WOMEN'S ECONOMIC LEADERSHIP IN LATIN AMERICA AND THE CARIBBEAN

Book 3: Prevention of violence against women in the context of programmes
INTRODUCTION

This booklet introduces Violence Against Women (VAW) as it relates to women’s economic leadership initiatives. It aims to assist development practitioners in understanding the link between these concepts when designing and implementing economic empowerment programming.

It also presents practical tools to help practitioners assess the risks of VAW within the scope of their programmes, and offers concrete ways to reduce and mitigate those risks. It aims to improve the scope and focus of market-based livelihoods programmes by:

- Raising awareness about the prevalence of VAW as a barrier to women’s economic participation, as well as a potential outcome of resistance or backlash to women’s empowerment
- Providing simple tools to assess and mitigate risk
- Providing guidance for analysing market activities that are safe for women participating in economic development programmes
- Facilitating awareness-raising about local resources and support for women facing or fearing violence in both the public and private spheres

What This Chapter Will Do

Part I of this chapter introduces Violence Against Women (VAW) as it relates to women’s economic leadership programmes, and aims to assist development practitioners in understanding the link between these concepts when designing and implementing economic empowerment programming.

Part II presents practical tools to help practitioners assess the risks of VAW within the scope of their programmes, and offers practical ways to reduce and mitigate those risks.

Part I: Introduction to VAW

- Violence Against Women (VAW)
- Link between VAW and women’s economic leadership
- Risks to women’s participation
- Tools for assessment and mitigation

Part II: Practical Tools for Assessment and Mitigation

- Tools for assessing risks
- Strategies for reducing and mitigating risks
- Case studies and examples

Conclusion

- Summary of key points
- Implications for practice
- Future research and action
1. THE THEORY
A CONCEPTUAL FRAMEWORK FOR RAISING AWARENESS ABOUT VIOLENCE AGAINST WOMEN IN ECONOMIC DEVELOPMENT INITIATIVES

1.1. UNDERSTANDING VIOLENCE AGAINST WOMEN AS A RELEVANT ISSUE TO ECONOMIC DEVELOPMENT

Cultural and social barriers and practices leave women with even fewer opportunities than men to move up and out of poverty, including through gaining access to employment. Simply put, gender inequality increases women’s vulnerability to poverty and its effects.

The link between women’s economic advancement and violence against women and girls is a complex and nuanced one. An understanding of the gradations of this complex issue will help to prepare practitioners for minimizing the risk of VAW within an economic development or livelihoods initiative. This chapter provides key information for theoretical understanding in part I, while part II compliments this with specific practical tools for implementation.

Economic development programmes involving women are usually focused on improving women’s skills and opportunities to gain employment and earn an income. Ideally, they also focus on supporting increased access to leadership roles for women. They are intended both as a means for contributing to gender justice, as well as to directly address women’s economic struggles. In these endeavours, it is important to consider gender-based violence, and the role it can play as a barrier to women’s economic participation, and also, as a possible ‘backlash’ against women’s economic empowerment, often due to resistance to shifting roles and norms within markets, communities and households.

1.2. ACKNOWLEDGING THE ISSUE AND ITS PREVALENCE

Oxfam envisions a safe and just world, where women and girls gain power over every aspect of their lives and live free from violence. This is a fundamental prerequisite to the empowerment of women and girls. Violence against women (VAW) and girls is a violation of human rights, a barrier to women’s active citizenship, and a fundamental obstacle to the eradication of poverty. It limits women’s choices and ability to access education, earn a living and participate in political and public life. It also robs women of control over their own bodies and sexuality, as well as being a major cause of death, ill-health and disability. In all countries, VAW has had devastating long-term effects, not only on women but on their families and society.

What is Violence Against Women?

Gender-based violence refers to the use of force and power to reinforce gender norms, and as a mechanism to impose conformity to social and culturally dominant and accepted norms for women and men in society. Gender-based violence directed at women is referred to as Violence Against Women. The most common and pervasive form of Gender-based violence is violence against women and girls.

Oxfam adopts the UN definition of Violence Against Women (VAW), as stated in the UN Declaration on the Elimination of Violence Against Women in 1993, as “any act of gender-based violence that results in, or is likely to result in, physical, sexual, or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private”. It includes, but is not limited to:

1. OI, “Ending Violence Against Women—the Case for a COMPREHENSIVE INTERNATIONAL ACTION PLAN” A Briefing Note, February 2013
- Physical, sexual and psychological violence occurring in the family, including battering, sexual abuse of female children in the household, dowry-related violence, marital rape, female genital mutilation and other traditional practices harmful to women, non-spousal violence and violence related to exploitation.

- Physical, sexual and psychological violence occurring within the general community, including rape, sexual abuse, sexual harassment and intimidation at work, in educational institutions and elsewhere, trafficking in women and forced prostitution.

