



USAID

ADVANCING WOMEN'S ECONOMIC EMPOWERMENT: GENDER-BASED VIOLENCE LANDSCAPING STUDY

USAID WOMEN'S ECONOMIC EMPOWERMENT COMMUNITY OF PRACTICE

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Implemented by:

Banyan Global

1120 20th Street NW, Suite 950

Washington, DC 20036

Phone: +1 202-684-9367

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ACRONYMS

ADB	Asian Development Bank
APEC	Asia-Pacific Economic Cooperation
AOR	Agreement Officer's Representative
ASEAN	Association of Southeast Asian Nations
BCC	Behavior Change Communication
BCFW	Business Coalition for Women (PNG)
BSR	Business for Social Responsibility
CI 190	ILO Convention on Violence and Harassment at Work No. 190
CCT	Conditional Cash Transfer
CDC	CDC Group
CoP	Community of Practice
COR	Contracting Officer's Representative
CSO	Civil Society Organization
CT	Cash Transfer
DFAT	Department of Foreign Affairs and Trade (Australia)
DFID	UK Department for International Development
DWO	Domestic Workers' Organizations
EBRD	European Bank for Reconstruction and Development
EU	European Union
FCDO	Foreign Commonwealth and Development Office, U.K.
FWF	Fair Wear Foundation
GBV	Gender-based Violence
GBVH	Gender-based Violence and Harassment
GenDev	Gender Equality and Women's Empowerment Hub
GITA	Gender Integration and Technical Assistance
GNP	Gross National Product
HR	Human Resources

ICRW	International Center for Research on Women
ICT	Information Communication Technology
IDWF	International Domestic Workers Federation
IFC	International Finance Corporation
IFPRI	International Food Policy Research Institute
ILO	International Labour Organization
IPV	Intimate Partner Violence
KI	Key informant
KII	Key Informant Interview
LGBTQI+	Lesbian, Gay, Bisexual, Transgender, Queer/questioning, and Intersex
LMICs	Low-to-middle-income Countries
LSHTM	London School of Hygiene and Tropical Medicine
MVA	Market Vendor Association
NGO	Non-Governmental Organization
OHCHR	United Nations High Commissioner for Human Rights
OSH	Occupational Safety and Health
PNG	Papua New Guinea
RCT	Randomized Control Trial
SASA!	Start, Awareness, Support, Action
SD	Standard Deviation
SEWA	Self-Employed Women's Association
SH	Sexual Harassment
SHG	Self-help Groups
SOW	Scope of Work
STOP	CARE International's Enhancing Women's Voice to STOP Sexual Harassment Project
SV	Sexual Violence
SVRI	Sexual Violence Research Initiative
TAF	The Asia Foundation
UCT	Unconditional Cash Transfer

UNODC	United Nations Office for Drugs and Crime
USAID	United States Agency for International Development
VAWG	Violence Against Women and Girls
WEE	Women's Economic Empowerment
WEP	Women's Empowerment Principles
WfWI	Women for Women International
WHO	World Health Organization
WIEGO	Women in Informal Employment: Globalizing and Organizing

BACKGROUND

USAID has a long standing commitment to support gender equality and women's empowerment, including women's economic empowerment, through thoughtful and innovative programming. Supported under the USAID Gender Integration Technical Assistance II Task Order, Banyan Global is the implementing partner for the USAID Women's Economic Empowerment (WEE) Community of Practice (CoP).



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Through the USAID WEE CoP, members share knowledge to better understand what works, what doesn't, and how to exponentially accelerate increasing women's economic empowerment and gender equality.

The USAID WEE CoP was established to gather and generate evidence and address data gaps. Landscaping studies were conducted to better capture the breadth and depth of the following learning question:

Legal Systems, Internal Organizational and Business Policies, and Social Norms

Barriers including Gender-Based Violence - What are proven and evidence-based existing approaches that governments, private sector entities, civil society organizations, and societies are using to:

- i) Shift social norms to support and increase women's economic power and gender equality;
- ii) Build capacity to develop, reform, implement, and enforce governmental policies, laws, and regulations as well as internal organizational and business policies to increase women's economic power and gender equality; and
- iii) Mitigate gender-based violence and harmful behaviors that reduce women's safety and ability to participate in and benefit from the economy in general and women's economic empowerment initiatives in particular. What are successful ways to "do no harm" when designing and implementing women's economic empowerment programming and what are proven approaches and leading practices for identifying, preventing, mitigating, and measuring gender-based violence taking place against women in the world of work.

This report focuses on part "iii" of the learning question above and relies on primary and secondary data collection conducted between May and September 2021. Based on the literature review of over 250 documents as well as interviews with 37 key informants, a typology was developed to explain and identify the approaches with the strongest evidence base of effectiveness in preventing and mitigating GBV in the context of WEE. Interventions were then ranked as proven, promising, and potential, based on the evidence-ranking criteria (Table I). Documents reviewed included: internal project and evaluation reports; external impact and performance evaluations; working papers; annual reports; and peer-reviewed articles. The literature review included reports drawn from a broad cross-section of

international donors, multilateral organizations, women’s organizations, and private sector entities, including the International Labour Organization (ILO), the International Finance Corporation (IFC), the World Bank (WB), the Asian Development Bank (ADB), a range of UN agencies, USAID, the UK Foreign, Commonwealth & Development Office (FCDO, formerly DFID) WhatWorks Initiative, the Australian Department of Foreign Affairs & Trade (DFAT), the Sexual Violence Research Initiative (SVRI), CARE International, Oxfam, the International Food Policy Research Institute (IFPRI), the London School of Hygiene & Tropical Medicine (LSHTM), and the International Center for Research on Women (ICRW).

TABLE I. EVIDENCE CATEGORIES, DESCRIPTION, AND CRITERIA

CATEGORY	DESCRIPTION	CRITERIA
Proven	Strong evidence of clear beneficial effect	Good evidence based on multi-country or longitudinal analyses, peer reviewed articles, randomized control trials (RCTs), quasi-experimental studies, and external evaluations; or several individual or regional studies that give similar findings (published research or studies conducted by internationally recognized institutions).
Promising	Strong evidence of promising beneficial effect	Sufficient body of evidence drawn from one or more country-level studies, internal assessments, or evaluations undertaken by implementing organizations, and project-specific reports that demonstrate a correlation between outputs and outcomes.
Potential	Positive trend with limited or mixed effects, not well studied	Several reports indicating positive trends or impacts from newer innovations, but no systematic reviews or analyses. The trends or impacts are largely anecdotal or qualitative.
Unproven	No evidence of beneficial effect	Limited or no evidence of effectiveness and/or correlation between outputs and outcomes, based on findings from external or internal evaluations, reports, and studies. The potential evidence is not robustly analyzed.

This study has several limitations. Generalizability across countries and contexts is very challenging, given the context and culturally specific nature of the drivers of GBV, as well as the evolving nature of these contexts; some countries are generally becoming more gender-responsive, while others are becoming more patriarchal over time. Specific figures on the prevalence of GBV are challenging to collect due to chronic under-reporting as well as different interpretations of what constitutes GBV. Thus, the effectiveness of interventions are necessarily estimates, based on several other indicators related to changes in risk factors associated with GBV, including gender norms, attitudes towards GBV, an enabling policy environment, and others. The nature and type of evidence also varies depending on the type of GBV and the location. For example, sexual harassment (SH) in the formal workplace and intimate partner violence (IPV) have been studied more thoroughly and for more time, thereby generating more reliable evidence compared to the lesser studied forms of GBV in informal sectors, public spaces, transport, and online. Due to COVID-19-related travel restrictions, the entire study was carried out remotely. All documents were accessed online, and all key informant interviews (KII) were conducted via Zoom or Skype. [Section 3](#) outlines other limitations including limited evidence on the nexus between GBV and WEE and intersectionality (e.g., LGBTQI, disability); the impact of COVID-19, data on adolescent girls, humanitarian settings, and others.

EXECUTIVE SUMMARY

An increasing body of evidence shows the critical importance of addressing GBV in the world of work, as an essential component of WEE. This landscape study summarizes this evidence, as well as the proven and promising best practices for addressing various forms of GBV in the context of WEE interventions.¹

The recent adoption of the International Labour Organization (ILO) Convention 190 on Violence and Harassment (2019) highlights the need to accelerate the prevention and mitigation of GBV in the world of work, including work in the formal and informal sectors and paid and unpaid work, whether it takes place in a workplace, in private homes, or in public spaces, as well as work-related travel and commutes.²

Accordingly, this study presents a summary of the risks and impact of GBV, as well as evidence on proven, promising, potential, and unproven programming interventions to prevent and mitigate the risks of GBV in five areas: intimate partner violence (IPV) and WEE; 2) GBV, including sexual harassment (SH) in the formal workplace; 3) GBV (including SH) in informal workplaces and high-risk (informal and formal) workplaces; 4) GBV and SH in public spaces and transport; and 5) technology-facilitated GBV and WEE.

FINDINGS

IPV AND WEE

The relationship between IPV and WEE is complex and multi-faceted.³ IPV affects women's ability to participate in economic activities,⁴ at all socioeconomic levels; at the same time, women's increased economic empowerment and independence can serve as *either* a trigger *or* a deterrent for IPV.⁵ Poverty-related stress on the household dynamics can increase risk of IPV.⁶ Patriarchal conditions often exacerbate the risk of IPV. WEE can provide protection from IPV under certain conditions. As women earn more money and gain increased economic status in their households and communities, they have more bargaining power and may have more options available to them, including the option to leave abusive partners.⁷

There are multiple entry points to preventing and mitigating IPV in the context of WEE. At the individual, household, and community levels, economic strengthening initiatives such as microfinance, livelihoods enhancement, and social protection have been proven to work—under certain conditions

GBV is the most pervasive violation of human rights worldwide; it impacts women, and people of all genders and ages, in their homes, in their workplaces, in public spaces and transport, and online. Roughly one in three women worldwide has experienced GBV, whether in the form of non-partner sexual violence and harassment or as physical or sexual IPV. The prevalence of sexual harassment (SH), another form of GBV, is estimated to be even higher than IPV. All forms of GBV affect WEE. They contribute to poverty, magnify the gender gaps in labor force participation and pay, and seriously affect opportunities for advancement and career progression. These impacts can affect businesses through reduced productivity, increased absenteeism, and increased costs associated with employee turnover and security. This study, the most comprehensive one of its kind, is a detailed review of the evidence base for preventing and mitigating GBV to increase WEE (and vice versa), as well as for measuring harms caused by programming.

and with the appropriate design.⁸ Combining WEE interventions with gender-transformative programming that targets men and women is most effective at reducing IPV.⁹ The most effective WEE interventions include economic transfer programs targeting women, often in the form of national social protection programs, as well as programs combining economic interventions (e.g., microfinance, livelihoods) with social empowerment activities (e.g., group discussions, training, or other conditionalities).¹⁰ The impact of these interventions on IPV depends on the design features of programs as well as the demographic profile of the participants and their households. Engaging *all* members of the community—including men, lesbian, gay, bisexual, transgender, queer/questioning, and intersex (LGBTQI+) persons, families, and community organizations—is more effective than solely targeting women, particularly in highly patriarchal settings.¹¹

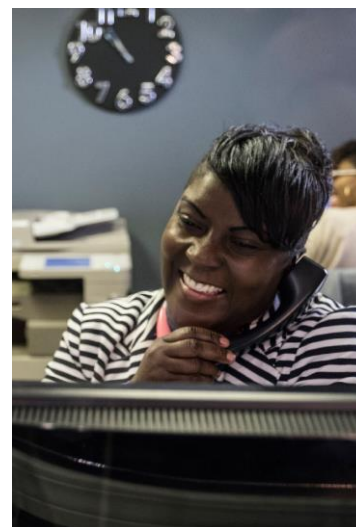
In the formal private sector, employers and co-workers can support survivors by providing a place of safety and solidarity, by identifying and supporting employees experiencing IPV, and by serving as a referral link to community services.¹²

Components to mitigate the risk of IPV and other forms of GBV must be proactively incorporated as part of a WEE project from the design stage, not as a reaction after negative GBV trends are observed; this is critical to doing no harm. Programming must seek to understand the specific social, political, and economic drivers that enable GBV and oppose WEE.

GBV AND SEXUAL HARASSMENT IN THE FORMAL WORKPLACE AND WEE

SH is the most common form of GBV in the workplace and is a persistent problem affecting all countries, sectors, and occupations around the world. SH can encompass a range of behaviors and practices of a sexual nature. These include unwanted sexual comments or advances, “jokes,” objectifying pictures or posters, physical contact, and sexual assault. One challenge in collecting SH data is that it is poorly understood or recognized, and survivors of SH are often unlikely to report the incidents.¹³

In the formal sector in low-to-middle-income countries (LMICs), the majority of evidence concentrates on GBV in manufacturing. Due to the high prevalence of SH in the garment sector, a large number of agencies are working in this area, and many have successfully scaled their models across workplaces and countries. GBV prevention should be integrated across workplace operations and procedures. The ILO has produced guidelines to support the ratification and implementation of the ILO Convention on Violence and Harassment at Work No. 190 (C190), highlighting how a comprehensive Occupational Safety and Health (OSH) framework at both the national and the workplace level can address violence and harassment.¹⁴



NINA ROBINSON/GETTY IMAGES/IMAGES OF EMPOWERMENT

The ILO Better Work, the International Finance Corporation (IFC) Respectful Workplaces, and CARE International’s Enhancing Women’s Voice to STOP Sexual Harassment Project and Made by Women initiatives are all examples of proven scalable models that systematically address GBV and harassment in

the workplace. These approaches emphasize national and organizational policies and procedures, training for staff and management, engagement with women's organizations and GBV service providers, and empowering women workers.¹⁵ Others, such as Laudes Foundation and UN Women (in partnership with Unilever), provide examples of frameworks to address GBV across sector-specific supply chains, with an emphasis on supporting local groups.¹⁶

GBV AND SEXUAL HARASSMENT IN INFORMAL AND HIGH-RISK WORKPLACES

Employment in the informal economy and in high-risk formal and informal work contexts (such as extractives, plantations, and construction) increases women's vulnerability to GBV. Globally, half of all workers today work in the informal economy. LMICs represent 82 percent of world employment, and 93 percent of the world's informal employment is found in these countries.¹⁷ In some regions and sectors, informal work is carried out by a disproportionately women workforce. The informal economy is heterogeneous, made up of different sectors with different types of employment status and workplaces (streets, construction sites, markets, landfills, private homes, etc.). Women in the informal economy may be employed in the most vulnerable situations, for instance as domestic workers, home-based workers, or contributing family workers. They are often physically isolated from other workers and outside the protection of the legal and regulatory framework. This leaves women susceptible to violence due to isolation and the lack of access to complaint and legal recourse mechanisms.¹⁸

UN Women's Safe Market initiatives have proven to be successful, scalable models for urban market governance in several countries. A key feature is supporting marginalized women vendors to form Market Vendor Associations (MVAs) who develop a collective identity and platform for advocacy, providing a structural "bridge" for local and national policy and decision makers to listen and respond to women vendors' concerns.¹⁹ The European Union (EU) Safe and Fair Program appears to be improving legal frameworks that govern labor migration, while providing access to information and services for women migrant workers as well as opportunities for them to network and organize. It also conducts research and policy advocacy, with the aim of ending violence against women migrant workers.²⁰

Large-scale networks of home-based workers offer potential ways to empower their members, by organizing workers into groups, drafting national policies, developing national occupational health and safety programs, and facilitating engagement in policy dialogue. They are also campaigning for the ratification of ILO's Home Work Convention (C177), which recommends legislation leading to greater transparency and regulation in global and local supply chains to address the violence and harassment that homeworkers may face at the hands of contractors.²¹

GBV AND SEXUAL HARASSMENT IN PUBLIC SPACES AND TRANSPORT

Safe public spaces in cities and urban areas that enable women to move freely without fear of violence and harassment are essential, because they promote women's independence and participation in work and community life.²² According to the ILO, unavailable or unsafe transportation is estimated to be the greatest obstacle to women's participation in the labor market in developing countries, reducing their participation rate by 16.5 percent.²³

However, many countries lack formal mechanisms to report and address GBV in public spaces and transport: only seven out of 100 countries in a World Bank study have legislation on SH in public

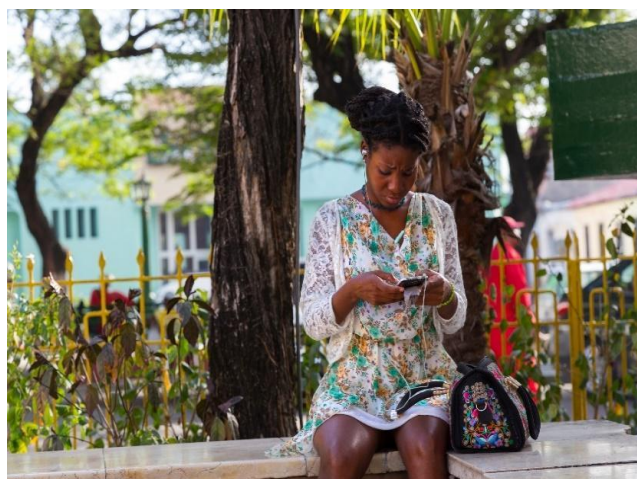
spaces.²⁴ SH and violence in public spaces and on public transport is extremely common, affecting women and girls all over the world. Surveys in major cities find that over 90 percent of women have experienced some form of violence or harassment in public spaces or transport.²⁵ This deters women's participation in economic opportunities and employment.²⁶

Safe public spaces are closely connected to the provision of gender-responsive public services. Gender differences need to be taken into account in the planning of cities and transport, as part of gender-responsive city planning and service provision. Safety audits, as part of creating safe spaces, are a practical tool to evaluate safety of public spaces and can help to pinpoint unsafe areas frequented by women workers.²⁷ UN Women and Action Aid have effectively scaled Safe Cities for Women Programs across multiple country contexts globally, mobilizing women and CSOs to document risks and to advocate for legal reforms and safer urban planning.²⁸

Women-only buses or train carriages may provide temporary safety measures, although they do not address the root causes of GBV and supply does not meet the demand.²⁹ Bystander interventions and social marketing aimed at changing social norms can contribute to violence prevention, but only if they are part of a more integrated approach.³⁰

TECHNOLOGY-FACILITATED GBV AND WEE

While access to the internet has promoted WEE, it can also be a vehicle for technology-facilitated GBV—part of a continuum of offline and technology-facilitated violence.³¹ The overall prevalence of technology-facilitated GBV against women globally is 85 percent, with higher rates in LMIC countries.³² It affects women's professional and personal safety.³³ Moreover, the gender digital divide may be reinforced and amplified by the spiraling problem of technology-facilitated GBV and harassment: nearly nine out of ten women restrict their online activity, limiting their access to employment, education, healthcare, and community.³⁴



AUTUMNSKYPHOTOGRAPHY/GETTY IMAGES/ISTOCK

COVID-19 policy responses have increased internet usage globally and with it the potential for technology-facilitated GBV.³⁵ Overall, there are few interventions aimed at preventing technology-facilitated GBV.³⁶ The bulk of the current efforts to address technology-facilitated GBV focus on response as opposed to prevention, and they are mostly small-scale, unproven, and untested.³⁷ The Web Foundation suggests a few good practice measures to give users greater control to manage their safety, including offering more granular user settings (e.g., who can see, share, comment, or reply to posts).³⁸ The major social media platforms (Facebook, Google, Twitter, and TikTok) have committed to take action based on these recommendations.³⁹

SUMMARY OF EVIDENCE

Table 2 summarizes the proven, promising, and potential interventions according to the evidence-ranking criteria (Table 1), in relation to the five areas discussed above.

