



# EnCompass' Approach to Gender-Based Violence Prevention and Response

Gender-based violence (GBV) is widespread, affecting people in every country and across every industry, income level, race, ethnicity, religion, and education level. It is also the result of ingrained social norms and patriarchal systems, where violence and inequality are normalized. GBV is not only a human rights violation, but also a public health challenge; a barrier to civic, social, political, and economic participation; and a limiting factor for education, household productivity, and income. At EnCompass, we believe that understanding and addressing the root causes and impacts of GBV are key to creating a safer world for women and girls, men and boys, and gender-diverse individuals. We emphasize learning, assessing, evaluating, and implementing programs that enhance GBV prevention and response across the range of development sectors.

*“The global prevalence of gender-based violence is vast, and estimates of global gender-based violence widely acknowledge a systematic underreporting. The World Health Organization (WHO) estimates that approximately 1 in 3 women worldwide has been subjected to intimate partner violence and/or non-partner sexual violence in their lifetime. Over 650 million women alive today were married before the age of 18, and every year an additional 12 million girls are married before their 18th birthday. At least 200 million women and girls in the world today have undergone female genital mutilation/cutting across 30 different countries, including in the United States.”*  
—U.S. Strategy to Prevent and Respond to Gender-Based Violence Globally

## Preventing and Responding to GBV in Health Systems

### Health System Response to Gender-Based Violence in Ethiopia

As a core partner to the USAID/Ethiopia Transform: Primary Health Care Activity, EnCompass supports systems-level change through robust and intersectional gender analysis; community mapping; and identifying gaps, weaknesses, strengths, and opportunities to scale interventions and strengthen gender-responsive care in the health sector, including response to GBV. The gender analysis conducted in the first year of the project was an opportunity to map the gender domains across the Activity's result areas to capture information from different levels of the health system—from health extension workers, health care providers, and facility managers, to health care leaders within the Ministry of Health. It also allowed us collect data about how gender issues affected health

management and service delivery (supply) as well as health-seeking behaviors and service utilization (demand). In the gender analysis, the need to improve GBV prevention and response services stood out as a key recommendation for the Activity to address. Through training on GBV protocols for health sector professionals, communications campaigns, awareness and behavior activities targeted to male and female youth, and support to local organizations and policy reform, EnCompass strengthened Ethiopia's health system response to GBV. By the end of the Activity, the percentage of health centers and other health facilities with available GBV services increased by more than 10 percentage points in most regions. Qualitative follow-up showed an overall increase in the quality of GBV services and greater adherence to national standards of practice for health service responses to GBV.

## Supporting Survivors of Gender-Based Violence in Lesotho

In 2017–2018, EnCompass' AIDSFree/Lesotho DREAMS programs worked across communities and with the Government of Lesotho to ensure that survivors of sexual assault had a clear referral pathway to access the services they needed. Referral pathways engage a host of actors across multiple levels, including individuals and communities, civil society, the health sector, and governments, to ensure survivors receive the care and justice they need. [Lerato's Story](#) describes the experience of a GBV survivor in Lesotho and how the system could be reorganized to provide a responsive referral and case management system. This video has become a resource in Lesotho that other projects use to help communities and government agencies understand and work toward a stronger referral and case management system for GBV survivors.

## Gender-Sensitive Health Care in Benin

As the gender and youth partner for the USAID-funded Private Sector Health Partnership Activity (PSHPA) in Benin, EnCompass provides training and technical support to private health sector providers to strengthen provider capacity and improve service quality related to gender-sensitive services, including response to gender-based violence. PSHPA applied appreciative approaches by building on providers' existing skills and strong enthusiasm for improving support for GBV survivors. In the early years of the project, the Gender and Youth Specialist conducted training to reinforce providers' capacity to provide gender-sensitive health care, but participants requested more resources on GBV response and how to best care for survivors of GBV. EnCompass responded by adding more GBV content to the standard training and developing a stand-alone GBV e-learning resource. The e-learning resource defines key terms and types of violence; clarifies the role of health workers in identifying, treating, and referring GBV survivors; explains the survivor-centered care approach; and offers local resources for providers and survivors in response to GBV. It is accompanied by a 13-minute video demonstrating the human impact of GBV and the importance of health workers' role in GBV prevention and response by spotlighting the experiences of a GBV survivor and response agents in Benin. These combined resources aim to build the capacity of and raise awareness among private health providers about gender-based violence and best practices for providing sensitive care and appropriate referrals for survivors in their care.