- Physical, sexual and psychological violence perpetrated or condoned by the State, wherever it occurs.

How violence is experienced depends on the intersection of gender with other identities such as race, color, caste, age, ethnicity, sexual orientation, religion, socio-economic class and ability, etc., to create multiple forms of discrimination and denial of rights (see section 1.1.4. on Interculturality). In many contexts, Violence Against Women (VAW) and against girls is an accepted practice – and violence in the home is especially normalized. VAW often remains unacknowledged or unchallenged, and socio-cultural norms, ideas and beliefs often lead to women feeling ashamed and to blame. The international community, human rights groups, and local NGOs have denounced violence against women, and this denunciation and lobbying led to the signing of several key international conventions against VAW, beginning in the early 1980’s. However, VAW is still prevalent and remains a violation of the rights of women and girls. It is a major stumbling block on the road to community, economic and social development, and also specifically obstructs the full development of women and girls.

Oxfam’s rights-based approach to development asserts that freedom from violence is a basic human right: “Oxfam believes that all human beings are of equal value, and that everyone has fundamental rights that must be upheld at all times. All our work should aim at the universal realization of human rights; violence against women, like poverty, is a denial of these basic rights.”

Causes of VAW

Violence against women is an extreme manifestation of inequality and power imbalance, and “… can occur when the disparity of power is misused to the detriment of those people who cannot negotiate or make decisions on an equal basis.” If power imbalances remain unchallenged, gender norms persist and lead to further perpetuation of inequality, while becoming further embedded within social and cultural fabrics. Gender-based inequality and power imbalance are often further exacerbated by conditions of class, race, ethnicity and other factors.

Understanding how inequality translates into Violence Against Women: Going a little deeper

A combination of social, cultural and economic factors and norms exist that may facilitate the perpetration of violence. These factors exist at the individual, relationship, community, and society levels, and include:

- Marital conflict; male control over family wealth and decision-making; age and education disparities between spouses at the relationship level.

- Lack of economic opportunities for men and women; negative influence of social peers; and women’s isolation from family and peers at the community level.

- Social norms granting or tolerating male control over female behavior; acceptance of violence as a conflict resolution method; concepts of masculinity linked to dominance, honour or aggression; and rigid gender roles at the societal level.

Programmes should be mindful of the interconnectedness of the different levels and consider interventions that focus on multiple levels. For example, the norms at the community level influence behaviours and practices within homes and among relationships between men and women. Similarly, implementation of laws and policies at the societal level, for example, through institutionalization of protocols and training, can improve police responses to survivors at the community level and discourage men from perpetrating violence in their homes.


---

1. Ibid.
3. Ibid, pg.8
**VAW as a barrier to Women’s Economic Participation**

The most effective and impactful economic empowerment programmes are intended to redress inequality and power imbalances existing between men and women, and can serve as an entry point to begin to meet practical, immediate needs of women, while also contributing to shifting the position of women in the home, community and society. Increasing women’s economic leadership involves providing women with tools and opportunities to increase their economic independence. Women who are able to earn an income often have more choices than those who are economically dependent on others- usually male breadwinners. Economic independence of women through income generation can lead to decreasing their vulnerability to violence. 6

Benefits of economic development programmes often go beyond the financial; with the ability to earn an income, and access to new opportunities and skills, women can gain confidence and a sense of ownership and autonomy over their lives. 7 It is important that the goals of women’s economic development initiatives intentionally go beyond economic empowerment, to include increased social, political and economic autonomy. Part of ensuring that programmes have their intended impact is the consideration of VAW as both a barrier and a potential unintended outcome of economic development programmes.

**Figure 1:** A Rights-Based, Transformative Approach (Source “Ending Violence Against Women” Oxfam Guide 2012 pg 8)

**A RIGHT-BASED, TRANSFORMATIVE APPROACH**

Oxfam believes that all human beings are of equal value, and that everyone has fundamentals rights that must be upheld at all times. All our work should aim at the universal realisation of human rights; violence against women, like poverty, is dential of these basic rights.

Oxfam considers a multi-layered approach to be transformational, in that this approach promotes change at individual and collective, legislative-political and social levels.

Oxfam also recognises that there is no simple “one-size-fits-all” solution to end violence: What is appropriate for some women may not be appropriate or sufficient for others. Oxfam has to be careful and flexible to support the best possible solutions in each context.