TABLE 2. EVIDENCE OVERVIEW		
PROVEN	PROMISING	POTENTIAL
IPV AND WEE		
<p>Microfinance, livelihoods, safety nets, and cash transfers paired with gender-transformative components reduce the risk and incidence of IPV.</p> <ol style="list-style-type: none"> 1. Address the political, institutional, and normative structures that perpetuate gender inequality, gender norms, and the acceptability of IPV to promote sustainable, systemic change at all levels (this can be done in parallel or in the context of economic strengthening interventions). 2. Include social empowerment and/or behavioral change communication components to increase women’s skills and agency, and change gender norms and the acceptance of GBV (this should be done in the context of economic strengthening interventions). 3. Work with men, families, and communities on gender and GBV norms change to ensure broad-based support for women’s economic empowerment (this should be done in the context of economic strengthening interventions). 	<p>Private sector workplace IPV procedures provide support to workers experiencing IPV at home.</p> <ol style="list-style-type: none"> 1. Strengthen public-private partnerships to provide social and financial incentives and the legal framework for employers to take steps to support workers experiencing IPV. 2. Support private sector engagement in social marketing to change gender norms in the broader community. 3. Implement secure salary payment mechanisms for women workers to discourage economic violence at the household level and safeguard women’s income and savings. <p>Women’s property rights are correlated with reduced risk of IPV.</p> <ol style="list-style-type: none"> 1. Promote women’s property rights and facilitate women’s land and asset ownership. 	<p>Women’s access to business development training can be combined with IPV support</p> <ol style="list-style-type: none"> 1. Provide targeted training, mentoring, and networking activities to improve women’s digital and financial literacy, as well as entrepreneurial skills to improve business models and access new markets combined with IPV prevention and response.
GBV (INCLUDING SH) IN THE FORMAL WORKPLACE		
<p>Holistic models of respectful workplaces reduce tolerance of GBV/SH in the formal sector.</p> <ol style="list-style-type: none"> 1. Increase gender equality in management and leadership through promoting more women in top positions and in industries dominated by men, equal pay, and family-friendly workplace policies and procedures. 2. Organize women workers (in unions and networks) to increase their agency and awareness of rights. 3. Provide ongoing GBV/SH training to workers and management that enables and encourages identification and response to cases of GBV/SH in the 	<p>Integrating GBV/SH prevention and services into supply chains based on a systems approach and human rights awareness ensures a holistic approach to GBV/SH prevention across large-scale sub-sectors.</p> <ol style="list-style-type: none"> 1. Strengthen the ecosystem by supporting grassroots groups and women’s movements which are addressing GBV/SH across supply chains, including through the provision of GBV/SH related services and information and advocacy for policy and procedural reform across supply chains. 2. Adopt the Global Women’s Safety Framework in Rural Spaces that provides evidence-based guidance on mapping and 	<p>The business case on the risk of GBV is a growing strategy to engage the private sector.</p> <ol style="list-style-type: none"> 1. Incentivize change at the business level by equipping investors with tools to understand the risk their investments are exposed to because of GBV.

formal sector.

4. Integrate GBV/SH into occupational, safety, health, and workplace policies as well as survivor-centered grievance redress mechanisms specifically tailored to address GBV/SH to strengthen organizational procedures.

5. Implement community outreach to raise awareness and change norms around GBV/SH.

6. Advocate for government policy reform on GBV/SH prevention in the formal sector, including ratification and implementation of ILO Convention 190, to ensure an enabling environment.

strengthening the roles of various stakeholders in preventing GBV/SH.

3. Support collaboration between women experiencing violence, supervisors, and bystanders to address gendered power relationships within factories and to advance a shared goal of preventing and ending GBV/SH in the workplace.

4. Establish protections against workplace retaliation for reporting GBV, including SH and other rights violations, to promote a more secure workplace environment.

GBV (INCLUDING SH) IN INFORMAL AND HIGH-RISK WORKPLACES

Advocacy plans on women's safety and harassment in marketplaces lead to safer working environments.

1. Organize and train Market Vender Associations to dialogue and negotiate for safer marketplace infrastructure and services with local and national policy and decision makers, and create a platform to address women vendors' concerns, including safety and harassment.

2. Facilitate dialogue with national governments on safety and infrastructure in marketplaces to mitigate the risk of GBV/SH.

Holistic approach to women migrant workers' rights is a necessary foundation for the prevention of GBV/SH.

1. Provide access to information and GBV protection and essential support services (including health, social, justice and police services) for women migrant workers to network and organize.

2. Conduct research and advocacy efforts to strengthen GBV/SH prevention for women migrant workers.

Supporting women workers' collective voice provides an important platform for advocacy on GBV.

1. Organize and support workers' networks to negotiate with employers on working conditions and codes of conduct

2. Implement legal reform and organizational policy on protecting informal workers' rights to support GBV prevention.

3. Train companies on how to carry out safety audits to address safety risks in the informal sector.

GBV (INCLUDING SH) IN PUBLIC SPACES AND TRANSPORT

An integrated approach to safe transportation promotes a protective environment.

1. Implement bystander interventions and social marketing to change gender norms and attitudes around acceptance of GBV/SH in public spaces.

2. Develop and employ safety apps and audits to inform the design of safer transportation infrastructure.

A comprehensive approach to safe public spaces is needed to protect against GBV/SH.

1. Organize and support workers' networks to demand safer urban planning and infrastructure by negotiating with municipal governments for improved civic amenities and safer public spaces, including security, better lighting, and restrooms in streets, in transport hubs, and other places used by women workers.

2. Implement legal and organizational policy reform on civic amenities and safer public spaces to ensure sustainability, including increasing gender responsive public security and municipal planning processes.

A comprehensive strategy for safe transport requires strategic and practical approaches.

1. Advocate with transport associations for a code of conduct for drivers and secure transit hubs.

2. Provide women-only transportation to ensure immediate GBV/SH prevention. However, this option only addresses the incidents and not the root causes of GBV/SH, and the supply of women-only transportation vehicles and routes do not meet the actual need and demand

TECHNOLOGY- FACILITATED GBV AND WEE

No proven interventions are reported.

No promising interventions are reported.

No potential interventions are reported. Some unproven proposed interventions are outlined in [Annex C](#).

KEY GAPS IN EVIDENCE

The list below is a summary of key gaps in relation to GBV in the context of WEE interventions, based on the desk review and KIs performed for this landscaping study.

1. **COVID-19.** There are gaps in evidence on how best to scale approaches to support women to adapt to this context, possibly by creating online platforms for WEE as well as GBV prevention and response.
2. **Social norms.** While it is widely acknowledged that patriarchal social norms are a key driver of GBV, and that social norm change is necessary to prevent GBV, the evidence base remains limited on how to transform gender norms and prevent GBV on a large scale through structural interventions.
3. **Scaling up.** As a result of What Works and other studies, there is now proof-of-concept for effective interventions, giving insight on what key elements of interventions should be scaled up in future programming. However, there is very limited knowledge globally on how different IPV prevention models can be adapted and scaled up to reach more beneficiaries and deepen impact.
4. **Integrating GBV prevention.** There is no evidence of best practices in terms of integrating GBV prevention into scaled-up sector programs, particularly in the areas of economic development, micro-finance and livelihoods, formal and informal sector employment, manufacturing, agriculture, social protection, ICT, urban planning, and transport.
5. **Intersectionality.** There is no evidence on proven approaches to prevent or mitigate GBV in the context of WEE interventions for women who experience multiple forms of discrimination—based on sexual orientation and gender identity, disability, ethnicity and religion, age, or other intersectional characteristics—as well as for conflict-affected populations and sex workers.
6. **Technology-facilitated GBV and approaches.** Approaches to addressing technology-facilitated GBV are emerging and untested; more evidence is needed on their impact, particularly in prevention.
7. **Economic violence.** There is very little research on the prevalence of economic violence or approaches to address it. It is hidden, and it directly relates to and undermines WEE.

Refer to [Section 3](#) for a full discussion of gaps in evidence.

KEY RECOMMENDATIONS

1. **Take a structural approach to addressing the various risks and precursors to violence.**
 - Include multiple components, involving different stakeholders and community members, that address the structural drivers of GBV, including poverty, discriminatory laws and policies, and social norms.
 - Establish partnerships with other actors in each context to ensure comprehensive and coherent coverage.
2. **Inform program design with local research.**
 - Carry out in-depth gender analysis and WEE situation analyses as well as GBV risk assessments, to understand prevalence of different types of GBV and which groups are affected.
3. **Support governments to ratify and implement C190.**
 - Embed GBV prevention across all sector policies.
 - Collaborate with women's organizations in policy dialogue on gender-responsive legal, regulatory policy, and budgetary reform.
4. **Support private sector policy reforms.**
 - Promote awareness and understanding of C190 while building private sector capacity to address GBV, within a broader gender equality approach in the workplace; position this as part of the executive skill set expected of managers and business leaders.
 - Encourage buy-in of top businesses to develop internal policies that align with C190 and other relevant ILO Conventions.
 - Develop business plans and strategies that integrate a gender equality approach, addressing issues such as women in leadership positions and non-traditional occupations, equal pay, unionization, parental leave, and GBV prevention; implement in alignment with C190 and with adequate financial, technical, and human resource (HR) allocation.
5. **Support innovation to pivot WEE and GBV initiatives in the context of COVID-19.**
 - Develop and scale approaches that will support women to adapt to the COVID-19 context with the use of online platforms both for WEE and for GBV prevention and response, including online marketing, digital finance, and technology-facilitated GBV-response support.

Refer to [Section 4](#) for a full discussion of recommendations.

I. FIVE FORMS OF GBV RELATED TO WEE

An increasing body of evidence demonstrates the critical importance of addressing GBV in the world of work, as an essential component of WEE. This landscape study summarizes this evidence, as well as the proven and promising best practices for addressing various forms of GBV in the context of WEE interventions. The need to accelerate the prevention and mitigation of GBV in the world of work has also been recognized by the recent adoption of the ILO C190. Significantly, C190



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recognizes the world of work as inclusive of both the formal and informal sectors, and paid and unpaid work, whether it takes place in a workplace, within private homes, or in public spaces, and covers work-related travel and commutes.⁴⁰ Accordingly, this analysis covers five main focus areas: 1) IPV and WEE; 2) GBV (including SH) in the formal workplace; 3) GBV (including SH) in informal workplaces and in high-risk workplaces (both informal and formal);⁴¹ 4) GBV and SH in public spaces and transport; and 5) technology-facilitated GBV and WEE.

I.1 MACRO-LEVEL ECONOMIC IMPACTS OF GBV

GBV is widespread and impacts women in their homes, their workplaces, in public spaces and transport, and online. Roughly one in three women worldwide has experienced GBV, whether in the form of non-partner sexual violence (SV) or physical or sexual IPV.⁴² The prevalence of SH, another form of GBV, is estimated to be even higher.

The economic costs of GBV to society, governments, and survivors are well documented.⁴³ All forms of GBV contribute to poverty and to gender gaps in labor force participation and pay, seriously affecting women's opportunities for advancement and career progression.⁴⁴ These impacts can lead to reduced productivity, increased absenteeism, and increased costs associated with employee turnover and security.⁴⁵ A recent World Bank report estimates the costs of IPV alone across five countries to be between 1.2 percent and 3.7 percent of GDP—more than double the amount most governments spend on education.⁴⁶ Women who experience IPV are employed in higher numbers in casual and part-time work, and their earnings are up to 60 percent lower compared to women who do not experience such violence.⁴⁷ An IFC study conducted in three companies in Fiji found staff lost 10 workdays per year due to domestic and SV, including four days to presenteeism,⁴⁸ two to absenteeism, and four to assistance for others experiencing domestic and SV. Fiji is not unique, as other studies have shown.⁴⁹ A study in Peru found that GBV costs companies USD 6.7 billion per year in lost productivity and associated organizational costs.⁵⁰ CARE International's research in Cambodia, estimated the cost of productivity losses due to GBV in the garment sector at USD 89 million annually.⁵¹ In Ghana, productivity losses from IPV were estimated at 64 million days annually—equivalent to the effect of 4.5 percent of all employed women not working. In South Sudan, this was estimated at 8.5 million days annually, equivalent to 6 percent of all employed women not working.⁵²

A study in China found that 45 percent of respondents reported missing work in the past 12 months due to IPV: each survivor missed an average of 15 workdays, took 11 days of personal leave, or arrived

late or left early from work five times in the past 12 months. Seventy-one percent of survivors reported that their career advancement was negatively impacted due to lowered work performance, poor attendance, and career disruption caused by having to change jobs or give up opportunities for professional training and promotion.⁵³

In many countries, preventing and addressing GBV in relation to work is difficult due to limited social and legal protections and poor implementation of laws and policies.⁵⁴ To address this gap, C190 sets out key measures to tackle the scourge of harassment at work. These include the adoption of national laws to prohibit workplace violence and mandate preventive measures, as well as to require workplace policies on violence (see Box 1).

Box 1. International normative frameworks help to prevent sexual harassment by requiring legal protections in the workplace

ILO C190 obligates governments to provide access to remedies through complaint mechanisms and survivor services and to provide measures to protect survivor whistleblowers from retaliation.⁵⁵ The convention sets out the first globally recognized standards for addressing violence and harassment by government officials and employers. One of the most significant implications of C190 is that it requires a more comprehensive response from companies. C190 recognizes the world of work as inclusive of both the formal and informal sector and paid and unpaid work, whether it takes place in a workplace, home, or public space. Moreover, C190 covers work-related travel, commutes, social events, and employer-provided accommodation.

To date only six countries have officially ratified C190,⁵⁶ which entered into force on June 25, 2021.⁵⁷ According to the World Bank, 47 out of 190 countries (25 percent) do not have laws prohibiting SH in employment and 56 (30 percent) do not have criminal penalties or civil remedies for SH in employment.⁵⁸ By ratifying C190, governments will commit to adopting an inclusive, integrated, and gender-responsive approach for the elimination of violence and harassment, including:

- Prohibiting all forms of violence and harassment in law
- Ensuring relevant policies to address violence and harassment
- Adopting a comprehensive strategy to implement measures to prevent and combat violence and harassment
- Establishing or strengthening enforcement and monitoring mechanisms
- Ensuring access to remedies and support for survivors and providing sanctions
- Developing tools, guidance, education, and training, and raising awareness
- Ensuring effective means of inspection and investigation of cases

1.2 THE DRIVERS OF GBV IN THE WORLD OF WORK

While there are multiple contributing factors that drive GBV, one of the root causes is a gender-based unequal power dynamic, which in turn is based on social norms. Other drivers include poverty related stress. Intersecting personal identities—related to gender, ethnicity, social status, age, and race—also may enhance the risk of GBV.

SOCIAL NORMS

Social norms play an important role in determining how gender inequality is manifested, including the prevalence and acceptability of the use of GBV.⁵⁹ GBV is normalized through systemic patriarchal gender norms, behaviors, and practices that devalue women and their contributions and skills. Inequitable norms can enable violence, and conversely violence can enforce inequitable norms. Norms that promote

GBV include (1) those that produce and maintain hierarchical power, such as by privileging individuals based on gender, race, age, disability, sexual orientation, and language; and (2) those that discourage survivors or advocates from taking action towards ending violence—for example, norms that identify violence as a private matter, or that put the blame on the survivor. These social norms are maintained through attitudes, beliefs, behaviors, practices, and structures that are supported by those in a position of power, at multiple levels of society.⁶⁰ Shifting harmful social and gender norms is necessary to create safe and equitable households, communities, and workplaces.⁶¹

There is extensive evidence demonstrating that GBV in WEE initiatives can only be addressed through a holistic gender equality approach that addresses social norms and unequal and stereotypical gender roles and relations. *Norms are dynamic: they can change over time.* WEE initiatives provide important entry points to transform such norms, roles, and relations by normalizing women's access to and control over economic decisions and resources at the household, community, organizational, and broader social level. Modeling decent work and a culture of equality and respect in the workplace can not only change norms in the workplace, but also has the potential to affect patterns in family relationships and the wider community.⁶²

POVERTY

Poverty is a driver of GBV and in particular IPV; and, conversely, GBV (IPV) is a driver of poverty. While women at all levels of socio-economic status experience IPV, women living in poverty, with less access to education and work opportunities, are more likely to experience such violence.⁶³ The stress that poverty puts on the household, particularly around decision-making on spending and resource allocation, is a driver of IPV.⁶⁴ Women without social or economic resources also find it harder to leave abusive relationships or to seek support and justice after violence.⁶⁵ In turn, many women who experience IPV must bear increased economic costs due to violence—for example, for medical care, legal support, counseling, and judicial support. In Vietnam, IPV resulted in an estimated cost equivalent to 34 percent of average monthly income, deepening household poverty.⁶⁶ In Ghana, women who reported accessing services due to violence spent an average of USD 53 annually. That is equivalent to 10 percent of their annual per capita expenditure on non-food consumption.⁶⁷ Poverty and the need to earn an income drive women to accept substandard working conditions, which can also lead to GBV in the workplace.