# Preventing and Responding to GBV in Economic Growth

## Removing Gender-Based Violence as a Barrier to Professional Growth in Jordan

Through the USAID Makanati Women’s Economic Empowerment and Leadership Activity in Jordan, EnCompass is working across systems—with civil society, community-based organizations, the private sector, and the Jordanian government—to develop communications and outreach activities that address the different forms of GBV that women face in the pursuit of professional growth. As part of this activity, Makanati partners with Jordanians to create digital media, oral histories, and storytelling and heritage projects that address family and social support for pursuing a career, gender-discriminatory hiring practices, workplace harassment, and women’s career advancement. Once funded and implemented, these initiatives will contribute to safer work environments for women through strengthened policies on and response to incidents of GBV in the workplace.

## Highlighting Where GBV “Shows Up” in Agriculture and Market Systems

The Advancing Women’s Empowerment GBV tool kit uses graphic frameworks and tagging to show where and how GBV is manifested in the agriculture and market system programs, and how household-level GBV is linked to GBV at the community and institutional levels. The tool kit provides a series of best practices and “seeing it in action” sections that help professionals visualize proven solutions to tackle GBV. During pilot testing of the tool kit on the USAID/Uganda Inclusive Agriculture Markets (IAM) Activity, IAM staff used it to gain a deep understanding of where GBV can show up in their work. The project designated GBV champions to implement the tool kit in the IAM Activity and with their local partners and used it to develop GBV risk mitigation and response plans, safeguarding policies and mitigation plans with partners, and safe and ethical monitoring, evaluation, and learning (MEL) processes to monitor GBV responses. By addressing the ways GBV can show up in their project, the IAM Activity is promoting greater equitable participation in Uganda’s agricultural market systems.

# Building Capacity for Preventing and Responding to Gender-Based Violence

## Developing a Whole-Government Strategy to Prevent Gender-Based Violence

EnCompass’ appreciative approaches have supported U.S. government efforts to reflect on and amplify previous successes. Through the USAID DEVELOP project we supported the U.S. government’s GBV policy development and the worldwide consultations that informed it, helping the government demonstrate its commitment to eradicating GBV and to making GBV a key priority to achieve equitable and sustainable development. This process resulted in USAID updating and

publishing the U.S Strategy to Prevent and Respond to Gender-Based Violence Globally, which provides directives and guidance for combatting GBV worldwide and promoting equity everywhere.

## Global Learning for Sector-wide Improvement

By using a gender-transformative approach to training in the USAID ADVANTAGE IDIQ program, EnCompass has been able to design, deliver, and evaluate blended learning programs to integrate gender best practices across GBV prevention and response. With over 1,000 USAID and interagency staff trained in over 65 countries and regions, we are transferring knowledge on how to prevent and respond to GBV across sectors to create a cadre of worldwide champions committed to bringing forth necessary change.

One way we integrate gender-transformative approaches into our ADVANTAGE IDIQ program is through activities that ask participants to reflect on the “boxes” restrictive gender roles place them in and discuss potential ways to subvert or resist harmful norms. Critically, these conversations do not solely focus on the impacts of gender norms on women; participants also reflect on the ways men and boys are harmed and restricted by gender roles. One goal of the course is for participants to articulate how GBV affects men and boys both directly and indirectly, because it is essential to show how gender norms can profoundly impact their lives and the lives of women and girls. Working with men and boys is critical to improving not just the lives of women and girls but also their own lives, and using an appreciative approach to emphasize their ability to make a positive impact is key to addressing GBV within USAID programming.