Transformation means fundamental, lasting changes - not just temporary improvements in some women’s lives. Oxfam believes that ending violence is possible if:

| Women and girls learn to end violence in their own lives and claim their rights. |
| Policies, laws and their implementation prevent and punish VAW, and ensure survivors obtain the support they need. |
| Associations, movements and other social groups defend women’s and girl’s rights to a life in safety. |
| Societies say no to gender-based violence. |

| = individual empowerment |
| = well implemented laws and policies |
| = collective empowerment |
| = change in social norms |

---


Addressing violence against women is clearly not new – countless programmes worldwide creatively and systematically promote the prevention of VAW, and provide support services and intervention programmes on local and global levels. However, there remains a challenge for creating integrated programming models that address VAW within economic development programmes specifically—and do this in a way that is realistic, practical and feasible, given that development practitioners often do not have a background in gender, nor in VAW. It is important that economic empowerment programmes have built into them the basic tools for assessing their potential risks, so that development practitioners leading such programmes can confidently implement and conduct economic empowerment programmes in a manner which both acknowledges VAW, and works to mitigate and minimize risk to women.

### 1.3 WHY THE RISK OF VIOLENCE AGAINST WOMEN CAN INCREASE IN ECONOMIC DEVELOPMENT INITIATIVES

Economic empowerment programmes vary in their approaches, however, they generally operate under a theory of change that assumes that economic empowerment will lead to other types of empowerment and further gender justice. For example, WEL programmes to date in the Latin American region claim to have a causal effect on strengthening women’s collective abilities to make demands on local government, as well as to contribute to local development plans.

However few economic empowerment programmes intentionally address the root causes of gender-based inequalities, the surrounding attitudes and norms that allow power imbalances to exist, nor violence specifically. For example, WEL uses an “economic entry point” for changing power relationships by increasing the power women have in markets. This includes breaking down the economic, social, and cultural barriers that women face that limit their successful participation in markets, and it also examines the intrinsic link to the community and household spheres (see chapter 1).

In the process of facilitating increased access to productive assets, as well as control over income for women, economic empowerment programmes help women step into new roles, and foster new opportunities for women. These changes often challenge existing gender norms and power relations, and therefore can be threatening to some community, market and household members. Introducing these concepts without simultaneously encouraging changes in beliefs about women’s roles, and decreasing women’s vulnerabilities, can increase the risk of violence women face both in and outside of the household. For example, microfinance programming—once the pillar of economic empowerment programming for women—has been shown to carry with it risks for violence against women, contradicting its objective of fostering women’s financial independence.

According to a study conducted by Oxfam in Bangladesh, microfinance can increase the risk of violence against women if projects do not also simultaneously address the power imbalances between men and women within a community. As increased empowerment of women challenges established gender roles, there is inevitably resistance and conflict in some cases. This resistance and conflict has the potential to manifest itself in violence—depending on many other factors, and can occur both inside as well as outside of the home. Inevitably VAW can take different forms in every context, and is linked to many other variables. In addition to risks of violence in the home, women also face gender-specific risks of violence outside of the home—which can be exacerbated when economic empowerment initiatives are introduced into a community.

---

8. One-program approaches may be developing ways to do this more systematically within OI.
Table 1: Increase in Risk of VAW

<table>
<thead>
<tr>
<th>Risk of VAW can increase in the home (private sphere)</th>
<th>Risk of VAW can increase in the community (public sphere)</th>
</tr>
</thead>
<tbody>
<tr>
<td>As women participate in remunerated economic activities, and push beyond traditional gender roles to increase decision-making and autonomy, men can feel threatened. This can result in resistance to changing roles, and to changing power structures in the household. In extreme cases, this resistance can lead to increased risks of violence toward women at the hands of a male family member, including husbands, partners and fathers.</td>
<td>Violence against women in the public sphere can include harassment and violent physical or sexual attack resulting from women stepping out of “traditional” or more-accepted roles. It can result from increased vulnerability due to new routes of transportation or travel. It can also be a result of backlash to new leadership.</td>
</tr>
</tbody>
</table>

Economic development programmes can contribute both to increasing levels of empowerment of a woman in her family and community, on one hand, and also potentially increase her risk of violence as a result of backlash and resistance to the shift in traditional gender roles. Development practitioners working in the space of economic empowerment for women must monitor potential risk and work to prevent it.

It is the responsibility of development practitioners to ensure that programmes implemented are done so in a way that minimizes and mitigates risk for all beneficiaries. As a starting point, practitioners integrating the WEL methodology into their programmes need to understand the potential risks to women, and work to mitigate those risks. Understanding the risk factors, and putting in place the proper tools and resources in order to help mitigate those risks, are necessary steps that development practitioners must take in order to ensure that economic empowerment programming has its intended benefit of giving women the tools and opportunities needed to move out of poverty, instead of adding to the social and economic challenges they already face.

1.4 WHY AND HOW TO ADDRESS VIOLENCE AGAINST WOMEN IN ECONOMIC DEVELOPMENT INITIATIVES

As mentioned, organizations ranging from grassroots local groups to large international NGOs such as Oxfam, have been working to prevent, mitigate and address GBV for many years. However, the incorporation of VAW prevention strategies into economic empowerment programming is a relatively unexplored terrain. Therefore, determining how to best address the issues and tensions in this context is an ongoing process that requires collaborative approaches and innovative, interdisciplinary thinking and piloting.

