding Recovery*: The food security section of this tool provides practical design, prevention, and response tools for different parts of the project life cycle within humanitarian contexts, many of which could be extended into longer term agricultural development work. Helpful tools include assessment guidelines, dos and don’ts, safety and security assessment protocol, how to provide referrals and psychological first aid, conducting training on GBV, a checklist for reducing risk and promoting resilience, and GBV indicators for M&E.
- *ICRW’s Violence Against Women Self-Assessment Tool*: This tool would make a useful annex to a new GBV in

Practitioner and GBV Expert

“I would say community is core to anything I would want to do around GBV. The community has to understand the issue and has to understand that it is an issue. They are the best ones to come up with ideas on how they are going to address it. Maybe they need some help addressing, some resources or not, but I feel for these changes to be sustainable and make a difference, that is a key piece of it.”

agriculture toolkit, because it provides detailed guidance on assessing organizational or project capacity around GBV, and identifying where gaps and opportunities are. However, it does not supply instruction on how to implement any needed changes. Therefore, it would be a helpful first step for agriculture programs to undertake before beginning to integrate GBV prevention, mitigation, and response into their program.

Sustainable and Scalable. Most of the selected resources include creating new systems, organizational or personal stakeholder responsibilities, or integrated design changes—all of which support a certain level of sustainability. They show good practices in sustainability through tools for more thoroughly engaging local partners and other key-private sector and government stakeholders. Approaches that are sustainable and scalable prioritize the strengths, assets, and decision making of local partners, community members, the private sector, government, and other key country-based stakeholders; these are also considered the most successful. This requires buy-in, right-sized tools and interventions for each stakeholders' need, good systems for project teams to consult and engage with different stakeholders, and demand-driven market- and government-based scalable solutions. It also necessitates truly equal and mutually respectful partnerships.

The following is a tool that was originally created for producers in mind and has specific approaches per stakeholder group that exemplify this kind of thinking.

- *A Global Women's Safety Framework in Rural Spaces Informed by Experience in the Tea Sector:* This tool helps create framework for women producers' safety in rural spaces, including desired outcomes, outputs (by stakeholder group), and inputs. Although the tool is officially geared directly toward producer groups, it uses sophisticated terminology and requires a high level of English comprehension and literacy. Therefore, it is likely better suited for sub-awardee partners who engage directly with producer groups and/or project designers. The tool addresses GBV prevention, but not really any kind of response. Certain practical uses of this tool include specific output recommendations per stakeholder group (producers, government authorities, women's/youth/community organizations). The tool also contains sample indicators and partner groups, and some sections on GBV prevention design for higher up the agriculture value chain.

NEXT STEPS

In the next phase of this research, the AWE team will conduct two to three focus group discussions with agriculture IP Activity teams to determine which, if any, GBV prevention, mitigation, and response tools they currently use within agriculture programs, and what they look for in a tool. The team will also conduct six to eight KII with mission staff in GBV priority countries. Once these findings are compiled and analyzed, the AWE team will hold an internal consultation with USAID to inform the development of the adapted new GBV prevention, mitigation, or response tool for agriculture Activities. Based on the consolidated findings from these further interviews and internal consultation, we will move to develop and pilot test the adapted new GBV prevention, mitigation, or response tool. As part of this process, the AWE team, with USAID, will choose a location for testing the tool, prioritizing selection based on Feed the Future countries. Ideally, the tool will be implemented with two to three IPs in coordination with USAID. Based on inputs from the pilot process, the tool will be revised along with guidelines for its use. The ultimate product of this research will be the final tool to be shared with all missions and Feed

the Future programming, as well as GBV strategy countries that have agriculture programs. This tool will be a part of the AWE GBV Resource Compendium.