INTERSECTIONALITY AND EXPOSURE TO GBV

Intersectional discrimination exposes some groups of women to a greater risk of violence. Women who experience discrimination based on multiple grounds—such as sex, age, marital status, ability, race, religion, ethnicity, sexual orientation, and citizenship status—are at greater risk of violence.⁶⁸ These characteristics will influence the types of violence and harassment they experience, and the ways in which they experience it.⁶⁹ Women with disabilities are at significantly higher risk of GBV (between two and four times higher than women overall),⁷⁰ as are ethnic minority women. This report was not able to cover these aspects in depth, as evidence relating to proven interventions is still emerging. The lack of evidence regarding WEE interventions in the context of intersectional aspects of GBV represents a major gap in the literature.⁷¹

POLITICAL, SOCIAL, AND JUSTICE SYSTEMS' IMPACT ON GBV RISK AND WEE

In developing countries, the political, social, legal, and justice systems play a determining role in preventing and mitigating the risk of GBV as it relates to WEE. Preliminary evidence suggests that systemic reforms to address social or economic risk can have broad impact by: reducing IPV and controlling behaviors; improving economic well-being; enhancing relationship quality; increasing empowerment and social capital; motivating new help-seeking behaviors and collective action; diminishing social acceptability of IPV; and producing more equitable gender norms (Table 3).⁷² Positive associations were found at multiple levels, suggesting that structural interventions might be complementary approaches to individual and group interventions.⁷³

TABLE 3. CATEGORIES AND RISK FACTORS FOR STRUCTURAL INTERVENTIONS TO ADDRESS INTIMATE PARTNER VIOLENCE

CATEGORY	RISK FACTOR	POTENTIAL STRUCTURAL INTERVENTIONS
Economic	Poverty	Microfinance and related skill-building programs for women
	Limited economic opportunity	Unconditional and conditional cash transfer programs
Physical	Interpersonal (dyadic) economic inequality: men's control of family finances or wealth; women's economic dependence; and women's employment with unemployment for men	
	Isolation of women to private spaces; limited public roles for women	Community meeting spaces for women and girls
Politico-Legal	Alcohol outlet density	Limitations on alcohol outlet density
	Legislation and practices that reinforce women's subordination and gender discrimination (e.g., dowry, child marriage, restricted property rights)	Legislation to facilitate women's access to divorce
	Limited sensitivity and awareness among service providers, law enforcement, and judicial actors	Legislation to protect survivors and prosecute perpetrators
Social	Limited legal support for women and survivors of violence	Training for and monitoring of criminal justice and legal professionals on IPV-related policies and legislation
	Social isolation and limited freedom of movement	Social empowerment through community activities
	Low educational level of women	Educational entertainment media
	Gender norms supporting men's dominance; rigid gender roles limiting women's activities	Transformation of gender norms among men
	Community acceptance of interpersonal violence	

Source: Bourey et al. (2015)⁷⁴

2. EVIDENCE - PROVEN, PROMISING, AND POTENTIAL INTERVENTIONS

2.1 CLASSIFICATION OF EVIDENCE

The following sections summarize the literature of the past five years on evidence of the relationship between GBV and WEE, especially identifying approaches to mitigate GBV in the context of WEE initiatives. The sections are based on the ILO C190's broad categories of the “world of work” in relation to GBV:

1. GBV in the home: IPV and WEE
2. GBV and SH in the formal workplace
3. GBV and SH in informal and high-risk workplaces
4. GBV and SH in public spaces and transport
5. Technology-facilitated GBV and WEE

Each of the five sections examine the evidence base for existing programmatic approaches to mitigate and prevent GBV and participate in the economy, in that specific context. The examples provided are not exhaustive; they are illustrative and considered good practice. [Annex C](#) provides a summary of the intervention approaches and the outcomes, categorized as proven, promising, or potential based on the robustness of the evidence. Interventions that have not been studied in a robust way (because they are newer or lack representative data) were either not reported or were ranked as promising or potential.



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Most of the evidence highlights how WEE interventions can prevent and mitigate GBV, rather than how reductions in GBV might impact WEE—which is a more complex issue.⁷⁵ However, it is difficult to measure actual levels of GBV: an increase in reporting can be a positive sign that survivors feel more comfortable reporting violence, rather than indicating an actual increase in the incidence of GBV. Conversely, low levels of reporting can mean that survivors do not feel safe or comfortable reporting violence or do not interpret their own experience of GBV as a form of violence.

This study prioritizes approaches that contribute to structural changes that reduce GBV risk, such as the following strategies:

1. Changing gendered social norms that condone or tolerate GBV
2. Supporting women workers' organizations and movements addressing GBV
3. Developing GBV policies at the national or organizational level
4. Developing organizational and social procedures and practices that contribute to preventing and mitigating GBV

Local context affects the potential success of an intervention. For a specific intervention, what is proven to work in one context might need to be adapted for another, based on local culture and norms and the existing policy framework. Thus, the review of evidence aims to identify a more general set of best practice principles that can be applied across various contexts, with the caveat that detailed program design should be based on a risk analysis grounded in local context.⁷⁶

2.2 IPV AND WEE

RISKS AND IMPACTS

The relationship between IPV and WEE is complex and multi-faceted.⁷⁷ IPV affects women's ability to participate in economic activities, while, conversely, women's increased economic empowerment and independence may serve as either a trigger or a deterrent for IPV.⁷⁸

PARTICIPATION IN ECONOMIC ACTIVITY IPV can impact GBV survivors' economic agency, productivity, and ability to work.⁷⁹ Although IPV may originate in the home, its effects can spill over into the world of work, with a range of impacts:

- IPV causes physical and psychological stress and trauma that can affect survivors' ability to work or their productivity. If survivors take time off work to seek medical attention or attend legal proceedings, their commitment to the job may be questioned or they may lose their employment.⁸⁰
- Abusive partners may follow GBV survivors to their places of work and harass or seek to control them or may prevent them from leaving the home to go to work.
- Abusive partners may impose economic dependence on women, including by preventing them from entering or remaining in employment or by controlling or withholding their earnings.⁸¹ This can affect a woman's ability to leave an abusive partner, to make financial decisions for herself or her family, or to enter, remain, or progress in informal economic activities or the formal labor market.

WEE TRIGGERING IPV WEE can trigger IPV due to men's resentment or a threatened sense of masculinity, challenging social norms, or marital conflict over the use of earnings.⁸² In localities where women's employment is not the norm, women's income generation may be an indication of financial stressors, and these financial stressors may contribute to increased risk for IPV.⁸³ Evidence from Nepal underscores that, as women enter the workforce and contribute to household income, they are more likely to experience violence over their lifetime, both with their intimate partners and from other men.⁸⁴ Similarly in rural India, in places where women's employment is uncommon, it is associated with increased risk of IPV. A comparison of two different settings in rural Bangladesh showed that, in a more conservative setting, increased WEE challenged long-established gender roles and led to IPV, while in a less culturally conservative area an increase in WEE was not associated with an increased risk of violence.⁸⁵ It is important to understand local context, and particularly the nuance in women's roles and status within the local community, to anticipate risks and navigate transitions while adhering to a "do no harm" approach.⁸⁶

WEE DETERRING IPV WEE can also provide protection from violence. Studies have found that when women are employed or own property or land, they experience lower incidences of IPV.⁸⁷ In

contexts where social norms are accepting of women's increased economic empowerment, there is evidence that WEE has a positive impact on reducing IPV by giving women more agency and financial independence.⁸⁸ As women earn more money and gain increased economic status in their households or communities, they have more bargaining power and have more options available to them, including the option to leave an abusive partner. World Bank research in Brazil finds that improving wage equality reduces IPV, by giving (especially poor) young women more financial leverage to leave abusive domestic situations.⁸⁹ However, these effects are highly context-specific, and intervention designs need to be sensitive to local variations.⁹⁰

Economic violence directly undermines WEE, but few programs address it specifically. Economic violence is a form of IPV that includes economic exploitation, economic control, and any implicit or explicit strategy to control the ability of a spouse or partner to acquire, use, or maintain economic resources. It also includes conflict or backlash over participation in economic activities, as well as employment sabotage. It is positively associated with other types of IPV and is likely widespread; however, in LMICs, economic violence is less acknowledged as a form of violence and understudied. This study was not able to find proven programs specifically designed to prevent or mitigate economic violence. Recent research on this topic emphasizes the need for integrating gender-transformative programming into combined WEE initiatives to mitigate inequitable norms and attitudes around women's work and economic participation.⁹¹

APPROACHES TO PREVENTION AND MITIGATION

There are multiple entry points to prevent and mitigate IPV in the world of work. At the individual, household, and community levels, economic strengthening initiatives—such as micro-finance, livelihoods, and social protection programs—are proven to work under certain conditions and with the appropriate design.⁹² In the formal private sector, employers and co-workers can support survivors by providing a place of safety and solidarity, by identifying and supporting cases of violence, and by serving as a referral link to community services.⁹³ As CI90 notes, governments, employers' and workers' organizations, and labor institutions can help to recognize, respond to, and address the impacts of IPV in the world of work.⁹⁴ This section will provide examples of approaches covering these different entry points.

OVERALL SUMMARY FINDINGS To advance empirical evidence in the field of GBV prevention and risk mitigation, the UK Foreign Commonwealth and Development Office (FCDO) invested in the What Works to Prevent Violence against Women and Girls (VAWG) Program (known as “What Works”), which evaluated 16 GBV-prevention interventions in 14 Sub-Saharan African, Asian, and Middle Eastern contexts, over a six-year period (2014–2019).⁹⁵ It also conducted a rigorous global review of over 100 existing evaluations of GBV interventions. The findings on the effects of various types of interventions are summarized in Table 4.

TABLE 4. INTERVENTION EFFECTIVENESS FOR THE PREVENTION OF GBV

CLASSIFICATION	INTERVENTION TYPE
Effective, when well designed and executed	<ul style="list-style-type: none"> • Economic transfer programs. • Combined economic and social empowerment programs targeting women. • Parenting programs to prevent IPV and child maltreatment. • Community activism to shift harmful gender attitudes, roles, and social norms. • School-based interventions to prevent dating or sexual violence. • School-based interventions for peer violence. • Interventions that work with individuals and/or couples to reduce their alcohol and/or substance abuse (with or without other prevention elements). • Couples’ interventions (focused on transforming gender relations within the couple or addressing alcohol and violence in relationships). • Interventions with female sex workers to reduce violence by clients, police, or strangers (i.e., nonintimate partners) through empowerment/collectivization or alcohol and substance use reduction.
Promising, but requires further research	<ul style="list-style-type: none"> • Cognitive behavior therapy (CBT) based interventions with pregnant women. • Self-defense interventions to prevent sexual violence for women at college. • Economic and social empowerment programs targeting men. • Interventions with female sex workers to reduce violence by non-paying intimate partners.
Conflicting evidence	<ul style="list-style-type: none"> • Self-defense interventions to prevent sexual violence for girls at primary and secondary schools. • Working with men and boys alone. • Home visitation programs in the antenatal and postnatal period to prevent IPV.
No effect	<ul style="list-style-type: none"> • Good evidence that as standalone interventions these do not reduce levels of VAWG: <ul style="list-style-type: none"> ○ Microfinance, savings, and livelihood programs. ○ Brief bystander interventions. ○ Brief counselling and safety planning for pregnant women. • Insufficient evidence but unlikely to work as standalone interventions to reduce levels of VAWG: <ul style="list-style-type: none"> ○ Social marketing campaigns and edutainment. ○ Digital technologies for VAWG prevention.

Source: Excerpted from Kerr-Wilson, Alice, Andrew Gibbs, Erika Mcaslan Fraser, Leane Ramsoomar, Anna Parke, Hussain M. A. Khuwaja, and Rachel Jewkes. 2020. "A Rigorous Global Evidence Review of Interventions to Prevent Violence Against Women and Girls: Executive Summary." What Works to Prevent Violence and UKAID. ([Link](#))

The What Works evidence is consistent with the findings of academic researchers that the most effective approach to reducing IPV is a combination of WEE interventions with gender-transformative programming that targets both men and women.⁹⁶ The most effective WEE interventions for reducing IPV are (1) economic transfer programs targeting women, often in the form of national social protection programs; and (2) economic interventions (e.g., microfinance, livelihoods) combined with social empowerment programs (e.g., group discussions, trainings).⁹⁷ Interventions having no effect on IPV include stand-alone microfinance, savings, and livelihood programs. Women’s vulnerability to IPV is often greatest at the intersection of gender inequalities and economic marginalization; successfully working to reduce these risks requires a combination of economic and gender-transformative interventions.⁹⁸ The achieved impacts on violence and its predictors vary by context, according to the level of general poverty as well as cultural gender norms.⁹⁹

MICROFINANCE AND LIVELIHOODS Microfinance/livelihoods support—*combined with social empowerment components*—are a proven effective approach to reducing the risk of IPV. Under the What Works initiative, Jewkes et al. evaluated the effectiveness of several microfinance and livelihood

strengthening interventions (as a sub-category of WEE interventions) that integrated gender-transformative and economic empowerment approaches to prevent IPV.¹⁰⁰

The impact of these interventions on IPV depends on the design features as well as the demographic profile of the participants and their households.¹⁰¹ Shorter projects (often up to one year) appear to have a greater effect for older women, while for adolescent girls and young women, longer, multi-component interventions appear more effective.

Stockl et al. (2021) found notable differences in the impact of WEE on IPV depending on a few variables: household wealth, women's and men's employment in the last 12 months, and men's and women's relative employment and education status. However, they conclude that there is a lack of clarity on what kinds of economic empowerment will work for which population group, and that future interventions need to consider the differing needs of urban and rural areas while targeting age groups differently.¹⁰² In households where women earn more than men, poverty as well as tensions over men's inability to provide emerge as potentially important drivers of the association between WEE and IPV.¹⁰³ In order to ensure a “do no harm” approach, WEE interventions should not only broaden women's access to economic resources and opportunities, but also identify the specific social and economic drivers of IPV, and work with both women and men to address these.^{104,105}

SOCIAL PROTECTION AND ECONOMIC TRANSFERS There is significant academic and practical interest in the proven potential of cash transfers (CTs) as a scalable approach to addressing IPV and WEE.¹⁰⁶ A collaborative research program on CTs and IPV has been developed by a consortium including the International Food Policy Research Institute (IFPRI), the University of North Carolina (UNC), the London School of Hygiene and Tropical Medicine (LSHTM), the UNICEF Office of Research–Innocenti, and Johns Hopkins Bloomberg School of Public Health (JHSPH); this research aims to leverage CT programming for IPV prevention among poor and vulnerable women in LMIC settings.¹⁰⁷ The resulting body of evidence shows that these programs can have an effect on IPV, and that small changes in the way transfers are designed and delivered may have the potential to ensure or enhance this impact—at a potentially lower cost than violence-specific programming.¹⁰⁸ This conclusion is endorsed by several key stakeholders, including the Prevention Collaborative, Sexual Violence Research Initiative (SVRI), and the World Health Organization (WHO)-led RESPECT framework for preventing violence against women. Based on this rigorous evidence, they also argue that economic transfers (including cash, vouchers, and in-kind) represent promising approaches for reducing violence against women in LMICs.¹⁰⁹



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The benefits of complementary activities such as training and group meetings are becoming recognized as a key factor shaping the way a program of economic transfers impacts IPV.¹¹⁰ Complementary activities counteract the mixed effects of WEE and can even decrease IPV, by empowering women through increased knowledge and skills that improve their self-esteem, social interaction, and social capital.¹¹¹ Program framing and complementary activities, including those that influence intra-household

power relations, are likely to be important design features for leveraging the impact of CTs for reducing IPV and mitigating potential adverse WEE impacts.¹¹²

Safety nets and CTs are attractive and proven scalable policy instruments for addressing violence in LMICs,¹¹³ and they are rapidly expanding in resource-poor settings. According to the World Bank, in 2018, social safety nets reached approximately 2.5 billion people in LMICs, often women and the most vulnerable segments of society. The evidence of recent reductions in IPV within programmatic periods—ranging from 11 percent to as high as 66 percent—suggests that such programs offer a potentially effective platform for achieving at-scale reductions.¹¹⁴

The widespread reach of such programs is an important consideration, as IPV programming has generally struggled to maintain quality and achieve cost-effectiveness at scale. Social protection programs have largely been designed without considering GBV reduction (or gender equality) as an objective; thus, learning more about possible gender- and violence-sensitive design components offers potential additional benefits which could be leveraged to achieve cross-sectoral objectives. The importance of this work is expected to grow, given the increased spotlight not only on the role of social protection in COVID-19 response and recovery but also on gendered impacts of the pandemic, including the increase in incidence of GBV.¹¹⁵

FINANCIAL INCLUSION AND ASSET OWNERSHIP AND CONTROL The evidence highlights that efforts to improve women’s financial inclusion need to take into account the complex relationship with IPV, and that progress will require an enabling environment supportive of women’s empowerment.¹¹⁶ Given that IPV often occurs where women’s mobility is restricted, and that it often reflects conflict over resources and spending, opportunities for women to engage in financial inclusion remotely or without husbands’ participation (or sometimes knowledge) become important.

Mobile banking and other technology-based options are often more accessible for women living in remote or rural areas; they have the potential to mitigate economic violence, which is a distinct form of IPV directly linked to WEE. Digital financial inclusion efforts can facilitate individual privacy and control, enabling greater women’s autonomy. In Kenya, M-PESA’s mobile phone-based transfer, payment, and loan service¹¹⁷ enables women to keep money safely stored on a cell phone, helping to ensure their control over it and preventing husbands from taking their savings and earnings.¹¹⁸ As digital accounts become more widely available, especially given the need to pivot financial transactions online due to COVID restrictions, this will be an important approach to assess in the context of women’s access to mobile technologies, their account use, and financial control.¹¹⁹

Employers also have a role to play in ensuring women’s financial inclusion and security at the household level, including helping prevent economic violence. The importance of women’s control over their own income was highlighted in a survey on WEE and GBV conducted in Papua New Guinea (PNG), examining how women’s salaries were paid and accessed. A large majority (92 percent) of women respondents had their salary paid into a bank account that only they could access, and 90 percent of respondents kept their income separate from other household income. Strategies for increasing women’s economic independence through improved income generation and financial control include independent, secure savings mechanisms as well as direct transfer of salaries to women employees.¹²⁰

Women's ownership and control over assets and resources can serve as a protective factor reducing the risk of IPV.¹²¹ As women gain access to land and property, they have an increased sense of security, which can be a deterrent to domestic violence.¹²² Studies show that women's ownership and control over property, assets, and resources appear to be even more important than women's employment and income,¹²³ serving as a "tangible exit option." While a woman's income may be appropriated by her husband, owning immovable assets (such as land) expands her options and strengthens her bargaining power within the household, potentially acting as a deterrent to IPV.¹²⁴ This is particularly the case in places where relatively few women have paid work.¹²⁵ A study in India found that women's independent ownership of land or a house can substantially reduce the risk of both physical and psychological violence.¹²⁶ While this correlation between property rights and protection against IPV has been demonstrated, there are no studies confirming the GBV impact of specific interventions related to women's land rights; thus, this approach remains promising rather than proven.

PRIVATE SECTOR ADDRESSING IPV Formal sector workplaces are emerging as a promising platform for helping employees who may be experiencing violence at home. Workplaces can help to identify the problem and can help employees seek assistance. They can play a positive role by providing safe and supportive environments for their employees. At work, people can find protection from the violence they are experiencing at home, through support, information, and referral to critical services. In addition, income-earning represents independence for an employee who suffers from violence at home: employment might be the decisive factor determining whether they will be able to leave a violent relationship.¹²⁷ Business for Social Responsibility (BSR) suggests several ways that businesses can take a leading role in tackling IPV.