While it is impossible to address VAW in a comprehensive manner, a minimum standard can be adhered to for minimizing risks, and specific interventions can be adopted to mitigate risk in conjunction with other actors (see section 3.2). It is important to recognize the potential of these programmes to increase the risk of VAW, but to not panic and abandon these endeavors because of this potential to increase risk. This guide offers ways to integrate aspects of risk assessment and mitigation, and include holistic approaches to the social-economic

The Case of Campesino Markets: Economic Justice Program - Oxfam Colombia

Statistics on Violence Against Women in Colombia are alarming. According to the National Health and Demographic survey conducted in 2010 by Profamilia, 85% of women surveyed said they had been victims of aggression by a husband or partner—of which 37% were physical.

In Boyacá, where Oxfam supports a Campesino market-access project, the rates of violence against women are the highest in the country, showing that 45% of women experienced some form of physical violence during 2010.

The Farmers Market benefits 2,000 small producers, half of them women, who on average improve their income by 40% when using the alternative marketing channels to sell their agricultural products. In 2008, 45 year-old Flor, a married mother of 8 children dedicated to childcare, housework and farm work, joined the project with her partners, with excellent results. Four years later, Flor stopped participating due to serious problems with her husband, who demanded all of their profits be spent according to his criteria, arguing, “women should not handle money.” When Flor refused to comply with his request, she was a victim of physical abuse.

These circumstances, exacerbated by the jealousy of her partner and other ongoing internal conflicts in the home, led Flor to seek help from the state agency that handles family matters (Family Commissioner), and she finally made a decision to separate from her partner. Once separated, Flor decided to return to work at the market.

Fifteen days after their separation, Flor was murdered by her former partner—who was later sentenced to 15 years in prison.
problems that are being challenged. It is also essential to understand the programme’s role in raising awareness about VAW and emphasizing interdisciplinary programming as a response at the local level.

The most fundamental step in addressing these issues is to ensure that programme strategies are informed by women’s realities, and that programmes respond specifically to the contexts in which they are working. This will allow practitioners to be better able to gauge risks and choose strategies to mitigate these risks (see Section 3.2.). These include understanding what women in each community are facing, and assessing risks from the point of view of the women themselves, as well as how to mitigate them. This should happen in close collaboration with local supports and local VAW experts who are skilled in working on the issues within the specific context.

In doing this, practitioners must pay attention to ethical considerations when talking about VAW to programme beneficiaries. Project officers should be aware that discussing VAW in certain groups might trigger reactions – for example the alienation of someone who has experienced or witnessed violence at some point in her life. Open discussions may trigger reactions that require specific support - the discussions with beneficiary groups about VAW must be accompanied by adequate supports at the local level via a VAW specialist.

Because direct individual support services are often scarce in Latin America and the Caribbean, Oxfam acknowledges that “specialized support centers and shelters for women and girls are still few and far between. Teachers, medical staff and others who are in contact with VAW survivors often do not know how to deal with violence against women – or do not even recognize it as a problem. Police and justice personnel may be reluctant to take up cases. As a result, many women lose opportunities to escape violence and to rebuild their lives.”

Therefore, identifying, consulting and working with women’s organizations at the local level is needed in managing, preventing and responding to risk responsibly.

While it is impossible to address VAW in a comprehensive manner, practitioners can:

- Develop a minimum standard for minimizing risks of VAW in programmes
- Adopt specific interventions directed at risk assessment and risk mitigation in programmes
- Emphasize interdisciplinary programming
- Include holistic approaches to the complex social-economic problems being challenged
- Leverage the potential of the programmes to raise awareness about VAW
- Strengthen work with others at local levels, convening collaboration and leveraging diverse supports
- Ensure the relevance of any intervention to the local context
- Consider adequate support to beneficiaries at the local level by a VAW specialist

As a result of this tragic event, the following actions were defined and are being piloted by the Economic Justice Programme in Colombia:

- Conducting awareness workshops and guidance on routes to follow in the presence of VAW
- Inclusion of a component of psychosocial support and prevention of VAW, for all economic empowerment projects in their design phase
- Review and modification, with partner organization of the follow up processes, as well as monitoring and supervision for detection of risk.
- Inclusion of a clause in the agreements with the partner organizations, which refers to Oxfam’s approach against VAW in the context of women’s empowerment processes, that commits them to a risk analysis and mitigation plan, and to monitor such situations and act opportunely

This case study exemplifies the need for specific tools for development practitioners in order to proactively identify the potential risks facing women engaged in economic empowerment programs. Tools with a participatory approach, seeking input from the women participating in such programming on what needs and risks are from their perspective, will be the most effective.
Awareness and recognition of VAW is key, as is making risk mitigation for VAW common practice within economic development programming. Oxfam is well-positioned to push the traditional boundaries of livelihoods and economic development programmes towards adopting a more integral and holistic approach 13.