CONSIDERATIONS FOR TOOL ADAPTATION

- Integrate learning from multiple tools into adaptation of one pilot tool, **or** integrate learning into implementation approaches and assessment of the pilot tool
- Be clear on who the tool is intended for, and how and when they might use it throughout the project life cycle
- If working with a larger size tool, create various access portals or links so different project stakeholders can easily find and only access its parts they need the most
- Include links to other key tools, resources, and references where appropriate; evidence shows that supporting click-through approaches are more effective for tool formation; examples of additional information that not all people may need on a team, but several might want include:
 - Information on understanding intersectional identity and needed interventions for GBV prevention, response, or risk mitigation
 - More detail on disability inclusion within GBV prevention, response, and mitigation strategies
 - More details on response strategies that might stretch outside of a Feed the Future project's purview
- Ensure that tools are accessible for people with different types of disabilities; follow American Disability Act [Standards for Accessible Design](#)
- Although scalability is an ideal trait in a tool, not all resources naturally fit to this pursuit— consider and proactively test this hypothesis in the adaptation and piloting of a new tool

ANNEX: KEY INFORMANT INTERVIEW GUIDE

CALL ORDER 4 – GBV TOOLS AND RESOURCES IP INTERVIEW GUIDE

DECEMBER 2019

Date:

Interviewee Name:

Title:

Organization:

Interviewer:

Please record notes using the following practices:

- *Where possible, audio record interviews as a backup to note-taking, unless the respondent does not agree to recording equipment*
- *Save as a separate document in Teams, using the naming convention: Organization.LastName.Date.InterviewerInitials, e.g., FHI360.Young.6Jan2020.KC*
- *Take notes as close to verbatim as possible and in first person—in the voice of the respondent; the respondent is “I”*
- *Take notes directly into the interview protocols; if additional questions, other than probes are asked, they should be added to the transcript and indicated as such*

INTERVIEWER: INTRODUCTION

Thank you very much for setting aside the time to talk with me today.

Project Introduction: The Feed the Future Advancing Women’s Empowerment (AWE) Program provides technical assistance, capacity building, tools, and resources to USAID and implementing partners to advance gender equality and women’s empowerment for improved development outcomes.

Research Introduction: We are conducting applied research on gender-based violence to identify good practices, such as practical tools, resources, and approaches, that agriculture-centric activities and programs can use. This includes developing a list of existing tools and resources on GBV in both agriculture and non-agriculture sectors, and creating a piloting a tool for implementing partners. The purpose of this interview is to learn from your experience in mitigating, preventing, and responding to GBV, and what tools and resources have been or would be useful. Ultimately, we will produce an online resource guide for GBV prevention and response in the agriculture sector, including a GBV tool adapted to the agriculture sector.

Voluntary Participation and Confidentiality: Taking part in the interview is voluntary. Your responses will be used to inform our research, kept confidential, and no respondents will be identified individually, unless you choose to release this information.

Interview Timeframe and Procedure: The conversation will take about 60 minutes. I have about seven questions to ask you, and while I will be taking notes, I will also record the session to make sure I am capturing the entirety of your responses. Before we begin, do you have any questions?

INTERVIEW QUESTIONS

1. Could you tell me a bit about your work in GBV mitigation, prevention, and response, and/or your work in the agricultural sector.

2. I'd like to invite you to take a moment to think of a time when you have been the most proud of the work you have done related to addressing gender-based violence in your work. As you reflect on that that time, please describe what happened that made you so proud and that made that moment successful for you? Who was involved? What was your role? What factors were in place that allowed this success to happen?

Probes: sector, funder, mitigation/prevention/response, tools used and how, staffing, etc.

3. What toolkits, resources, guides, checklists, manuals, etc. have you found most useful to prevent or respond to GBV in project or activity implementation?

Probes: What made that tool so useful, how it was used, by whom.

4. Imagine you had a tool or resource to mitigate, prevent, or respond to GBV in your project or activity implementation, and it was just what you needed. Describe that tool.

Probes: What does it look like? What does it contain? How is the information is presented? etc.

5. When you collect data on GBV, how do you use them?

6. What else should we be considering as we embark on the process of identifying useful tools?

REVIEW OF TOOLS AND RESOURCES

I have just two more concluding questions to ask you before we wrap up. Before we do so, I wanted to request your input on the tools and resources we have collected in the process of doing this landscape

analysis. I have a form that lists the tools and links to each for your reference, with basic (and relatively quick) questions per tool, like “have you used this tool”, “where did you hear about it”, etc. Would you be willing to complete this form if I send it to you via email?

CONCLUSION

7. What else should we know about GBV prevention and response tools and resources that I didn't ask you about yet?

8. What questions do you have for us?

Thank you!