1. **Understanding the root causes of IPV, raising awareness, and creating the business case for intervention.** Businesses can commission or conduct research to understand the root causes of gender inequality and violence. Businesses can also clarify laws and regulations on the responsibilities of employers in relation to IPV. Presentations of research demonstrating the economic and social cost of IPV can help generate internal management buy-in, buttressing support for relevant investment decisions.
2. **Leveraging the workplace as an engine of positive social change.** The workplace can be a powerful space to shape attitudes and behaviors, as well as to create positive role models (Box 2). Workers will be less willing to accept violence at home and in their communities if they work in a respectful environment. Businesses should engage with men in company policy dialogue; they can program interventions such as bystander trainings, especially in the context of adverse gender norms.

Box 2. Normative shifts in workplaces help to prevent sexual harassment and enact legal protections¹²⁸

Shifting norms around GBV and SH are essential to reducing tolerance for violence in the workplace. Initiatives that combine workplace and community education about SH for all staff and support managers, including developing and implementing reporting and redress mechanisms, have proved effective at deterring harassment and enacting protections against GBV.

BSR's HerProject has reached over 850,000 women in 800 workplaces across 14 countries, raising awareness and developing workplace systems to prevent and respond to violence. An evaluation of the work of HerProject in India found that acceptance of GBV was halved among participants, while the implementation of protection

and support systems for women workers doubled in participating workplaces, helping to attract and retain women in the workforce.

3. **Facilitating access to services and opportunities for survivors and enhancing the response mechanism.** Businesses can facilitate access to essential services such as hotlines, counseling, legal aid, and housing for IPV survivors.
4. **Campaigning against violence.** Companies can promote positive concepts of masculinity and gender equality through campaigns, or design products to provide direct support to women who seek help. The 16 Days of Activism Against GBV campaign, and others such as NO MORE, provide a good opportunity for businesses to speak up against IPV.¹²⁹ The private sector has extensive marketing and consumer outreach expertise that can be channeled into social marketing campaigns to raise awareness about gender equality and prevention of violence.¹³⁰

There is a strong business case for private sector involvement in addressing IPV. Providing paid leave for staff experiencing IPV to allow them to seek help, legal recourse, and support to return to productive employment has been shown to provide high returns with relatively small investments. Companies can develop and implement a long-term management model to prevent GBV in order to reduce costs and improve productivity; again, evidence is emerging that the return on investment is very high. GBV awareness, prevention, and response skills, along with gender equity management, can be included in the expected skill set for executives and managers. Companies can collaborate with GBV service agencies and specialists to develop tailored management and staff training programs that speak their corporate language.¹³¹

ANALYTICAL LIMITATIONS The above summary is based on studies of bundled interventions that show only *correlated outcomes* rather than proven impact: none of these evaluations prove the causal effects of any individual component. Most of the economic-plus-social-empowerment programs evaluated in the literature do not distinguish between the independent and synergistic effects of the different program components.¹³² Several studies have attempted to understand the impact of enhancing WEE on mitigating GBV, as well as the cost of GBV to WEE; however, there has not been a focus on the reverse impact, of a reduction in GBV potentially enhancing WEE. Furthermore, what works in one context will not necessarily be successful in a different context. This suggests that a context-specific, holistic approach is most effective and sustainable. The following section sets out the principles and practices such an approach should adhere to, based on the empirical evidence provided above and in Tables C2 to C5 of [Annex C](#).

EVIDENCE – PROVEN, PROMISING, POTENTIAL, AND UNPROVEN

Based on a rigorous body of global evidence, this section summarizes key approaches, principles, and practices (categorized as *proven*, *promising*, *potential*, and *unproven*) that may prevent or mitigate IPV in the context of successful WEE interventions (such as microfinance, livelihoods training, and economic transfers). All designs should be contextualized and grounded in the lived experiences and reality of program participants. The following is based on a summary of the collective recommendations from leading GBV practitioners and think tanks.¹³³ Further details on specific interventions are provided in Tables C3 to C6 of [Annex C](#).

PROVEN

1. **Microfinance/livelihoods programs combined with group-based social empowerment components are a proven effective approach to reducing the risk of IPV.** Many of these interventions are related conceptually to the IMAGE intervention in South Africa¹³⁴ (since scaled and replicated in other countries), which combines microfinance with a gender-transformative, group-based intervention for women's savings and loans groups and training women in community activism.¹³⁵
2. **Gender-transformative approaches have been shown to be effective, especially when combined with economic empowerment interventions that focus on improving livelihoods for women, men, and families.** Such combined interventions have been shown to strengthen economic outcomes, prevent backlash violence, and affect overall reductions in IPV.¹³⁶ Group support appears to be a potentially important component of the intervention. However, women in younger age groups may need to be targeted in different ways.¹³⁷
3. **Cash (or food) transfers, often under national social protection programs, are proven to mitigate IPV,¹³⁸ particularly when combined with social components** such as group discussions, training, or other conditionalities such as school attendance, vaccination, or health programs and nutrition counselling.¹³⁹ In a mixed-methods review of rigorous studies from LMICs, 11 out of 14 quantitative studies (79 percent) and five out of eight qualitative studies (63 percent) demonstrated that CTs decrease IPV. CTs alleviate the immediate stress related to poverty and food insecurity, improve the psychological wellbeing of household members, and result in a decrease in IPV.¹⁴⁰
4. **Initiatives to reduce IPV should be based on a thorough analysis of the sociocultural context to discover the social norms that enable GBV or discourage WEE.** Such an analysis needs to inform the design and implementation of specific interventions as well as broader strategies. Changing social norms requires working with key initiators of change in communities, including church leaders, village court officials, and other leaders.¹⁴¹ Broader social norm change takes time—at least 3 to 5 years to demonstrate population-level impact.¹⁴²
5. **In parallel with WEE initiatives, a structural approach can address the political, institutional, and normative structures that perpetuate gender inequality and the acceptability of IPV.** By positioning economic empowerment programs within an institutional and social framework consistent with reducing GBV, programming can minimize the risks of reactive IPV.¹⁴³
6. **Multisectoral collaboration is considered a priority strategy in designing and implementing WEE initiatives that reduce IPV.** Partnerships between the project team, gender and GBV specialists, and other professionals with socio-legal expertise allow programs to benefit from collaborative and integrated services.¹⁴⁴ Ongoing communication and collaboration between WEE and GBV practitioners, beginning at the design stage, is an essential element of this approach.¹⁴⁵

See Annex G in the supplemental annex to this report for detailed information on Best Practice Principles.

PROMISING

Women’s financial inclusion, particularly through account ownership, may be a promising approach to reduce the risk of IPV. In multivariate global analyses using nationally representative data from 112 countries, increased levels of women’s financial inclusion were associated with lower levels of recent IPV. Importantly, however, in contexts with high levels of controlling behavior by spouses, financial inclusion was associated with *higher* levels of recent IPV. In LMICs, the relationship between financial inclusion and recent IPV varies according to the national context—specifically, women’s ability to own assets, as well as gender norms. These findings suggest that initiatives to prevent IPV by increasing women’s economic autonomy may be ineffective in the absence of broader social change and legal support. Indeed, as seen in countries with higher levels of men’s controlling behavior, the resulting backlash may increase the risk of violence.

- 1. Interventions that promote women’s digital financial literacy, access to bank accounts, and electronic payment transactions and salary transfers are protective from the risk of economic violence.** Such measures help women safeguard their income and savings and keep their financial information confidential.
- 2. Addressing legal gaps in women’s rights to property ownership is a promising protective mechanism against IPV.** Ensuring equal land and property rights for women begins with analyzing how existing land legislation, marital law (including divorce), inheritance, and customary laws interact in terms of women’s right to land, and how statutory law can promote women’s rights irrespective of marital status. A legal approach could also involve promoting women’s right to land in customary law and advocating for mandatory joint titling of land for married/cohabiting couples.¹⁴⁶
- 3. In the formal workplace context, promising approaches include: recognizing IPV as a factor in workplace risk assessments; creating a referral system to available public IPV mitigation and response measures; and awareness-raising about the effects of IPV.**¹⁴⁷ Policies that provide a leave of absence to persons experiencing IPV—for example, to attend court hearings, seek counselling and medical help, or move into a safe environment—ensure that survivors do not have to choose between leaving their abuser and keeping their job. Employers can also facilitate access to services and to justice.¹⁴⁸
- 4. Public sector incentives for private companies (financial incentives, recognition) and a supportive legal framework can empower employers to take steps to protect against IPV in the workplace.** Extensive research in the Asia-Pacific region led APEC to strengthen public-private partnerships and to support governments to establish regulatory frameworks that identify IPV as a workplace hazard. By requiring employers to implement GBV



JACK GORDON/USAID/DIGITAL DEVELOPMENT

policies, including procedures to address IPV, governments can provide guidelines for GBV safety planning and referrals to specialist support services.¹⁴⁹

5. **Companies with good GBV practices can influence other companies to reduce IPV in the workplace.** Such exemplars can serve as role models and can deliver presentations for other companies to learn from their strategies and programs.¹⁵⁰ Business coalitions can jointly support local GBV-related service providers, developing partnerships with them to ensure easy access for staff requiring such services. IFC is supporting such a program in PNG under the Bel Isi program (see Table D4 in Annex D of the supplemental annex to this report).¹⁵¹

POTENTIAL

1. An innovative approach to respond to the heightened risk of GBV especially among women entrepreneurs and informal workers, while also increasing their economic empowerment: **targeted training, mentoring, and networking activities to improve digital and financial literacy, as well as entrepreneurial skills training to improve their business models and access new markets.**¹⁵²
2. In responding to the GBV crisis during the COVID-19 pandemic, one high-potential approach combines three elements: **1) community outreach and education activities on the nature of GBV and prevention strategies; 2) critical assistance to service providers; and 3) psychosocial counseling in communities.**¹⁵³ This approach is currently being piloted in three countries, with the aim of translating the program into other country contexts.¹⁵⁴

UNPROVEN

Unproven interventions with insufficient evidence of effectiveness include microfinance, savings, and livelihood programs targeting only women that are not bundled with activities to address IPV and GBV.

Such programs may successfully achieve other outcomes which are protective factors for IPV; however, they are not recommended as a primary prevention strategy on their own, as the evidence shows no actual reduction in women's experiences of IPV.¹⁵⁵ Reasons for this include: failing to address prevailing inequitable gender norms among men; not raising awareness among participating women about their rights; and, in practice, increasing women's work burden, which affects their family responsibilities and causes tension within the household.¹⁵⁶

Not all microfinance and livelihood interventions are successful at economically empowering women.

1. Some programs provide skills that many women find hard to put into practice in order to earn money. Program strategies need to be adapted to the context of women's lives and reflect what they want to learn and deem helpful to their particular situation. Participants may lack start-up funding, equipment, and continued access to technologies used in training, such as tablets and internet connectivity, supplies, and access to markets. They may lack control over current and future earnings.
2. When economic gains are limited for such reasons, this may constrain the ability of participants to substantially transform household relationships.

2.3 GBV AND SEXUAL HARASSMENT IN THE FORMAL WORKPLACE

RISKS AND IMPACTS

SH is the most common form of GBV in the workplace and is a persistent problem affecting all countries, sectors, and occupations around the world. It is a serious manifestation of sex discrimination and a violation of human rights, which is addressed in the context of the ILO Discrimination (Employment and Occupation) Convention 1958 (No. 111); see Box 3. Note also that under C190, SH is clearly included within the definition of GBV and harassment (Art. 1(1)(b)).

Box 3. Definition of Sexual Harassment

Within the framework of ILO Convention No. 111, definitions of SH contain the following key elements:

1. **Quid Pro Quo:** Any physical, verbal, or non-verbal conduct of a sexual nature and other conduct based on sex affecting the dignity of women and men, which is unwelcome, unreasonable, and offensive to the recipient; and such conduct is used explicitly or implicitly as a basis for a decision that affects that person's job.
2. **Hostile Work Environment:** Conduct that creates an intimidating, hostile, or humiliating working environment for the recipient.¹⁵⁷

SH can encompass a range of behaviors and practices of a sexual nature. These include unwanted sexual comments or advances, “jokes,” and displaying pictures or posters objectifying women, as well as physical contact or sexual assault.

SH may be perpetrated by individuals in various roles, including colleagues, supervisors, subordinates, and third parties. Regardless of the form it takes, SH results in an unsafe and hostile work environment for the person experiencing it, as well as for witnesses and co-workers.¹⁵⁸ One challenge in collecting data on SH is that it is poorly understood or recognized. A meta-analysis of SH studies in workplaces, educational institutions, and public spaces in LMICs found that, because studies use different and unclear definitions of SH, the results are not internationally comparable.¹⁵⁹

Survivors of SH are often unlikely to report the violence. This is often due to the normalization and trivialization of SH, lack of awareness or understanding about what constitutes SH, fear of reprisals from co-workers, supervisors, family members or the employer, lack of effective redress or reporting mechanisms, and stereotypes that blame the survivor instead of the perpetrator. There are also difficulties of corroborating evidence, especially where SH occurs without witnesses, that can make proving it challenging.¹⁶⁰

Because SH goes unnoticed and un-reported, its persistent nature can have corrosive effects. SH can lead to significant personal suffering, damage to reputation, loss of dignity and self-esteem on the part of the survivors, and survivor-blaming by family, friends, and peers. For the individual survivor it can lead to serious health consequences and substantial economic costs; more broadly, it affects the functioning of enterprises and, more generally, the world of work.¹⁶¹ Economic hardship due to job loss can occur when survivors quit their position or are fired as retaliation for reporting; this, alongside lost opportunities for career advancement, creates serious economic consequences for survivors.¹⁶²

SH is widespread, normalized, and costly. A global poll carried out by CARE International as part of their campaign #ThisIsNotWorking found that significant numbers of men believe that it is acceptable to sexually harass and abuse women at work, and nearly a quarter of men surveyed believed that “it is sometimes or always acceptable for an employer to ask or expect an employee to have intimate interactions such as sex with them, a family member or a friend.”¹⁶³ In Indonesia, ILO’s Better Work project found that 85 percent of surveyed women workers were concerned about SH at work.¹⁶⁴ In another Better Work survey, “quid pro quo” SH was reported by 22 percent of the respondents.¹⁶⁵ In Uganda, a survey of over 2,910 organizations indicated that 90 percent of women interviewed had been sexually harassed at work by their male seniors.¹⁶⁶ GBV in the workplace is costly to employers: IFC in Myanmar found that businesses suffered a 14-percent annual loss of labor productivity due to bullying and SH (not including associated turnover, recruitment, and retraining costs).¹⁶⁷

APPROACHES TO PREVENTION AND MITIGATION

The private sector plays a central and decisive role in addressing GBV/SH in the formal sector workplace, as recognized in C190, which requires companies to respond to GBV/SH in a more comprehensive way than before: taking steps to prevent violence, protect survivors through remedy and compensation, and develop reporting and grievance procedures.¹⁶⁸ Box 4 highlights a framework for action.

Box 4. Business Fights Poverty – Framework for Action

Business Fights Poverty, a social impact platform, partnered with businesses, donors, and non-governmental organizations (NGOs) to develop a five-step framework for action. Partners included Anglo American, IFC, Primark, and CARE International. The framework for action, based on a series of actual case studies, is outlined as follows:

- **Identify potential risks.** Tools such as the BSR Diagnostic are designed to help large companies with complex value chains identify where the problems are and how to tackle them. The tool enables a company to self-assess how effectively their existing policies, programs, culture, leadership, and strategy are tackling GBV.¹⁶⁹ Companies should ensure that their human rights due diligence fully integrates gender considerations, as outlined in the new report from the Office of the United Nations High Commissioner for Human Rights (OHCHR), “Gender Dimensions of the Guiding Principles on Business and Human Rights.”¹⁷⁰
- **Commit to gender equality and diversity across the workplace.** This tackles the root of the problem—gender inequality—and builds trust among staff. Without this foundation, efforts to “raise awareness” about GBV can appear superficial and lack legitimacy.
- **Protect employees with supportive policies and procedures.** Clear policies and procedures—including reporting and grievance mechanisms—not only empower staff to take appropriate action when needed, but also reassure survivors, bystanders, accused perpetrators, and whistle-blowers that the company will handle cases effectively.
- **Collaborate and campaign beyond the immediate workplace.** Sector-wide approaches to reducing GBV, such as efforts across the alcohol or garment sector in a particular country, can help raise standards with suppliers and build a stronger overall ecosystem to tackle deeply ingrained issues. Companies also have the ability to influence societal norms and behaviors on GBV through advertising and campaigning, particularly when the issues align with core business aims and when they include culturally relevant reference points or actors.
- **Be accountable and monitor action.** Companies taking action to tackle GBV want to know whether those actions are benefitting employees. They also want to know how to comply with legal changes most effectively. The best approach is to adopt the standards set out in C190 or use the BSR Diagnostic tool.

Then, set up feedback mechanisms to assess employees' uptake of new policies and programs: conduct regular employee surveys and invite staff to share views on prioritizing resources to tackle the issue.¹⁷¹

In the formal sector in LMIC contexts, evidence is mainly available on GBV in manufacturing. Current evidence relates in particular to garment factories, where most workers are women and the managers and supervisors are men who, in many cases, are foreign to the host country. Some of this evidence is further explored below and in [Annex C](#).¹⁷²

The ILO has produced several guidelines to support the ratification and implementation of C190, highlighting how a comprehensive OSH framework at both national and workplace level could address violence and harassment in the world of work. This includes, for example, incorporating provisions related to violence and harassment into OSH regulations and collective agreements and developing specific standards, code of practices, and guidelines to support the implementation of programs and preventive measures in the workplace.¹⁷³ The evidence speaks to the importance of companies adopting a gender-responsive approach to OSH programs, along with a risk assessment that acknowledges gender power inequalities, identifies specific causes of violence and harassment against women at work, and tackles further risks faced by workers in situations of vulnerability, particularly regarding intersectional discrimination.¹⁷⁴ Trade unions have implemented an innovative and promising program to train OSH representatives in violence prevention on farms and in factories, where many women work.¹⁷⁵

IFC, European Bank for Reconstruction and Development (EBRD), and CDC Group (CDC) recently launched a private sector good practice guidance note, “Addressing GBV and Harassment: Emerging Good Practice for the Private Sector.” The note outlines emerging promising practices in addressing GBV in private sector operations and investments, drawn from recent experience in the private sector as well as a larger body of work from the non-profit sector. The note emphasizes the importance of assessing company capacity and resources to prevent and respond to GBV. Investors can incorporate this into their appraisal and due diligence processes. Companies can conduct capacity and resource assessments in their project or operational design phases or include them in ongoing internal processes. This consortium has also developed a series of briefs on GBV in various sectors, including construction, manufacturing, agribusiness, and public transport. The links are available in Annex D of the supplemental annex to this report.¹⁷⁶

EVIDENCE – PROVEN, PROMISING, AND POTENTIAL

This section will cover proven, promising, and potential practices to prevent and mitigate GBV and particularly SH in the workplace in the formal sector and across supply chains. Tables C5 and C6 in [Annex C](#) provide a summary of some of the examples cited in studies of initiatives to address GBV in formal and informal workplaces, showing information about the intervention, its assessment category, and its specific impact on particular GBV prevention precursors.