1.5. SUMMARY CONCLUSIONS

The aim of this chapter has been to make visible the connection between economic empowerment programmes and the risk of violence against women. Because economic empowerment programmes do carry with them an increased risk of violence against women, programme staff should assess: do the risks outweigh the benefits? If these programmes could bring harm, why pursue them at all? While such questions are important, the potential risks should not be a reason for development organizations to scale back women’s economic empowerment efforts within their organizations. On the contrary, the benefits of economic development programming for women are numerous, and such empowerment is necessary if women are going to have a chance to gain equal footing with men in the workplace and in the home. Women who are able to earn their own incomes are more likely to leave an abusive relationship, or use their earnings to promote the education and wellness of their children. Women learn to find their voice, contribute to decision-making in the home, and have a sense of empowerment that does not appear when women are dependent upon others for their financial well-being. Instead, the risk factors associated with such programming need to be recognized, and then addressed in parallel with the implementation of such programmes. Awareness of these risks and use of the tools available to help mitigate them are key for development practitioners, so that economic empowerment programmes can achieve the goals they are designed for: helping women out of poverty, and providing women with the freedom of choice that comes with economic empowerment.

The following section provides practical tools for implementing programme-level interventions.
2 THE PRACTICE

A TOOLKIT FOR MANAGING THE RISK OF VIOLENCE AGAINST WOMEN IN ECONOMIC DEVELOPMENT INITIATIVES

Continued acknowledgment of the connection between violence against women and economic empowerment programming provides an important opportunity to incorporate into programmes practices that will mitigate the risks facing women when economic empowerment initiatives are introduced. The aim for economic development practitioners is to increase awareness of the potential risks, and incorporate realistic strategies into economic development initiatives to mitigate and minimize those risks.

These tools are designed to fit within the scope, available resources and capabilities of economic development programmes, and to:

- Increase the understanding and awareness of staff, partners and allies about the issue of VAW and its relevance to economic development initiatives
- Increase the ability of all actors involved to identify existing safety risks
- Understand how to take action using available local resources, to mitigate and minimize risk of VAW in the market and in the community
- Foster awareness about VAW in the home and community, and identify local referrals and support services when VAW is present in the home
- Create increased sensitivity with the expectation that this will lead to better identification of risks and incidents

2.1. INTERVENTION CHECKLIST: SUGGESTED ACTIVITIES FOR IMPLEMENTATION

All economic development initiatives including participation of women should incorporate one or more of the following processes or activities designed to address and include VAW in different ways, focusing on private or public spheres. You can include one or more of the following interventions for preventing VAW in your economic development initiative. Which one to include depends on local context and consultations with local actors and experts.

Limitations of these tools: As seen in Section 1, VAW occurs both in the public and private spheres. It is important to recognize that violence against women in the home is difficult to measure and monitor, especially within the scope of economic and livelihoods programs. It requires specific interventions led by VAW experts and adequate budgets. Consultation directly with women beneficiaries about VAW in the home, or any intervention specifically looking at VAW in the home, should be led and guided by VAW experts in order to ensure no harm, and guarantee maximum support to women experiencing VAW in the home. If the tools presented here are found to be insufficient for addressing VAW in your program, additional support should be sought specifically from VAW experts.
### Raise awareness and build capacities

<table>
<thead>
<tr>
<th>Type</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Private</td>
<td>Design, print and hang a poster in areas where staff, allies, partners and women beneficiaries will see it— in the Oxfam office, partners’ office, etc. Ensure the poster has the necessary information.</td>
</tr>
<tr>
<td>Public/private</td>
<td>Build awareness of Oxfam staff and local partners about VAW. Foster capacity building for assessing risk, recognizing the signs, and what to do if detected. Awareness-raising workshop on VAW led by local experts, aimed at the network of entities and actors involved in the economic development initiative.</td>
</tr>
</tbody>
</table>

### Alliances and programming

<table>
<thead>
<tr>
<th>Type</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Private</td>
<td>Simultaneously promote women (and girls) increasing self-esteem, empowerment, self-confidence and self-worth. <strong>Identify and work with appropriate local women’s organizations</strong> to deliver complementary activities for women. Identify a safe, women-only space for meeting and discussing any emerging issues related to obstacles, challenges and violence that women may face during the process.</td>
</tr>
<tr>
<td>Public/private</td>
<td><strong>Engage men</strong> starting at the outset of any programme working with women— for buy-in, support and appropriation, and to minimize resistance. Use participatory techniques to raise awareness about the benefits of women’s economic empowerment to home, community and society. Work with local experts who work with men.</td>
</tr>
<tr>
<td>Private</td>
<td><strong>Do gender sensitivity training with men,</strong> youths and women in the community, aimed at addressing underlying social norms, attitudes, beliefs and ideas about women, men, gender and violence, to promote more healthy relationships. Contract an appropriate expert to deliver workshops.</td>
</tr>
<tr>
<td>Public</td>
<td><strong>Get buy-in. Engage community leaders</strong>— Work with those who have power, in order to convince them to promote equality and openly speak out against violence against women. Do a power analysis for understanding vulnerabilities of women to violence, with attention to the most marginalized and excluded.</td>
</tr>
<tr>
<td>Public</td>
<td><strong>Monitor community</strong> perceptions about the economic empowerment intervention during the implementation of a programme, as part of assessing specific risks of VAW through surveys of attitudes and beliefs, informal talks with community leaders, etc.</td>
</tr>
<tr>
<td>Public and private</td>
<td><strong>Develop a “gender task force”</strong> of staff that deals with VAW, care work and household level changes within the economic development initiative.</td>
</tr>
<tr>
<td>Public and private</td>
<td>Inclusion of a <strong>clause in the agreements with the partner organizations</strong>, which refers to Oxfam’s approach against VAW in the context of women’s empowerment processes, that commits them to a risk analysis and mitigation plan, to monitor such situations and act opportunistically.</td>
</tr>
</tbody>
</table>

---

14. A VAW awareness poster should be attractively designed, and include: general message about No to Violence Against Women, brief definition of VAW, including how to recognize, what to do, who to go to, including local numbers and resource people to go to for help (prevention, attention and support, as well as legal assistance); and point person to see in Oxfam office who can guide to these resources. It can be posted in the Oxfam office as well as other appropriate places, i.e., with allies, partners, etc.
### Advocacy

<table>
<thead>
<tr>
<th>Type</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Private</td>
<td>Carry out local awareness-raising campaigns aimed at promoting non-violence and no to VAW – permanently or on commemorative dates (November 25, March 8, etc.) in concert with existing Oxfam programmes, where such exist, in order to achieve leverage.</td>
</tr>
<tr>
<td>Private and public</td>
<td>Develop advocacy tasks for local government as part of programming. This can include funding for specific prevention and attention-based services for VAW. This should happen in conjunction with VAW and gender teams in local and regional Oxfam offices.</td>
</tr>
</tbody>
</table>

### Internal

<table>
<thead>
<tr>
<th>Type</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Private</td>
<td>Recruit women staff for supervisory and management roles in the development projects - specifically women who promote women’s needs and strategic interests in the context where the intervention will be implemented. Do this by ensuring hiring practices aim for gender balance of teams, as well as using affirmative action hiring policies and practices. Include recruiting and hiring practices, by developing quotas, and also hiring male staff with experience in VAW, and with working with men. Include a local expert on VAW in the multidisciplinary project team, who can support programme participants through a variety of concrete interventions.</td>
</tr>
<tr>
<td>Private and public</td>
<td>Map existence of a VAW specialist or a VAW specific project that Oxfam (GB or other) is implementing in the same country and local community to partner with on the ground.</td>
</tr>
</tbody>
</table>

### Risk Analysis and Risk Management

<table>
<thead>
<tr>
<th>Type</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Public</td>
<td>Local Risk Assessment of Violence Against Women (see guide A in appendix II)</td>
</tr>
<tr>
<td>Private and public</td>
<td>Participatory Safety Risk Map and Local Resource Mapping with Beneficiaries (see guide B in appendix II)</td>
</tr>
<tr>
<td>Public</td>
<td>Risk Analysis and Reduction Plan (see guide C in appendix II)</td>
</tr>
</tbody>
</table>
## 2.2 VAW PREVENTION TOOLS

### Tool A: Local Risk Assessment of Violence Against Women

**Objective:** Assess the levels of risk of violence against women within a specific geographical location where an economic development initiative is being implemented or planned, through consultation with secondary actors\(^{15}\), adding a VAW component to WEL step 1, or to an overall programme risk analysis\(^{16}\). With this tool, Oxfam staff will understand the specific risk that potential beneficiaries face in terms of violence in different realms or spheres, including household, community and market- through an analysis of how WEL programme participation may increase the risk of violence.

**Instructions:** Identify 2 key risks for each of the spheres indicated below [community, market, household] for violence against women. Refer to definition of VAW.

- **Option 1 (ideal):** Staff gets input from secondary sources via a small focus group or short individual interviews to complete the matrix. This could include local institutions, cooperatives, women’s organizations, the mayor’s office, councils, churches, other women leaders, etc.

- **Option 2:** Staff completes the matrix based on own and WEL team/staff’s existing documentation and knowledge, citing sources of information.