PROVEN¹⁷⁷

1. **Partnerships among governments, private sector companies, and development partners are proven to address GBV and SH in factories by developing effective policies and procedures, as well as providing training and awareness raising.** This scalable model has been used by several programs in different country contexts—most notably,

the ILO Better Work/Better Factories Programme, in partnership with IFC and CARE International.¹⁷⁸ CARE International and Better Work developed model Standard Operating Procedures (SOPs) on Addressing Gender-Based Violence and Harassment (GBVH). ILO Guidelines and Toolkits are linked in [Annex C](#), and illustrative examples of specific initiatives are provided in Table C5 in [Annex C](#).



ISTOCK

2. **Supporting the private sector in emerging markets to create safe and resilient workplaces is proven to reduce GBV/SH, by demonstrating the business case for action and providing advisory services, resources, and tools.** IFC’s Respectful Workplaces Program is a proven scalable model to enhance business value by addressing GBV.¹⁷⁹ It covers customer and client aggression, workplace bullying and sexual harassment, domestic and SV, and sexual exploitation and abuse connected to the workplace. Various components of this program have been successfully implemented in companies across a range of sectors in several countries. IFC Guidelines and Toolkits are linked in Annex F (located in the supplemental annex to this report), and illustrative examples of specific initiatives are provided in Table C5 in [Annex C](#).
3. **Supporting the collective voices of women, building the capacity of businesses to promote improved practices across supply chains, and strengthening government regulation and protections can lead to gender-transformative systemic change, preventing GBV/SH across supply chains.** This approach prioritizes active engagement with industry partners and with civil society and labor movement allies, to increase collective influence and support broader efforts to create systemic change. CARE International’s Made by Women and CARE International’s STOP initiative are scaling up proven approaches to improve women’s economic power at home, in the community, in government, and internationally.¹⁸⁰ CARE International developed a workplace SH prevention package for garment factories that includes a workplace SH policy, an implementation guide for factories, and comprehensive multimedia training modules for factories to deliver to staff to help them prevent and report SH.¹⁸¹ Beyond the factory setting, STOP advocates for improved national policy and legal frameworks through engagement with government, industry associations, and trade unions. CARE International’s Guidelines and Toolkits are provided in [Annex B](#), and illustrative examples of STOP initiatives are shown in Table C5 in [Annex C](#).

PROMISING

1. **A promising approach to reducing GBV/SH in the workplace is to promote holistic systemic change by building up the GBV and WEE ecosystem: expanding outreach to a broader network of organizations involved in GBV and providing support to small grassroots groups.** By supporting groups and collectives that do not normally have access to resources, the re-granting model achieved results on transformative gender justice and

social inclusion and strengthened women’s movements’ capacity for addressing GBV.¹⁸² The Laudes Foundation uses this model to facilitate change in the apparel supply chain using a systems approach lens. The Foundation set up the Elas Fund, an umbrella coordinating and re-granting mechanism for distributing funds and building capacity among smaller, under-resourced workers’ rights and protection organizations.



UN PHOTO/ESKINDER DEBEBE

2. Partnering with key stakeholders

across supply chains, and developing a practical framework for action adapted to the different roles of partners across the supply chain, can prevent GBV.¹⁸³ UN

Women and Unilever partnered to implement a human rights-based program across the tea supply chain. Their collaboration with a range of producers, government authorities, and tea associations, as well as women, youth, and community groups in the tea sector, resulted in the Global Women’s Safety Framework in Rural Spaces, informed by experiences in the tea sector in India and Kenya. Promising measures to engage and empower women workers to combat GBV include:

- Comprehensive identification of the specific local spectrum of GBV—including all forms of violence covered by international law—through proactive engagement with women production-line workers who are targets of violence
- Creating opportunities for collaboration involving women who are targets of violence, as well as supervisors and bystanders, to address gendered relationships of power within factories and to advance a shared goal of ending GBV in the workplace
- Protections against workplace retaliation for reporting violence or other violations of individual rights
- Protection of freedom of association and collective bargaining to safeguard the rights of workers who participate in processes to transform their workplaces
- Addressing risk factors for GBV related to brand purchasing practices, including production targets, accelerated work, failure to pay living wages, and lack of job security¹⁸⁴

3. Strong leadership is essential to promoting change.

UN Women has developed a collection of promising practices and lessons learned based on the experience of 14 organizations from countries across Asia and the Pacific, in diverse sectors: development, resources and mining, sporting, banking, retail, and business support. Effective workplace responses to violence against women require strong leadership endorsement, supportive governance structures, and a workplace culture that consciously seeks and supports equality and respect. Leadership commitment in particular is identified as a key factor in the success of workplace responses to IPV. Senior leaders and managers are especially effective when they

challenge behaviors and norms that perpetuate violence and when they drive workplace cultures that prioritize equality and respect.¹⁸⁵

POTENTIAL

1. **Increasing awareness in the private sector regarding their role and the benefits of addressing GBV/SH has significant potential.** The messages and principles need to be translated into practical action in order to be effective. The Women’s Empowerment Principles (WEPs), a joint initiative of the UN Global Compact and UN Women, offers guidance to businesses on empowering women at work, including through respecting and supporting human rights and non-discrimination and ensuring the health, safety, and well-being of all workers. More than 2,000 business leaders from companies across the world have adopted the WEPs. Principle 3 highlights the responsibility of employers to support survivors of violence and to provide a workplace that is free from violence. It mandates: offering services to survivors of IPV; respecting requests for time off for counselling or medical care; training staff to recognize the signs of GBV; identifying security issues, including the safe travel of staff to and from work; and establishing a zero-tolerance policy towards violence and harassment at work.¹⁸⁶
2. **Facilitating an understanding of the exposure to risk presented by GBV/SH can provide a compelling argument for the private sector to address and reduce GBV/SH.** The Criterion Institute works with investors, philanthropists, and diverse social change experts to develop and test strategies for using finance to address GBV. They have developed a tool to equip investors to understand the risk their investments are exposed to as a result of GBV. This tool enables investors to adapt their due diligence process to determine a potential investment’s exposure to the political, regulatory, operational, and reputational risks of GBV. This tool includes a risk assessment and due diligence questions at country, industry, and company levels, looking at laws and policies, governance and enforcement, and attitudes, practices, and norms.¹⁸⁷

2.6 GBV AND SEXUAL HARASSMENT IN INFORMAL AND HIGH-RISK WORKPLACES

Employment in the informal economy and high-risk sectors increases an individual’s vulnerability to GBV. Globally, half of all workers work in the informal economy. LMICs represent 82 percent of world employment, and 93 percent of the world’s informal employment is found in these countries. In some regions and sectors, informal work is carried out by a disproportionately women workforce. The informal economy is heterogeneous, made up of different sectors with different types of employment status and workplaces (streets, construction sites, markets, landfills, private homes, etc.). Women in the informal economy are often found in the most vulnerable situations, for instance as domestic workers, home-based workers, or contributing family workers.¹⁸⁸ This leaves women susceptible to violence due to isolation and a lack of access to complaint and legal recourse mechanisms.¹⁸⁹

Women are most affected by violence and harassment when they work at the bottom of the global supply chain. Women in low-paid and low-skilled positions, in sectors that employ large numbers of women managed by men, are often outside the protection of the legal and regulatory framework.¹⁹⁰ In a survey in the cut-flower sector in Kenya, 90 percent of those interviewed rated SH as the most difficult

problem experienced; in Tanzania, 89 percent of women interviewed had personally witnessed one or more incidents of SH, mainly perpetrated by managers.¹⁹¹

Non-standard employment can also enhance vulnerability to GBV. The context of non-standard forms of employment, particularly relating to job insecurity and economic pressure, can increase the likelihood of violence and harassment. Extensive research points to a significant increase of violence and harassment carried out against temporary and part-time workers.

RISKS AND IMPACTS

Street vendors are affected by poor urban infrastructure, including security. Lack of adequate or appropriate lighting, unsafe or non-existent toilet facilities, and unsafe public transport stations all contribute to GBV in public spaces, particularly when women are working very early in the morning or late at night. In Port Moresby, PNG, a scoping study in six markets found that 55 percent of women experienced some form of SV in market spaces in the previous year.¹⁹² GBV against women waste pickers is prevalent, perpetrated by private security forces, law enforcement, and other workers.¹⁹³



USAID/NEPAL

Informal, home-based workers are usually women adapting to care responsibilities or mobility challenges. Women tend to take up paid work they can do in their homes in order to balance their care responsibilities or lack of mobility with their need to earn an income. They are isolated from other workers and from public spaces, and are thus more vulnerable to IPV. There are more than 50 million home-based workers in South Asia alone, which has the largest concentration of home-based workers.¹⁹⁴

Domestic workers are also vulnerable, as they are based in their employers' homes, away from the public eye. A 2018 survey conducted in India of 291 domestic workers found that over 29 percent of them experienced SH at work.¹⁹⁵ Domestic workers have a direct personal dependency relationship if they live in their employers' homes. Migrant domestic workers are further dependent on their employers for their visas and thus have increased vulnerability. They are often explicitly excluded from the host country labor law and so cannot benefit from the same protections as other workers.¹⁹⁶

Women working in the hospitality and entertainment industry are at high risk of GBV and harassment from clients as well as employers. Findings show that working conditions and the organization of work exacerbate SH in this industry.¹⁹⁷ Women working in hotels, restaurants, bars, casinos, and tourism often face risks of violence and harassment from customers as well as managers.

As with other workers in predominantly non-standard forms of employment, where risk factors for violence and harassment are present, many victims do not make complaints for fear of losing their jobs. Factors such as wage-based tipping, alcohol consumption, and the notion that the “customer is always right” contribute to a heightened risk of SH by third parties (customers). In addition, long working hours, often during the night, make travel to and from work dangerous.¹⁹⁸

Agricultural plantations and extractive industries are unique because they house employees along with their dependents. In such locations, the responsibility of the company inevitably extends beyond the immediate workplace to homes, suppliers, and the wider community. Research shows a correlation between employment in oil, gas, and mining operations and increases in the incidence of GBV, including on-site SH, as well as domestic violence and sexual exploitation and abuse within project-affected communities. Women are often at higher risk to SV, due to an influx of transient men workers.¹⁹⁹



USAID

Women living and working in industrial agribusiness plantations (such as in palm oil plantations in Indonesia and Malaysia) are reported to be subject to high levels of regular assault and abuse.²⁰⁰ A recent study of working conditions in banana plantations in Guatemala found substantial evidence of GBV, as well as a negative correlation between the incidence of GBV and unionization. Non-union workers were 81 percent more likely to face verbal abuse than union workers: 58 percent of women in non-union banana packing plants faced workplace GBV, compared to 8 percent of women at unionized packing plants.²⁰¹ The study concludes that unions make a significant difference in workers’ living standards and the conditions of labor; they dramatically increase wages, ensure acceptable hours of work, provide for safer workplaces, and discourage verbal abuse, SH, and other forms of GBV.²⁰²

Migrant women workers experience increased vulnerability to sexual harassment. They are often disadvantaged by limited bargaining power and insecure contractual arrangements, and some do not hold a valid work permit.²⁰³ Migrant workers are more isolated, removed from their social networks, and often lack an understanding of the language and culture of the host community. They generally occupy low-status positions in work sites, supply chains, and factories, especially in relation to line supervisors who are mostly men and responsible for assessing their performance. Typically, most supervisory and management positions are held by men, and power imbalances are endemic.²⁰⁴ Supervisors can use their position to sexually harass workers on their teams, and disempowered workers may interpret such conduct as a condition of their employment or promotion.²⁰⁵ Existing laws often exclude the migrant workers most exposed to violence, such as domestic workers, farmworkers, and those in precarious employment. Their visas are often tied to their employers, and they cannot leave or change jobs without their permission.²⁰⁶

APPROACHES TO PREVENTION AND MITIGATION

The heterogeneous nature of GBV in the informal sector makes it very challenging to address. Informal workers experience different forms of violence depending on the sector, the location, and the other actors: home-based work, domestic work, street vending, waste picking, agricultural plantations, and hospitality and entertainment involve different perpetrators, whether government officials, employers and owners of capital, service users, criminal actors, other workers, or other household members. The role of local and municipal authorities is critical, as they control, manage, and oversee such informal workplaces as public markets and streets, landfills, and poor urban areas or informal settlements where informal workers reside and work. These authorities have control over both the physical infrastructure and public security, which may either promote or mitigate violence.²⁰⁷

Informal work is excluded from legislation on violence and harassment.²⁰⁸ Laws governing labor—including OSH, non-discrimination, and violence in the formal sector—do not apply to informal workers, particularly the self-employed. Urban policies and legislation either ignore informal workers or prohibit their economic activities, resulting in exposure to violence and confrontations with local authorities. Thus, legal recourse outside of the standard employment relationship is necessary; this requires strengthening regulatory frameworks and measures to strengthen informal women workers' access to justice, in cases of GBV experienced at the hands of state officials, criminal actors, employers, household members, fellow workers, and consumers. Integrated strategies are also needed to improve national legal frameworks, strengthen OSH and labor inspection, extend social protections, and organize informal workers. Administrative law, in addition to labor law, is relevant to protecting informal workers' access to public spaces for street trading and waste picking.²⁰⁹



CRYSTAL STAFFORD/USAID

C190 specifically includes informal workers under its provisions, and it will be instrumental in addressing this vulnerable population. Strengthening protections for informal workers creates a strong rationale for advocating for the convention's ratification and implementation, as well as the ratification of ILO Convention 177 on Home Workers, which recommends legislation leading to greater transparency and regulation in global and local supply chains to address the violence and harassment homeworkers face at the hands of contractors.²¹⁰

Strengthening informal women workers' networks and organizations, to bring together women who normally work in isolation or outside the context of formal organizations, is a common approach to improving informal sector conditions. This provides them with opportunities to strengthen their voice and agency and to collectively negotiate for improved and safer working conditions, as well as to access information about their rights and access to GBV services. Large-scale networks of home-based and informal workers are being supported by organizations such as the SEWA, WIEGO, the IDWF, and regional HomeNet associations.²¹¹

EVIDENCE – PROVEN, PROMISING, AND POTENTIAL

This section examines proven, promising, and potential ways to prevent and mitigate GBV within various forms of informal employment and provides examples of approaches to address it. Table C6 in [Annex C](#) provides a categorized summary of some initiatives to address GBV in the informal and high-risk sectors. It provides information about each intervention and its impact, including any GBV prevention precursors that have been positively impacted.

PROVEN

- I. **Safe market initiatives have proven successful in several countries.**²¹² Two proven, scalable models for urban GBV preventive market governance are UN Women’s PNG Safe Markets Initiative²¹³ and the Protecting Informal Women Traders in Dar es Salaam from Violence against Women project (supported by the UN Women Trust Fund to End Violence Against Women).²¹⁴ They provide a range of WEE capacity-building inputs for women across the markets, including financial literacy, business development, adult literacy, and cooked food preparation, along with capacity building for Market Vendor Associations (MVAs). The program supports marginalized women vendors to form MVAs and to develop a collective identity and platform for advocacy. Through the establishment of multi-stakeholder Market Management Committees, they gain a voice in market management. The model provides a structural “bridge” for local and national policy and decision makers to listen and respond to women vendors’ concerns. This has increased safety and reduced violence in markets.²¹⁵

PROMISING

- I. **A promising holistic approach to protecting women migrant workers from GBV includes a combination of interventions including legal reform, research, advocacy, organizing, and direct services.** The EU-funded Safe and Fair Program: Realizing Women Migrant Workers’ Rights and Opportunities in Association of Southeast Asian Nations (ASEAN) is a promising approach.²¹⁶ The project is working in several areas: improving legal frameworks that govern labor migration; ending violence against women migrant workers; promoting the ratification of C189 and C190; improving access to information and services for women migrant workers, as well as opportunities to network and organize; and conducting research and policy advocacy.²¹⁷

POTENTIAL

- I. **Organizing large-scale networks of home-based workers to advocate for ending violence and harassment at work shows potential.** Potential approaches have been demonstrated by large-scale networks such as SEWA, WIEGO, and regional HomeNet associations. They are supporting homeworkers by organizing workers into groups, drafting national policies, developing national OSH programs, and organizing city dialogues with municipalities to demand essential civic amenities and safer public spaces. They are educating unions and other organizations about C190 and how it applies to informal workers in terms of ending violence and harassment at work. They are also campaigning for the ratification of ILO’s Home Work Convention (C177).²¹⁸ Adopted in 1996, C177 recommends legislation leading to greater transparency and regulation in global and local supply chains to address the violence and

harassment homeworkers face at the hands of contractors. Access to legal recourse for home-based workers to address GBV becomes possible when a clearer working relationship can be established between homeworkers and suppliers, while still operating in the informal economy.²¹⁹

- 2. Organizing domestic workers into country networks allows otherwise isolated and marginalized women to convene, mobilize, and access support for dealing with GBV.** The IDWF is a global organization of domestic workers with 74 affiliates from 57 countries, representing over 500,000 domestic worker members. It offers potential interventions for domestic workers at the national level, organizing domestic workers in trade unions, associations, workers' cooperatives, and networks. At the international level, the IDWF in 2018 contributed a *Platform of Demands on Violence and Harassment against Women and Men in the World of Work* to voice the concerns of domestic workers, in support of the ILO standard-setting process for developing international labor standards against violence and harassment in the world of work. At the national level, Domestic Worker Organizations (DWO) organize and provide direct GBV and other support services to domestic workers and engage in campaigns and advocacy with governments to prevent and address violence against domestic workers.²²⁰
- 3. Partnering with the private sector to support at-risk workers in the hospitality and entertainment and extractive industries has the potential to empower women and promote systemic change.** CARE Cambodia,²²¹ in partnership with beverage producer Diageo, developed an initiative to organize women beer promoters, develop and operationalize a code of conduct among beer sellers, and influence the government to include hospitality and entertainment workers in anti-harassment laws.²²² In PNG, the Business Coalition for Women (BCFW) and IFC partnered with St. Barbara (a mining company) to offer training in how to conduct a safety audit and identify risks and hazards faced by women in the workplace. In consultation with other local companies, the program developed a tool aligned with international best practice for reporting on women's safety. The program appointed and trained gender-smart contact officers to provide advice as well as a secure point of contact to report harassment, and it introduced a Women's Internal Network to connect women working across the company. Audit results showed a 20-percent reduction in women feeling sad or angry at work and an increase in women's feelings of safety at work.²²³

2.7 GBV AND SEXUAL HARASSMENT IN PUBLIC SPACES AND TRANSPORT

RISKS AND IMPACTS

Women's safety in the world of work extends into public spaces, transport to and from the workplace, and employer-provided workers' accommodation.²²⁴ This is enshrined in C190, which highlights governments' and employers' responsibility to protect workers in public spaces. However, many countries lack formal mechanisms to report and address GBV in public spaces and transport: only seven out of 100 countries in a World Bank study have legislation on SH in public.²²⁵ Safe public spaces in cities and urban areas, enabling women to move freely without fear of violence and harassment, are essential to promote women's independence and participation in work and community life.²²⁶

SH and violence in public spaces and public transport is extremely common, affecting women and girls all over the world.²²⁷ Survey data in New Delhi, India, indicates that 92 percent of women have experienced some form of SV in public spaces; 88 percent of women are estimated to have experienced visual and verbal SH (unwelcome comments, whistling, leering, or making obscene gestures) during their lifetime.²²⁸ In Bangladesh, 94 percent of women commuting on public transport have experienced verbal or physical sexual harassment.²²⁹ In Sri Lanka, 90 percent of women have experienced SH while using or waiting for public transport, and only 4 percent sought help from the police.²³⁰



MARC DOZIER, UN WOMEN

For the poorest and most marginalized women, there are additional challenges. Poor lighting in their communities, exploitative working conditions, and insufficient policing all make violence more likely.²³¹ This is particularly the case for women who work overtime and travel home late at night, facing not only harassment but also threats of sexual assault, as well as accusations of prostitution by the police.²³²

The threat of SH and violence can cause women and girls to feel unsafe in their own neighborhoods, which can cause them to sacrifice work opportunities.²³³ In São Paulo—where a woman is assaulted in a public space on average every 15 seconds—97 percent of women reported always or sometimes changing their route to avoid harassment and violence.²³⁴ In Pakistan, an Asian Development Bank (ADB) transport survey found that over 70 percent of women were harassed on public transport; as a result, 31 percent of students, 23 percent of working women, and 20 percent of homemakers reduced their use of public transport, and 40 percent of women avoid traveling after dark.²³⁵ A study in Rwanda found that women’s fear of SH and violence limited their participation in activities outside the home, affecting between 42 percent and 55 percent of women.²³⁶

Research in India has shown that women are less likely to work outside the home in regions where the perceived threat of SH is higher, including IPV.²³⁷ In Pakistan, research funded by the UK Department for International Development (DFID) found that interviewees expected to face greater domestic violence if they sought to work outside the home, even if those jobs were more economically attractive.²³⁸ A study in Jordan found that 47 percent of women surveyed reported having turned down job opportunities due to the current state of public transportation, specifically naming availability, affordability, and SH as some of the main reasons.²³⁹

There are significant macroeconomic costs to GBV in public spaces and transport. Women’s reluctance to use public transport because of safety concerns can impose an economic penalty: a woman might forgo a well-paying job for one paying less that is closer to her home; or women’s absenteeism might increase, and productivity decrease, because of the psychological effects of sexual harassment.²⁴⁰ These impacts affect not only women’s individual productivity but also the productivity of companies and of the labor market in general: according to the ILO, unavailable or unsafe transportation is estimated to be the greatest obstacle to women’s participation in the labor market in developing countries, reducing their participation rate by 16.5 percent.²⁴¹

The perceived risk of street harassment has a significant impact on women’s human capital attainment and leads to perpetuating gender inequality in the labor market.²⁴² Street harassment of women affects their education, labor force participation, and lifetime earnings. A study in Delhi, India, found that women are willing to choose a college in the bottom half of the quality distribution instead of a college in the top quintile, specifically to be able to travel by a route they perceive to be one standard deviation (SD) safer. Similarly, women are willing to spend INR 18,800 (USD 290) per year more than men for a route that is one SD safer—an amount equal to double the average annual college tuition. The study estimates that women’s willingness to pay for safety translates to a 20-percent decline in the present discounted value of their post-college salaries. These findings have implications for other economic decisions made by women, and it could help explain India’s low women’s labor force participation.²⁴³

APPROACHES TO PREVENTION AND MITIGATION

The World Bank’s *Violence Against Women Transport Brief* provides a comprehensive framework for integrating GBV into transport projects. This includes: a gender and GBV risk and needs assessment; data collection and monitoring; a gender- and GBV-responsive transport policy and legal framework; training for bus drivers and bystanders; using the public transport system and hubs for referral, awareness raising and communication campaigns; feedback and grievance mechanisms; information communication technology (ICT) applications to increase safety; and reporting and referral services, such as HarassMap in Egypt, SafetyPin in India, and other examples from Mexico.²⁴⁴

IFC/EBRD/CDC have developed a resource on *Addressing Gender Based Violence and Harassment in the Public Transport Sector*. This includes promising examples of entry points, including: interventions at the leadership and policy level; training and awareness raising; working with contractors and suppliers; infrastructure design; grievance mechanisms and investigation procedures; and recruitment and performance assessment. It includes case studies from India, Kenya, Ecuador, Kazakhstan, Morocco, Brazil, Vietnam, and Egypt.²⁴⁵ Links to this resource are in [Annex B](#).

EVIDENCE – PROVEN, PROMISING, AND POTENTIAL

The following section examines proven, promising, potential, and unproven ways to prevent and mitigate GBV relating to safe cities and safe transport.

PROVEN

1. **A proven practice to address GBV in the transport sector highlights the importance of bystander interventions as well as social marketing aimed at changing social norms in contributing to violence prevention, though only as part of an integrated approach.** The World Bank (2020)²⁴⁶ assessed the impact of various initiatives introduced in Mexico City to address violence against women in public transport and found that an integrated package addressing the peer environment in public transport proved effective in changing attitudes towards sexual harassment. It included: a mobile application to report incidents of sexual harassment; transformative training of transport operators to become interveners (using non-confrontational approaches); and a communication campaign that invited the transport community (bystanders) to intervene using well-tested, specific, non-confrontational actions.

Safety audits can inform the design of transport infrastructure to incorporate GBV prevention-based environmental features.

PROMISING

1. **Safe public spaces are closely connected to the provision of gender-responsive public services.** Gender differences need to be taken into account in the planning of cities and transport, as part of gender-responsive city planning and service provision. Safety audits, a part of creating safe spaces, are a practical tool to evaluate safety of public spaces and can help pinpoint unsafe areas frequented by women workers.²⁴⁷ Promising and potential approaches are illustrated by both UN Women²⁴⁸ and Action Aid,²⁴⁹ which have effectively scaled *Safe Cities for Women Programs* across multiple country contexts globally, mobilizing women and CSOs to document risks and advocate for legal reforms and safer urban planning. Action Aid evaluates women’s safety in urban spaces and aims to help governments better understand where they may fall short and to identify and prioritize actions to improve urban safety.²⁵⁰ In Ecuador, a local regulation incorporated a specific provision against sexual harassment in public spaces, resulting in reduced sexual harassment on transportation in the city and influencing the national strategy on gender-based violence. In Morocco, the Ministry of Housing developed “National guidelines on gender-responsive planning” to ensure that all women and girls living in cities can safely access and use urban public spaces.²⁵¹ While its mobilization and awareness-raising efforts have been successful, the UN Women study found that actual changes in urban infrastructure are sometimes constrained by lack of municipal funding and resources.

POTENTIAL

1. **Potential approaches to safe transport include women-only buses, advocacy work with public transport associations and providers, and bystander awareness campaigns.** While these approaches use different methods, a common thread is the need to partner and collaborate with municipal government and transport authorities, particularly in addressing service and safety standards and operating procedures. As this is still a relatively new area of work, no robust and definitive impact evaluations have yet been carried out. Below are some findings that indicate potential approaches.
 - UN Women supports the Safe Public Transport Program in the Pacific through women-only buses, which feature all-women drivers and crew members and charge nominal fares.²⁵² It is recognized that women-only transport provides only a temporary solution, and the supply cannot meet the demand; nor does it address the root causes in a sustainable, systemic way.²⁵³ The program also works with local municipal governments and the Road Traffic Authority to improve the safety and reliability of regular public transport and bus stops, and it supports community interventions that address the root causes of GBV in and around public transport.²⁵⁴
 - The Solidarity Center is supporting local trade unions in Tunisia to create a campaign to build public support to improve the working conditions of agricultural workers and to urge the government to ensure decent transportation—for instance, by providing small business loans to local entrepreneurs to operate vehicles that meet safety standards.²⁵⁵

- The recently launched “Not on my bus” campaign in Sri Lanka, supported by Oxfam and co-created with local partners, aims to reduce SH in public transport by promoting bystander intervention through media campaigns and dialogues with government institutions. It focuses on challenging the harmful belief that “bystander intervention will not help or may even worsen matters, and the responsibility for action solely rests on survivors.” It also promotes positive norms that bystanders should intervene, and that it is everyone’s responsibility to uphold women’s rights to violence-free public spaces. It is yet to be tested.²⁵⁶

2.8 TECHNOLOGY-FACILITATED GBV AND WEE

RISKS AND IMPACTS

While access to the internet has promoted WEE, it can also be a vehicle for technology-facilitated GBV, as an extension along the continuum of offline and technology-facilitated violence. For many women, the internet can present an opportunity for reporting and seeking help for GBV. However, violence that begins online can be continued offline, and vice versa.²⁵⁷ Technology-facilitated harassment can further contribute to an overall culture of violence that is normalized and deemed inevitable and, as such, is tolerated in both online and offline spaces.²⁵⁸



KC NWAKALOR FOR USAID / DIGITAL DEVELOPMENT

Globally, 85 percent of women surveyed have experienced technology-facilitated GBV. The percentage is higher in developing countries (91 percent in Latin America and Caribbean, 90 percent in Africa, 88 percent in Asia and the Pacific, 98 percent in the Middle East), while still substantial in North America (76 percent) and Europe (74 percent). Women in countries with long-standing or institutionalized gender inequality tend to experience technology-facilitated violence at higher rates.²⁵⁹ For women of color, as well as for LGBTQI+ women and persons from marginalized groups, the violence may be far worse. Women in public positions such as journalism, media, and politics, also often bear the brunt of technology-facilitated harassment and violence.²⁶⁰ It affects women’s professional and personal safety: 7 percent of survivors lost or had to change jobs, and 10 percent experienced physical harm as a result of online threats.²⁶¹ Impacts from technology-facilitated violence against women also include increased medical costs and lost income, which also have damaging macroeconomic repercussions.²⁶²

As technology-facilitated violence increases, women are restricting their online presence and thus their access to information and opportunities. The stereotypical gender digital divide may be reinforced and exacerbated by the spiraling problem of technology-facilitated GBV and harassment.²⁶³ Nearly nine out of ten women restrict their online activity, thereby limiting their access to employment, education, healthcare, and community.²⁶⁴ Around 90 percent of instances of technology-facilitated violence are not reported by the victims.²⁶⁵ In a recent Economist Intelligence Unit survey, 78 percent of survey respondents said they are often unaware that options exist to report harmful online behaviors. In terms

of response, technology-facilitated GBV is often trivialized, with little punitive action taken by authorities, and it may be further exacerbated by victim blaming. In 64 of 86 countries studied in the Web Index, law enforcement agencies and courts are not taking appropriate corrective actions to address technology-facilitated GBV.²⁶⁶

COVID-19 policy responses have increased internet usage globally, and with it the potential for technology-facilitated violence. Internet traffic surged between 50 and 70 percent following quarantine and self-isolation measures, putting women and girls at a higher risk of technology-facilitated GBV. Several countries have reported dramatic increases in technology-facilitated GBV, including sexual exploitation. Given that many workplaces have pivoted to online remote work modalities, there is a heightened risk of technology-facilitated GBV.²⁶⁷

APPROACHES TO PREVENTION AND MITIGATION

Overall, there are few interventions that specifically address technology-facilitated GBV,²⁶⁸ and few formalized policies or regulations in this area.²⁶⁹ Attempts to address technology-facilitated GBV through legal and other means, and the enforcement of such measures, has proven difficult due to a lack of appropriate mechanisms, procedures, and capacity.²⁷⁰ One study from Bangladesh evaluated the formation of complaints committees and the installation of complaints boxes at educational institutions and workplaces, as required by a court directive, and found that these provisions were rarely enforced.²⁷¹ While there are some interventions, they are mostly small-scale, unproven, and untested.



STOCK IMAGES BANK/GETTY IMAGES/ISTOCK

Still in the early stages of development, some countries are planning or implementing regulations, strategies, and directives to address technology-facilitated GBV. The bulk of current efforts to counter technology-facilitated GBV focuses on response as opposed to prevention.²⁷² These solutions tend to focus on supporting survivors to report and document their experiences and on connecting them to community and institutional support services. Other programs are designed to support local initiatives and grassroots movements to raise awareness of the issue. Even fewer interventions are designed to prevent technology-facilitated GBV.²⁷³

Standardized measures for relevant data collection in LMICs have been developed. The International Center for Research on Women (ICRW) conducted research to inform the development of standardized measures that can be used to study technology-facilitated GBV across various LMIC settings and populations.²⁷⁴

According to UN Women, the most effective way of addressing technology-facilitated GBV has yet to be determined. UN Women suggests possible sanctions including: incarceration for extreme forms of technology-facilitated GBV; ordering perpetrators to take down harmful content; suspension and banning from the platform; apology, restitution, and compensation; and ways to assist survivors to

rebuild their lives and online presence. Sanctions should reflect the harm and gravity of technology-facilitated GBV and should aim to prevent recidivism, deter others, and rehabilitate the perpetrator.²⁷⁵

Education and digital literacy are crucial to help women and girls (and their networks) to use mobile and internet safely and protect themselves from the risks. This is best done in collaboration with private sector mobile operators and national governments to incorporate digital literacy in education curricula. It can also include information on where to reach out for support and how to report technology-facilitated GBV. There are several apps that help users track incidents of cyberviolence, to encourage more positive action and responses to such crimes. They allow users to record the type of cybercrime committed, the date, and the exact location. It also allows other users to report incidents, promoting wider positive action while establishing a support service or network for victims.²⁷⁶

Social media platforms currently offer a variety of settings to address technology-facilitated GBV—but these tools are not always easy to find or use. Some of the challenges include:

1. For journalists and politicians, verification measures (such as the blue checkmark on Twitter) can provide credibility and help ensure their safety. But the verification process can be cumbersome, and many—especially those without institutional support—lack the resources or capacity to pursue it.
2. The reporting process is one of the most challenging aspects of managing technology-facilitated GBV. To report abuse, women must label their experience according to categories defined by the platforms, and these definitions vary across platforms.
3. Content moderators do not always understand or have access to the context of the technology-facilitated GBV, such as why a particular word may be abusive in a particular region or dialect. Because moderators do not always have a full understanding of the violence, marginalized communities do not always receive the support they need from social media platform moderation teams.²⁷⁷



RIAZ JAHANPOUR/USAID/DIGITAL DEVELOPMENT

EVIDENCE

There is no proven, promising, potential or unproven evidence for successfully addressing technology-facilitated GBV. Annex G (located in the supplemental annex to this report) includes a summary of the proposed approaches developed by the Web Foundation and adopted by the four major social media platforms. Other next steps in this field include: continued testing and validating quantitative measures; conducting formative research and continued conceptualization; developing robust studies to understand nuances and impact; and integrating technology-facilitated GBV into GBV programming more broadly.

3. TWELVE GAPS IN EVIDENCE

The following list summarizes key gaps that relate specifically to the context of WEE interventions, based on the desk review and KIs for this landscaping study.²⁷⁸



JACK GORDON/USAID/DIGITAL DEVELOPMENT COMMUNICATIONS

1. **COVID-19.** The pandemic and associated restrictions have changed the WEE and GBV landscape for the foreseeable future. There are gaps in evidence on how best to scale approaches that will support women to adapt to this context, for example through online platforms for WEE and GBV prevention and response.
2. **Impact of design and operational features.** CCTs are a proven and scalable approach for reducing IPV, but more evidence is needed on the impact of basic design components such as transfer recipient, size, frequency and duration of transfers, and delivery mechanism. Other program variables also need evaluation: group-based delivery structures (e.g., women’s groups); delivery platforms (e.g., mobile money); and the use of conditionality, messaging, or labelling (health, education, nutrition, etc.) to encourage men’s buy-in or to affect how transfers are spent.
3. **Social norms.** While it is widely acknowledged that patriarchal social norms are a key driver of GBV, and that social norm change is necessary to prevent GBV, the evidence base is limited on how to transform gender norms and prevent GBV on a large scale through structural interventions.
4. **Scaling up.** There is still very limited knowledge globally on how different IPV prevention models can be adapted and scaled up to reach more beneficiaries and deepen impact,²⁷⁹ or on the impediments and the most appropriate pathways to reaching scale. Few WEE interventions have addressed IPV at scale.
5. **Integrating GBV prevention into sector-wide programs.** More evidence is needed on how to effectively adapt sector-wide programs to optimize their impact on violence prevention and response, particularly in the areas of economic development, micro-finance and livelihoods, formal and informal sector development, manufacturing, agriculture, social protection, ICT, and urban planning and transport.
6. **Sustainability.** There is no empirical evidence on how to sustain gains in reduction of GBV beyond the duration of a WEE program, particularly for economic (cash) transfers. More evidence is needed on how impacts evolve over time and which design features are most effective, including post-intervention—a critical factor in understanding the GBV prevention power of WEE interventions.
7. **Intersectionality.** There is no evidence on proven approaches to prevent or mitigate GBV in the context of WEE interventions, for women who experience multiple forms of discrimination

based on sexual orientation and gender identity, disability, ethnicity and religion, age, or other intersectional characteristics, as well as for conflict-affected populations or sex workers. This is critical because of the high burden of GBV these groups face and because it is likely they also present specific programming challenges.²⁸⁰

8. **Costing and the impact of the business case.** There is limited evidence of the impacts of the “business case,” or of using these market signals to incentivize action by the government and private sector.
9. **Relationship between the workplace and GBV perpetrators.** There is a lack of research on how GBV perpetrators affect the workplace, and how workplace experiences affect GBV perpetrators. Some men convicted of IPV report that workplace support might have been beneficial in helping them address their use of violence. There is also no evidence on the impact of GBV (whether perpetrated in the home or workplace) on perpetrators’ productivity and resulting costs to employers.
10. **Technology-facilitated GBV and approaches.** Approaches to addressing technology-facilitated GBV are emerging and untested, and more evidence is needed on their impact, particularly in prevention. There is also a lack of robust evidence on the effectiveness of specific digital technologies (e.g., safety apps) to prevent GBV. It is likely that the most effective role of digital technology in future GBV prevention is as an adjunct to other intervention components.²⁸¹
11. **Economic violence.** Economic violence directly relates to and undermines WEE. There is very little research on prevalence or approaches to address it.
12. **Reverse causality.** While there is an understanding of how GBV negatively impacts WEE, there is no evidence on the impact that preventing or reducing GBV might have on WEE.

4. TWELVE RECOMMENDATIONS

Table 5 highlights 12 high-level recommendations, structured according to the key stakeholder groups: development partners (donors and NGOs); governments; and private sector actors. These high-level recommendations are meant to complement (not duplicate or substitute for) the recommendations included in the sections above.