### What is the existing risk of violence for women: Describe

<table>
<thead>
<tr>
<th></th>
<th>What are the existing risk of violence for women: Describe</th>
<th>What are the reasons underlying the risk of violence: Explain. Note how this is different for women and men</th>
<th>Frequency: How many women do we think are affected, in community and in the programme, how often</th>
<th>Description of the potential impact of this risk on women</th>
<th>Perpetrator/source of violence</th>
<th>Potential impact of the programme on escalating this risk, i.e., will new economic activities being carried out increase the risk to participants?</th>
<th>Potential impact of the programme on mitigating the risk</th>
</tr>
</thead>
<tbody>
<tr>
<td>Household level</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Community Level</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Market Level</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Tool B: Participatory Safety Risk Map and Local Resource Mapping

Objective: Map safety risks in the community and market with women beneficiaries and develop a collective and participatory inventory of existing and potential strategies for mitigating these risks, as well as for provision of practical and peer support for women beneficiaries. Additional outcomes of this step include:

- Foster linkages between and among women for local support
- Increase awareness of existing supports in general to women in the community
- Identify strategies that women are currently accessing, and share these strategies with others
- Increase programme staff awareness of support systems according to women
- Identify collective or shared needs
- Staff might identify potential key programme intervention

Instructions: Hold a focus group with 8 to 10 women in the geographic location where the economic development intervention is to be implemented using participatory techniques and interactive methods.

Steps:

1. Introduction - provide an overview of the purpose of the focus group (focus on Objectives 1, 2 and 3 outlined above)

2. Map the economic initiative of the programme being planned or implemented – individually or collectively, to identify what is done, by whom, when and where
   a. Ask the participants to draw a map of the economic initiative or process they are engaged in- individually or collectively, focused on the market area, as well as the community (i.e., entrepreneurs will draw an image to depict the activities of their business, and, if it is a collective project, draw together). Get participants to include:
      I. Names of activities they carry out, with who
      II. Where these take place
      III. At what time of day they take place
      (i.e., walking to fetch water for greenhouse plants, by oneself to the river that is at 2 kilometres distance from the home, at dawn every day)
   b. Share and have participants explain map to group
   c. In plenary, the facilitator asks probing questions in order to complement where necessary, elaborating, if necessary, on who does what, when, where and with whom

3. Map Safety Risks in community and market
   a. Using the maps, ask participants to identify where they see safety risks or concerns in the community and in the market that is the focus for their project. Use visual aids (post it notes, red flags, drawings, etc.)
   b. Make a parallel list on a flipchart of the safety risks the women identify, using the chart below

Some examples might include: theft of income earned in a market, unsafe public transport, traveling at dark, travel through specific high-risk areas (i.e., higher presence of gangs, military) etc

<table>
<thead>
<tr>
<th>Activity</th>
<th>Who carries out this activity</th>
<th>Where and When</th>
<th>Safety Risk</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
4. In a plenary session, add the far left columns to the same chart (highlighted below):

<table>
<thead>
<tr>
<th>Activity</th>
<th>Who</th>
<th>Where and When</th>
<th>Safety Risk</th>
<th>How risk is currently being addressed by women</th>
<th>How risk can be mitigated and minimized (future interventions or support to be provided within programme and ally resources)</th>
<th>Local Resources to address risk (mapping)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

5. In a plenary session, using the above matrix:
   a. Have a collective brainstorm to identify how women are currently mitigating and minimizing risks that exist in the market and the community (i.e., strategies, etc.), and/or how these can be mitigated.
   b. Identify local resources for support that exist in the community to mitigate these risks, thinking about what the beneficiaries need to successfully carry out the economic activity in safety.

6. Summarize and highlight the strategies being used, as well as those that can be used to mitigate risks. Review the full list of local resources for support. Identify local institutions, if this has not come out of the previous steps. The facilitator should add any local women’s council, local women’s organization, etc., that they are aware of, if not brought up by women themselves,

7. Discussion and analysis: What recommendations do the participants have for additional programme strategies to incorporate, or additional supports to mitigate risk of VAW?

8. In plenary, ask participants to also identify peer and day-to-day support they use (non formal or formal), sharing examples.

9. Close- use a participatory activity to close, and talk about next steps (related to economic development initiative, and also identify other potential next steps).

**Tool C: Risk Analysis and Reduction Plan**

**Objectives:**
- Analyse and rank the risks presented in Tools A and B based on Ranking Matrix.
- Choose 2 to 5 most significant risks for creating risk mitigation plans.
- Develop a risk mitigation plan to reduce those risks within the economic development initiative.

**Steps:** The steps are led by Oxfam staff, and rely on participation from other staff, allies and community women for analysis, inputs and decision-making. After using tools 1 and 2, make an analysis of the risks presented in the previous exercises using the matrix below.

1. **List in the matrix below** the key risks identified as results of tools A and B.

2. **Negative Impact Rating:** Assign an Impact Rating of 1 to 10 for each risk, referring to the severity of impact if that risk materializes. For example, if a robbery happens to a woman on public transport, and steals her earning, the impact of that event might be qualitative as a 6 - a significant negative impact.

3. **Likelihood rating:** Assign a Likelihood rating of 1 to 10 for each risk- 1 being very unlikely this event could occur, 10 being very probable.