TABLE 5. GENERAL FINDINGS AND RECOMMENDATIONS

FINDINGS	RECOMMENDATIONS
DEVELOPMENT PARTNERS (DONORS, NGOS)	
<p>The WEE and GBV landscape has changed for the foreseeable future as a result of the ongoing effects of the pandemic and associated restrictions.</p>	<p>Support innovation to pivot WEE and GBV initiatives in the context of COVID-19:</p> <ul style="list-style-type: none"> • Pilot, track, measure, develop, and scale approaches that can support women to adapt to this context. • Use online platforms for WEE and GBV prevention and response, including online marketing, digital finance, and technology-facilitated GBV response support.
<p>Changes in women’s economic status, particularly in highly patriarchal contexts, can trigger GBV as they challenge prevailing gender norms and balance of power.</p>	<p>Ensure that all WEE programming takes at a minimum a “do-no-harm” approach:</p> <ul style="list-style-type: none"> • Ensure an understanding of the possible WEE-related triggers for GBV in the local context, such as: backlash related to women earning more than men; men taking control of women’s income or assets. • Develop an appropriate intervention promoting (for example) social norm change, secure and independent savings systems, and secure property rights.
<p>Structural approaches that address social or economic risk have the potential to: reduce GBV and associated controlling behaviors, improve economic well-being, increase empowerment and social capital, motivate collective action, diminish social acceptability of GBV, and produce more equitable gender norms.²⁸²</p>	<p>Adopt a structural approach to addressing the various risks and precursors to violence:</p> <ul style="list-style-type: none"> • Include multiple components involving different stakeholders and community members, and address the structural drivers of GBV including poverty, discriminatory laws and policies, and norms. • Start by mapping the GBV ecosystem to identify key stakeholders, the role they can play in GBV prevention, and how to coordinate their contributions. • Establish partnerships with other actors to ensure comprehensive and coherent coverage.
<p>Long-term sustainability of GBV and WEE outcomes relies on strengthening local systems, organizations, women’s movements, and women’s social capital, at the country, organizational, and community levels.</p>	<p>Strengthen local systems, organizations, and women’s movements:</p> <ul style="list-style-type: none"> • At the country level: build capacity for GBV and WEE advocacy, working in collaboration with local CSOs and women’s groups, women’s ministries, and parliamentary groups. • At the organizational level: support the development of women workers’ networks and unions within the formal and informal sectors; link them to government and external CSOs in GBV advocacy. • At the community level: support the formation of women’s groups around WEE and complementary gender transformative activities, as an effective entry point for empowerment at the individual level.

Attitudes condoning GBV are common globally and constitute one of the strongest predictors of high IPV prevalence at the national level.²⁸³

It is important to understand the local socio-cultural context—the gender norms and attitudes to WEE/GBV—in order to design effective WEE interventions that prevent GBV.

Inform program design with local research:

- Carry out an in-depth WEE situation analysis covering: the relative prevalence of women and men in the formal and informal labor force; women's access and control over finances and assets; attitudes towards women working and earning, etc.
- Carry out a GBV risk assessment, including: prevalence of different types of GBV and which groups are affected; acceptance of GBV; triggers of GBV; mapping the availability and quality of services and response mechanisms; laws and policies related to GBV, etc.

Targeting women alone does not address the root causes of GBV. Interventions that engage men in the family and community context are more effective.

Engage men and women in addressing the root causes of GBV:

- Start with an understanding of the configuration of the social and economic aspirations of men, as well as social norms and behaviors that justify the use of violence, which are often normalized and justified as “tradition.”²⁸⁴
- Acknowledge and address these perspectives and motivations in program design.
- Engage traditional and religious leaders, as well as men and women at the community level, and managers and business / government leaders at the workplace level, to challenge harmful norms and practices and to model positive and equalitarian behaviors.

There is a strong and growing body of research initiatives, with plans for expansion. For example, the DFID-supported What Works program, Phase 2, will start in 2022; SVRI's Global GBV research agenda is forthcoming.

Support global GBV prevention research initiatives:

- Invite GBV research actors into the CoP, if they are not already members.
- Stay informed, engaging with and supporting ongoing and planned GBV research initiatives.
- Align research and evaluation methodology to ensure comparability across interventions.
- Support these initiatives with relevant evidence from evaluations.
- Support research to fill the gaps identified above, including intersectionality, technology-facilitated GBV, and adapting to COVID19 restrictions.

GOVERNMENT

The national and organizational legal, policy, and budget framework is important to contextualize GBV/WEE interventions. C190 provides a universal normative framework to facilitate this process.

Support governments to ratify and implement C190:

- Embed GBV prevention across all sector policies.
- Collaborate with women's organizations in policy dialogue on gender-responsive legal, policy, and budgetary reform. Conduct a gender analysis of the national laws and policies related to employment, land, property, inheritance, family and divorce, violence against women, and SH, to identify areas of gender discrimination. Advocate for revisions in compliance with international agreements and conventions, such as ILO C190.
- Advocate for strong monitoring, evaluation, and learning mechanisms for the effective implementation of C190.²⁸⁵

Informal work is excluded from national legislation on violence and harassment. Labor, OSH, non-discrimination, and other laws that address violence in the formal sector do not apply to informal workers—particularly the self-employed. Urban policies and legislation either ignore informal workers or prohibit them from exercising their economic activities,

Strengthen regulatory frameworks and measures, including national legal frameworks and administrative law in the workplace:

- Support measures to strengthen informal women workers' access to justice in cases of GBV experienced at the hands of state officials, criminal actors, employers, household members, fellow workers, and consumers.
- Advocate for improving national legal frameworks, strengthening OSH and labor inspection, extending social protection, and organizing informal workers.

<p>resulting in exposure to violence and confrontations with local authorities.²⁸⁶</p>	<ul style="list-style-type: none"> • Advocate for strengthening administrative law in addition to labor law, to protect informal workers' access to public space for street trading and waste picking.²⁸⁷
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<p>Interventions addressing violence and harassment need a holistic approach. Governments have an overall coordination role to play in addressing GBV across sectors and supply chains.</p>	<p>Go beyond narrow, supplier-specific factory floor approaches:</p> <ul style="list-style-type: none"> • Ensure that employers change their policies and practices in compliance with C190 and are held accountable. • Encourage brands to consider the impact of their purchasing practices and to use their influence to support supplier capacity-building and public policy changes. • Ensure that unions are given freedom of association, with women well represented; support trade union GBV training. • Promote sectoral social dialogue on GBV violence. • Support national and local women's business coalitions and chambers of commerce to engage in these approaches.
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PRIVATE SECTOR

<p>Leadership commitment has been identified as a key factor in the success of workplace responses to IPV. Senior leaders and managers are especially effective when they challenge behaviors and norms that perpetuate violence and demand workplace cultures that prioritize equality and respect.²⁸⁸</p>	<p>Support private sector policy reforms:</p> <ul style="list-style-type: none"> • Mobilize the buy-in of top businesses to develop internal policies that align with ILO C190 and other relevant ILO Conventions. • Include an understanding of C190, as well as the capacity to address GBV and gender equality in the workplace, as part of the executive skill set expected of managers and business leaders. • Provide leadership and management training and mentoring that include a focus on gender and GBV, implemented on a regular basis by development agencies in collaboration with local women's organizations.
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<p>GBV prevention and mitigation should be embedded as part of an overall holistic gender equality approach. BSR's HERrespect and UN WEPs provide useful frameworks for structuring, monitoring, and accountability at a company level.</p>	<p>Embed GBV within a holistic gender equality approach:</p> <ul style="list-style-type: none"> • Ensure that business plans and strategies integrate a gender equality approach, promoting women in leadership and addressing occupations in industries dominated by men, equal pay, unionization, parental leave, etc. • Ensure that business plans and strategies address GBV prevention in alignment with C190 and that they allocate adequate financial, technical, and human resources to this priority. • Ensure that business workplace procedures include regular GBV risk assessments; ensure that their <u>human rights due diligence</u> fully integrates the range of gender considerations, as outlined in the new report from the Office of the OHCHR, "<u>Gender Dimensions of the Guiding Principles on Business and Human Rights.</u>"
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ANNEXES

- ANNEX A:** Key Terms and Definitions
- ANNEX B:** Key Resources
- ANNEX C:** Evidence Tables
- ANNEX D:** Organizations Working on Gender-Based Violence (In Supplemental Document)
- ANNEX E:** Design, Methodology, and Limitations (In Supplemental Document)
- ANNEX F:** Documents Consulted for Literature Review (In Supplemental Document)
- ANNEX G:** Best Practice Principles (In Supplemental Document)

ANNEX A: KEY TERMS AND DEFINITIONS

Agency. The capacity of individuals to make their own free choices and act independently on them, including having the resources or physical ability necessary to perform the behavior and the power to do so. The degree of agency may determine whether an individual challenges or adheres to a social norm that is misaligned with their personal attitudes. Agency applies to individuals and groups (i.e., individual agency and collective agency), and is often used synonymously with self-efficacy (the perceived ability to deal with a task or situation). Self-efficacy is a primary requirement for agency: even if the necessary resources and power are available to someone, if they do not perceive they can make changes, they will not be inspired or motivated to act or deal with a task or situation.²⁸⁹

Economic violence. Actions or systems that affect an individuals' economic agency and ability to support themselves, including the capacity to acquire and control economic resources. Economic violence can take the form of control, exploitation, or sabotage relating to access to funds, credit, employment, education opportunities, inheritance, property, and equal pay.²⁹⁰

Formal sector. The formal sector of an economy encompasses all jobs that pay regular wages, which are officially recognized as income sources on which income taxes must be paid.²⁹¹

Gender balance. Generally agreed to be a gender ratio of between 40 and 60 percent.^{292, 293}

GBV. An umbrella term for any harmful threat or act directed at an individual or group based on actual or perceived biological sex, gender identity or expression, sexual orientation, or lack of adherence to socially constructed norms around masculinity and femininity. It is rooted in structural gender inequalities, patriarchy, and power imbalances. GBV is typically characterized by the use (or threat) of physical, psychological, sexual, economic, legal, political, or social coercion, control, or abuse. GBV impacts individuals across the life course, and it has direct and indirect costs to families, communities, economies, global public health, and development. GBV takes many forms and can occur throughout the lifecycle. Types of GBV include: female infanticide; child sexual abuse; sex trafficking and forced labor; sexual exploitation coercion and abuse; neglect; domestic violence; elder abuse; and harmful traditional practices such as early and forced marriage, honor killings, and female genital mutilation and cutting.²⁹⁴

Gender equality. Concerns fundamental social transformation, working with men and boys, women and girls, to bring about changes in attitudes, behaviors, roles, and responsibilities at home, in the workplace, and in the community. Genuine equality means expanding freedoms and improving overall quality of life so that equality is achieved without sacrificing gains for persons regardless of gender.²⁹⁵

Gender norms. A subset of social norms which are shaped by patriarchy. Gender norms are socially constructed, based on collective beliefs about what behaviors are appropriate for women and men and the relations between them. They set socially held standards for a range of important decisions individuals make throughout their lifespans. Like social norms, there are expectations and perceived rules that dictate how to behave based on an individual's biological sex and social perceptions of their gender, which are used to justify and reinforce social differences and inequalities. Individuals who adhere to these norms may be rewarded by social acceptance and inclusion, while those who do not conform to these norms may face consequences such as social exclusion, violence, or even death.²⁹⁶

Gender-transformative approach. Policies, interventions, and programs that seek to transform gender relations to promote equality by: (1) critically examining inequalities and gender roles, norms, and dynamics; (2) strengthening norms that support equality and an enabling environment; (3) promoting the position of women, girls, and marginalized groups; and (4) transforming the underlying social structures, policies, and broadly-held social norms that perpetuate gender inequalities.²⁹⁷

Informal sector. Informal sector enterprises are usually un-registered and non-tax paying. Informal employment is non-tax paying also, and lacks safety regulations or job security. The informal economy is not usually included in a country's gross national product (GNP), unlike the formal economy (entry above).²⁹⁸

Intersectionality. Multiple and interdependent social identities of individuals (or groups), including race, class, religion, age, disability, sexuality, and gender, that affect lived experiences of discrimination, disadvantage, or relative privilege.²⁹⁹

IPV. Defined by the WHO as “behavior by an intimate partner or ex- partner that causes physical, sexual or psychological harm, including physical aggression, sexual coercion, psychological abuse, and controlling behaviors.”³⁰⁰

Microenterprises. Very small businesses, many of which are sole traders or have fewer than five employees. Each country has their own definition, which can also include turnover and assets and can differ by industry. In developing countries, many micro-enterprises are in the informal economy.³⁰¹

Positive masculinities. A term used to characterize the values, norms, and practices that gender-based work with men and boys seeks to promote to end VAWG.³⁰²

Power. Power refers to the ability to influence the beliefs, norms, and behaviors of others or the trajectory of events. Power permeates within social, political, and economic structures. It can take formal (such as an elected position) or informal (such as the elders of a village) forms, and either explicit (through a country's constitution or laws) or implicit (men's privilege). Power can manifest subtly and overtly, informing access to or control over resources, social networks, opportunities, and benefits from community structures and government policies. Power dynamics are rooted in social hierarchies that create and reinforce themselves, and are evident within advantages accumulated by one group over time and across generations. Power hierarchies often create the impression that the current order is natural and inherent. Individuals and groups who consider their power inherent may perceive efforts to shift norms as a threat to their power, and accordingly attempts to shift norms may result in backlash.³⁰³

Social norms. Shared rules of action that define what is considered normal and acceptable behavior for members of a group, held in place by empirical and normative expectations and enforced by social sanctions. Social norms are constructed by shared expectations and beliefs (often unspoken) about what people do and should do. These are embedded in formal and informal institutions as well as in attitudes and behaviors that guide how individuals interact in society, the economy, and within the household. In the context of markets, norms influence the control of productive assets; thus, gendered occupational roles and care responsibilities often limit women's ability to engage with and benefit from economic opportunities.³⁰⁴

Technology-facilitated GBV. Action that harms others—either based on their sexual or gender identity, or by enforcing harmful gender norms—that is carried out (by one or more people) using the internet or mobile technology, including stalking, bullying, sexual harassment, defamation, hate speech, and exploitation.³⁰⁵

Value chain. The full range of activities that are required to bring a product from its conception to its end use. These include design, production, marketing, distribution, and support to get the product to the final consumer. The activities that comprise a value chain can be contained within either a single firm or many firms.³⁰⁶

Women’s economic empowerment and gender equality (*working definition*). Women’s economic empowerment exists when women can equitably participate in, contribute to, and benefit from economic opportunities as workers, consumers, entrepreneurs, and investors. This requires access to and control over assets and resources, as well as the capability and agency to manage the terms of their own labor and the benefits accrued. Women’s economic equality exists when all women and girls have the same opportunities as men and boys for education, economic participation, decision-making, and freedom from violence. This requires collectively addressing barriers to commercial activity and labor market participation, such as: restrictive laws, policies, and cultural norms; infrastructure and technology challenges; unpaid care work; limitations on collective action; and poorly enforced protections. Women’s economic equality is just one facet of gender equality more generally, which requires attention to the full range of gender gaps—economic, political, educational, social, and otherwise.³⁰⁷

World of Work. A concept used by the ILO to encompass activities that may be paid or unpaid. Paid labor is an activity or service for which cash or in-kind payment is made. Unpaid labor comprises both “productive work” and “reproductive work.” GBV can take place in the workplace, including the home workplace, and in related contexts—for example, on public transportation going to or from work, particularly during a night shift. The “World of Work” concept recognizes the critical role that household outputs such as feeding and caring for family members contribute to national economies, by reproducing and sustaining the labor supply.³⁰⁸

ANNEX B: KEY RESOURCES

TABLE B1. KEY RESOURCES		
ITEM	DESCRIPTION	WEBSITE
SECTOR RESOURCES		
CARE and Better Factories Cambodia. 2020. “Standardized Guidance for Addressing Violence & Harassment in The Garment Industry.”	These guidelines are designed to support businesses in garment supply chains to address GBV and to take meaningful and effective action to ensure women workers are safe and respected at all levels of the supply chain.	(Link)
CARE International. 2020. “Guidelines For Addressing Gender-Based Violence And Harassment In The Textile, Clothing And Footwear Manufacturing Industry.”	These guidelines provide procedures for different parts of the supply chain, with guidance for areas including client management and procurement, purchasing, and sourcing, as well as for HR. They are based on CI 90 to ensure a consistent response across garment supply chains, so the industry as a whole aligns around common standards.	(Link)
Georgia, Taylor. 2015. “DFID Guidance Note on Addressing VAWG Through DFID’s Economic Development and Women’s Economic Empowerment Programmes – Part B.”	This guidance note suggests outcome areas and interventions to support the development of a theory of change that integrates economic development programming with VAWG programming, and suggests questions for situational analysis and stakeholder mapping.	(Link)
IFC, EBRD, and CDC. 2020. “Addressing Gender-Based Violence and Harassment in the Public Transport, Manufacturing, Construction, Agribusiness, Education, Hotels Catering and Tourism Sectors.”	This series of briefs outlines emerging practices in addressing GBV in operations and investments across specific key sectors.	(Link)
IFC. 2020. “COVID-19 and Gender-Based Violence: Workplace Risks and Responses.”	This guidance note informs employers about the heightened risks of GBV as a result of the COVID-19 pandemic and outlines ways in which employers can address these risks, improve employee and community well-being, and create a safe and resilient workplace.	(Link)
ILO. 2020. “Policy Brief on Sexual Harassment in The Entertainment Industry.”	This brief analyzes trends and patterns of SH in the entertainment industry, and points to relevant laws and other means to protect workers in the industry.	(Link)
IWDA. n.d. “Do No Harm Toolkit.”	This toolkit aims to support WEE programs to integrate approaches to address violence against women, framed around program design, implementation, and monitoring.	(Link)
Jennifer Schulte, et al. 2014. “USAID Toolkit for Integrating GBV Prevention and Response into Economic Growth Projects.” Development & Training Services, Inc. (DTS).	This toolkit offers background and practical guidance to USAID staff on how to address GBV in economic growth and trade projects across the program cycle.	(Link)
Pillinger, Jane (co-authored with Jo Morris). n.d. “Gender-based violence in global supply chains: Resource Kit.” Turin/Geneva, ITC-ILO.	This kit is designed to help global brands, employers, trade unions and other stakeholders to tackle GBV in their supply chains. It provides background, resources, case studies, and practical strategies to be used for both individual and group learning.	(Link)
UN Women. 2017. Toolkit - “Getting Started - Market Vendors Associations.”	This toolkit is intended to help market vendors to plan and organize into representative groups to contribute to gender, social, and economic advancement. It is a reference guide for workshop facilitators presenting capacity training for market vendors.	(Link)