4. **Frequency rating:** Assign a Frequency rating of 1 to 10 for each risk- 1 being very unlikely this event could occur, 10 being very probable.

**Note:** these calculations are estimates, based on the previous focus group discussions.
Ranking Matrix:

<table>
<thead>
<tr>
<th>Identified Risks</th>
<th>Negative Impact Rating 1 is lowest 10 is highest</th>
<th>Likelihood rating 1 is lowest 10 is highest</th>
<th>Frequency Rating 1 is lowest 10 is highest</th>
<th>Total points for each risk</th>
<th>Maximum total of 30</th>
</tr>
</thead>
<tbody>
<tr>
<td>i.e. Unarmed assault on public transport</td>
<td>6</td>
<td>7</td>
<td>5</td>
<td>18</td>
<td></td>
</tr>
</tbody>
</table>

5. Choose 2 to 5 risks from step 4 that have the highest total rating. Put in “Risks” column in the chart below.

Most significant Risk Matrix:

<table>
<thead>
<tr>
<th>Identified Risks</th>
<th>Strategies for Mitigation, management and minimising risks, including using existing local resources, as well as additional resources required for more intensive strategies for risk mitigation</th>
<th>Plans for strategy adoption, for incorporation in the overall economic development initiative. Some risks may include several strategies</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>List the incidents</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

6. Analyse and discuss with your colleagues how best to adapt programmes to incorporate strategies, based on the information gathered in the tools. Analyse and discuss with women beneficiaries, to validate decisions prior to putting into practice.

7. Plan for programme adaptation, and modification of programme strategies to include those selected.

Tool D: Incident log

Objective: Throughout the course of the project life cycle, track the incidents related to the risks identified and compiled in tools A through C. Include incidents related to risks not previously identified in a separate table.

This will lend to building a body of evidence about risks for monitoring, evaluation and learning purposes, as well as ensure that risk mitigation strategies are adopted accordingly. Tracking incidents will also increase awareness of the prevalence of safety incidents, and provide inputs for shifts in programme strategies, if necessary. It can also provide input for measuring the effectiveness of the strategies implemented. It is important for programme staff to keep alert and talk to different actors who might identify risks and use input from these actors for logging incidents.

Steps: Every 3-month period (suggested), log the incidents presented. This can also be done on a recurring basis, if deemed more suitable.

<table>
<thead>
<tr>
<th>Identified Risks</th>
<th>3 month period</th>
<th>Who reported the incident</th>
<th>How was this risk identified, mitigated, and managed</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>List the incidents</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
REFERENCES


OXFAM

Oxfam is an international confederation of 17 organisations networked together in more than 90 countries, as part of a global movement for change, to build a future free from the injustice of poverty:
Oxfam America (www.oxfamamerica.org)
Oxfam Australia (www.oxfam.org.au)
Oxfam-in-Belgium (www.oxfamsol.be)
Oxfam Canada (www.oxfam.ca)
Oxfam France (www.oxfamfrance.org)
Oxfam Germany (www.oxfam.de)
Oxfam GB (www.oxfam.org.uk)
Oxfam Hong Kong (www.oxfam.org.hk)
Oxfam India (www.oxfamindia.org)
Oxfam Intermón (Spain) (www.oxfamintermon.org)
Oxfam Ireland (www.oxfamireland.org)
Oxfam Italy (www.oxfamitalia.org)
Oxfam Japan (www.oxfam.jp)
Oxfam Mexico (www.oxfammexico.org)
Oxfam New Zealand (www.oxfam.org.nz)
Oxfam Novib (www.oxfamnovib.nl)
Oxfam Quebec (www.oxfam.qc.ca)

Please write to any of the agencies for further information, or visit www.oxfam.org

Value for Women Ltd

Value for Women is a social enterprise aimed at generating transformational social change and increasing the active participation of women in enterprise development by partnering with others to support women entrepreneurs through coaching, capacity development and leadership building. For more information visit their website www.v4w.org

Women’s Economic Leadership in Latin America and the Caribbean

This series of three guides has been prepared to support the development and delivery of a programme focussing on developing Women’s Economic Leadership in Latin America and the Caribbean. It is based on work done by Oxfam GB to support its staff in Latin America and the Caribbean in the delivery of market-based livelihoods programmes with a focus on gender justice. This present series of guides has been developed with Value for Women Ltd.

Book 1: A guide to key concepts
Book 2: A guide to implementation

Book 3: Prevention of violence against women in the context of programmes

This is Book 3 in the series.

The first part of this guide introduces Violence Against Women (VAW) as it relates to Women’s Economic Leadership (WEL) programmes, and supports development practitioners in understanding the link between these concepts when designing and implementing economic empowerment programming.

The second part presents practical tools to help practitioners assess the risks of VAW within the scope of their programmes, and offers practical ways to reduce and mitigate those risks.