UN Women. 2018. “A Global Women’s Safety Framework in Rural Spaces: Women’s Safety Action in Agricultural Value Chains.”	Focusing on the tea sector, this guide aims to strengthen the capacity of service providers and institutions, and tea sector management, in the development and implementation of specific policies on SH.	(Link)
WIEGO. 2020. “Briefing Note on Violence at Work.”	This briefing note highlights how labor standards enshrined in C190 and R206 can be used by member-based organizations to address the violence experienced by informal workers. WIEGO also offers a wide range of books, briefs, worker training kits, and videos on addressing GBV in the informal sector.	(Link) (Link)

POLICY RECOMMENDATION RESOURCES

Business Fights Poverty. 2019. “How Business Can Tackle Gender Based Violence in the World of Work.” Primark, AngloAmerican, IFC, and CARE International.	This Toolkit includes the Business Fights Poverty Framework, which sets out five key steps for companies to take a comprehensive approach to tackling GBV.	(Link)
Business for Social Responsibility (BSR). 2019. “The BSR Workplace Diagnostic Tool on Violence and Harassment.”	This tool helps companies assess their policies, systems, and culture to identify strengths and gaps in their current approach to preventing and addressing harassment and violence.	(Link)
DFAT n.d. “Covid-19 Gender and Social Protection Guidance Note: Violence Against Women and Girls and Gender-Sensitive Social Protection Programming.”	This guidance note provides a snapshot of issues that should be considered across the program cycle of designing, implementing, monitoring, and evaluating a social protection COVID-19 response program.	(Link)
ILO. 2021. “Government Laws and Policies for Gender Equality.”	This report examines how governments can design and implement policies to promote a future of work that is gender-responsive by design and is anchored in social justice and decent work principles.	(Link)
Solidarity Center. 2020. “Made for This Moment: How ILO Convention 190 Addresses GBVH in the World of Work during the Covid19 Pandemic and Beyond.”	This report highlights that C190 recognizes the fundamental right to work free from GBV; it examines GBV in the world of work and identifies concrete steps to address it.	(Link)
SVRI and World Bank. 2019. “Economic Empowerment Interventions to Reduce Gender-Based Violence.”	This brief describes several research interventions, funded by the Development Marketplace: Innovations to Address GBV, that show promise in targeting risk factors associated with violence.	(Link)
UN Women. 2021. “Domestic Violence Policy and Procedure Template.”	This template aims to assist WEP signatories to recognize and assess the risks of workplace-related IPV, as well as to understand the signs of IPV and to establish clear guidelines for supporting employees who are survivors of IPV. The text can be customized according to a company’s requirements.	(Link)
WHO, UN Women, OHCHR, UNDP, UNFPA, UNODC, SIDA, UKAID, USAID, and WBG. 2019. “RESPECT Women: Preventing Violence Against Women.”	The framework contains a set of action-oriented steps that enable policymakers and implementers to design, plan, implement, monitor, and evaluate interventions and programs using seven strategies to prevent VAW.	(Link)
Women’s Refugee Commission. 2018. “Toolkit for Optimizing Cash-Based Interventions for Protection from Gender-Based Violence — Part I.”	This toolkit provides tools to support programs that focus on cash-based interventions and that address GBV in crisis and conflict settings. It discusses how to analyze the context and identify specific risks and needs, and how to design cash-based interventions tailored to address GBV.	(Link)

PRIVATE-SECTOR ENGAGEMENT RESOURCES

CARE International. n.d. “STOP Sexual Harassment Project.” (Accessed 6/14/21)	This website provides a series of resources to support businesses to address GBV in factories.	(Link)
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Criterion Institute. 2020. “Mitigating the Risks of Gender-Based Violence: A Due Diligence Guide for Investing.”	This tool equips investors to understand the risks their investments are exposed to as a result of GBV, and to incorporate that risk assessment into the due diligence process.	(Link)
FWF. n.d. “Workplace Education: Creating Change on the Factory Floor.” Accessed June 6, 2021.	This is a series of training modules to train workers, supervisors, and management on how to prevent and address GBV in factories.	(Link)
IFC, The EBRD, CDC Group. 2020. “Addressing Gender-Based Violence and Harassment: Emerging Good Practice for The Private Sector.”	This publication outlines emerging practices in addressing GBV in operations and investments. These practices are drawn from recent experience in the private sector, as well as a larger body of work from the non-profit sector.	(Link)
IFC. 2020. “Guidance Note: COVID-19 and Gender-Based Violence: Workplace Risks and Responses.”	This guidance note informs employers about the heightened risks of GBV as a result of the COVID-19 pandemic and outlines ways for employers to address these risks, improve employee and community well-being, and create a safe and resilient workplace.	(Link)
PNG Business Coalition for Women (BCFW). 2021. “A Director’s Guide to Preventing and Responding to Sexual Harassment at Work.”	This guide on preventing and responding to SH at work provides context, practical insights, and questions for boards and directors on this systemic and serious issue. It proposes a new framework for organizations to better prevent and respond to SH at work.	(Link)
WEP. 2021. “Gender Gap Analysis Tool.”	This tool covers measures to ensure safe workplaces, such as policy commitment to zero tolerance for GBV, annual training on zero tolerance, tracking grievances related to workplace GBV, and communicating publicly to ensure an environment free of violence.	(Link)

ANNEX C: EVIDENCE TABLES

TABLE C1. EVIDENCE CATEGORIES, DESCRIPTION, AND CRITERIA

CATEGORY	DESCRIPTION	CRITERIA
Proven	Strong evidence of clear beneficial effect	Good evidence based on multi-country or longitudinal analyses, peer reviewed articles, RCTs, quasi-experimental studies, and external evaluations; or several individual or regional studies that give similar findings (published research or studies conducted by internationally recognized institutions)
Promising	Strong evidence of promising beneficial effect	Sufficient body of evidence drawn from one or more country-level studies, internal assessments, or evaluations undertaken by implementing organizations; project-specific reports that demonstrate a correlation between outputs and outcomes.
Potential	Positive trend with limited or mixed effects not well studied	Several reports indicating positive trends or impacts from newer innovations, but no systematic reviews or analyses. The trends or impacts are largely anecdotal or qualitative.

TABLE C2. MICROFINANCE AND LIVELIHOODS

TYPE OF INTERVENTION	EVALUATION OF INTERVENTION	CATEGORY ³⁰⁹
<p>Do Kadam Barabari Ki Ore Violence Prevention Program (Bihar, India), based on the IMAGE model, targeted married women in village-level self-help groups. It combined gender-transformative learning sessions on violence against women with financial literacy and livelihoods training opportunities. It aimed to 1) change attitudes related to gender roles among women; 2) reduce women's experience of emotional, physical, and SV within marriage; and 3) empower women through building their financial and social assets.³¹⁰</p>	<p>The intervention contributed to improving women's decision-making, financial literacy, and access to social support. It made positive changes to women's attitudes about gender roles and the acceptability of men's controlling behaviors. The effects on women's experience of marital violence were mixed: <i>reduced</i> experience of physical violence, but <i>increased</i> experience of emotional violence, and <i>no effect</i> on levels of SV in marriage.</p> <p>The study found a reported increase in decision making, freedom of movement, and possession of a bank account. Intervention group participants, compared to the control group:</p> <ul style="list-style-type: none"> • Were 2.8 times more likely to exhibit independent decision-making • Were 2.0 times more likely to have a bank account, and were significantly more likely to operate their account independently • Reported more freedom of mobility (36 percent higher) • Exhibited enhanced financial literacy 	<p>Proven: GBV Norms Organization</p>
<p>Drivers of Change Project — Shirkat Gah (Pakistan) worked in 40 villages across four districts in four provinces to shift attitudes about violence against women and girls and to create a community-led enabling environment for referral, redress, and prevention of such violence. The project also sought to help empower women economically to allow them a greater role in household decision-making. The project provided women with knowledge about GBV-related laws and policies and how to access redress</p>	<p>Over 80 percent of the female respondents said that women and girls in their communities had become more aware of their legal rights. After the project, 93 percent of female respondents and 87 percent of male respondents stated that there had been a positive change in their thinking about VAWG.</p> <p>Most women who received loans through the project said this had empowered them and that they could now independently take out further loans, manage their interactions with the loaning entity, and continue their businesses without program support.</p>	<p>Proven: Norms Practices Organization</p>

mechanisms. Financial management training provided small business support, group formation, and interest-free loans.³¹¹ The project demonstrated the importance of including men as relevant agents of change.

The positive response from participants on project activities (the Community Theater, Women Bazaars and Violence Free Families Campaign) suggests the potential to scale up and replicate such activities in other areas and at a national level.

IMAGE Microfinance and Gender Equity Program (South Africa) combined poverty-focused microfinance with training and skills-building focused on preventing HIV infection, gender norms, relationships, cultural beliefs, communication, and IPV.³¹²

A cluster-randomized trial found a 50-percent reduction, at 24 months, in women's reports of physical or SV from a partner, in the intervention group compared to the control group.³¹³ Group-based support is associated with less IPV; loans should be accompanied by complementary group-based programs.³¹⁴

IMAGE is considered promising for scale-up: in South Africa, scale-up went from 855 women in the pilot to 2,598 women, in two years. It is being replicated in Tanzania and Peru.

Proven:
GBV
Norms
Organization

Indashyikirwa (Rwanda) is a micro-finance couples' program implemented by CARE International through village savings and loan associations. It aimed to shift attitudes, behaviors, and norms that support IPV, with four key components:

- Intensive participatory training with couples (Couples Curriculum)
- Community-based activism led by individuals who completed the couples' curriculum and received additional training
- Direct support to survivors of IPV through women's safe spaces
- Training and engagement of opinion leaders³¹⁵

An evaluation found a 55-percent reduction in women reporting physical and/or sexual IPV, and a 47-percent reduction in men reporting having perpetrated physical and/or sexual IPV. The evaluation also found improved relationship quality and fewer accepted reasons to justify wife beating, along with the substantial impact in reducing sexual IPV.³¹⁶

Proven:
GBV
Norms
Organization

MAISHA Microfinance for AIDS and Gender Equity Program (Tanzania) is a social empowerment intervention designed to build healthy, violence-free relationships for women both in and out of established microfinance loan groups. Women attend participatory, reflective, and transformative sessions covering gender, power, violence, and relationship skills over a 20-week period. The program used a cluster randomized controlled trial design.

An LSHTM study of the MAISHA Program supports the rationale of adding social empowerment to WEE interventions. It has potential for scale-up in settings where IPV is common.

A forthcoming economic analysis will provide data for the cost and cost-effectiveness of the MAISHA intervention. Further analyses are planned, utilizing complementary qualitative data, to explore women's experiences of the intervention, the process of change, and its effect on different forms of violence and abuse.³¹⁷

Proven:
GBV
Norms
Organization

SASA! (Start, Awareness, Support, Action) (Africa) engages community activists, community leaders, health care professionals, and police to play complementary roles in promoting and implementing activities related to gender and power. SASA! is a gender-transformative intervention that can be implemented to address GBV in the context of WEE.

Multiple studies have shown that the SASA! program—originally implemented in Uganda and adapted for Rwanda and Tanzania—has positively impacted attitudes regarding IPV, reduced incidences of IPV, and increased discussions regarding gender equality.³¹⁸ This model can be used alongside a WEE initiative as the gender-transformative component.

Proven:
GBV
Norms
Organization

Stepping Stones and Creating Futures (South Africa) implements group-based participatory interventions. Men and women participate in 21 sessions of gender-transformative programming plus training on livelihood strengthening, over two years. It addresses multiple drivers of IPV, effectively engaging with men. The relatively short

The study showed increases in economic security, but results on violence differed by gender: men reported decreased perpetration of IPV, but women had no significant change in experience.³²⁰ The intervention was delivered at low cost and has strong potential for scale-up.³²¹ The model has been implemented in both rural and urban areas in South Africa.

Proven:
GBV
Norms
Organization

intervention model can be adapted for other interventions.³¹⁹

The model was also successful in Nepal. Women reported physical IPV decreased by over 50 percent; the proportion of women with earnings in the past month increased threefold, and asset value increased twofold; food insecurity more than halved among women; both women and men reported less patriarchal gender attitudes, and husbands became less controlling of their wives.³²²

A cost-effectiveness study of this intervention is being finalized by *What Works* at LSHTM.

<p>Women for Women International's (WfWI) Economic and Social Empowerment Program (Afghanistan) adopts a bundled approach that supports social and economic empowerment through training in livelihoods, rights, and GBV prevention; organization and advocacy; and CTs and group savings. The Impact Evaluation^{323, 324, 325} is one of the few rigorous evaluations of an economic and social empowerment intervention in a conflict-affected setting; the evidence of benefits of the intervention for women is important. In a highly patriarchal context, the combination of social and economic interventions can help women overcome barriers to improve their lives.</p>	<p>The program increased women's earnings and savings and improved household food security. It also improved women's attitudes towards gender equality, their participation in household decision-making, and their mobility. While it reduced the risk of IPV among moderately food insecure participants, it did not significantly decrease the risk in the overall study population. (The intervention was not specifically designed to reduce violence.) Despite positive changes in some of the precursors to violence (e.g., gender attitudes, women's livelihoods, participation in decision-making, and mobility), there was only a small (not statistically significant) reduction in married women's experiences of physical or emotional IPV in the past year.³²⁶ Importantly, there was no increase in IPV, within a social/political context that seems to be worsening for women overall.</p>	<p>Proven: GBV Norms Organization</p>
<p>World Education's Bantwana Program (Tanzania) empowers women through regular group-based savings, goal-setting activities, and discussions on economic empowerment, health and GBV prevention. Male peer groups bring together the spouses of the group members to reinforce positive masculine ideals. Sessions are facilitated by an experienced gender trainer, addressing issues of masculinity and gender norms. Community dialogues are led by respected local leaders and influential group members.³²⁷</p>	<p>Analysis of the endline data indicates positive changes in attitudes as well as lower reporting of violence in the last three months by both men and women in the intervention groups, compared to those in the comparison group. Men in the intervention groups had lower rates of justifying and perpetrating IPV than in the comparison group. Women in the intervention groups reported lower levels of violence than women in the comparison group.</p>	<p>Proven: GBV Norms Organization</p>
<p>Zindagii shoista – "Living with dignity" (Tajikistan) engaged 80 families in four villages in weekly sessions to improve behaviors, relationships, and communication, while strengthening livelihoods and financial management skills. Grants were given in the form of livestock and equipment to aid income-generating activities.³²⁸</p>	<p>The intervention led to a 50-percent reduction in the number of women experiencing domestic violence. Food insecurity for women reduced by two-thirds. There was a four-fold increase in the proportion of women with any earnings in the past month. Depression nearly halved for women and more than halved for men, and there was an increase in more equitable relationships.</p>	<p>Proven: GBV Norms</p>

TABLE C3. SAFETY NETS AND ECONOMIC TRANSFERS

TYPE OF INTERVENTION	EVALUATION OF INTERVENTION	CATEGORY
<p>Productive Social Safety Net (PSSN) (Tanzania) addresses gender equality and WEE using CCTs along with a public works program and livelihood enhancement. Many women participate in local PSSN decision-making, including in the Community Management Committees (equal men and women) which implement and monitor the</p>	<p>Paying cash to women has minimized intra-household conflicts and related GBV, by increasing women's standing and respect within the community and household. A UNICEF evaluation identifies this project as one of the best practices for promoting gender equality and WEE.³²⁹</p>	<p>Proven: GBV Norms Organization</p>

PSSN program at the village level. PSSN boosted women’s savings, ownership of assets, and livelihoods.

<p>Road Management Public Works Program (PWP) (Lao PDR): World Bank RCT. Like CT programs, public works programs (PWP) can enhance the well-being of poor or vulnerable populations. Women especially often lack empowerment and bargaining power. Unlike cash-transfer programs, PWPs are based on employment, often in labor-intensive jobs that may challenge gender norms. This is the first RCT to investigate the impact of a PWP targeting women on prevalence of GBV (IPV, domestic violence, and GBV outside the household).</p>	<p>The program increased women’s employment in wage work and their earnings. Unlike many findings on CTs, however, this RCT did not find that PWPs lowered IPV. Add-on interventions such as BCC components might improve PWPs’ potential to lower IPV.³³⁰</p>	<p>Unproven: No reduction in GBV</p>
<p>Transfer Modality Research Initiative (Bangladesh) piloted a rural safety net program in which women in very poor households were randomly assigned to receive cash or food, with or without intensive nutrition behavior change communication (BCC). The BCC focused on improving knowledge and practices in infant and young child nutrition, but proved more broadly transformative for women, even though it had no explicit gender or violence-prevention objective.</p>	<p>IFPRI’s evaluation found no evidence of increased IPV (consistent with the global evidence). Evidence suggests that all interventions reduced IPV during the program, but only the combination of cash transfers and BCC caused sustained reductions in IPV. (The combination showed 26 percent less physical IPV than in the control or transfers-only group, at 6-10 months post-program.) Impacts were sustained four years after the program ended, primarily among those who had received CTs rather than food alongside the BCC intervention. Women who had received transfers only, without BCC, showed <i>no</i> sustained impacts on IPV. CT programs can reduce IPV even in very patriarchal conservative settings; these impacts can be sustained only if combined with a well-designed BCC component.³³¹</p>	<p>Proven: GBV Norms Organization</p>
<p>World Food Programme (WFP) (Northern Ecuador)³³² instituted a transfer program to support the integration of Colombian refugees into Ecuadorian communities. The intervention provided one transfer per month over 6 months, in cash, food, or food vouchers (approximately US\$40 per month, around 11 percent of household consumption costs). Participants attended mandatory monthly nutrition training sessions.</p>	<p>The evaluation study randomized 145 clusters into four arms (control, cash, food, or food vouchers) and conducted baseline and six-month questionnaires. Participants showed a 30 percent decrease in sexual/physical IPV, substantially better than the control group (which also showed a decrease).</p>	<p>Proven: GBV Organization</p>

TABLE C4. ROLE OF THE PRIVATE SECTOR IN IPV

TYPE OF INTERVENTION	EVALUATION OF INTERVENTION	CATEGORY
<p>A BCFW and IFC study, Workplace Responses to Family and Sexual Violence in PNG, can potentially encourage more businesses to provide workplace support for affected staff. For example, Bel Isi PNG offers a safe house for at-risk women and children, as well as the only case management center in PNG’s capital, Port Moresby.</p>	<p>The initial findings indicate that the gender balance of the workforce and the level of support that companies provide to respond to IPV are correlated with positive outcomes, including less acceptance and higher reporting of domestic violence and SV and fewer workdays lost to their impacts. While this research is focused on PNG, the results are expected to inform policy responses to IPV in other countries.³³³</p>	<p>Promising: GBV Norms Policy Practice</p>
<p>Bel Isi (PNG) is an innovative public-private partnership supported by IFC, Pacific Women, and DFAT. It engages the private sector in providing comprehensive services for IPV, thus reducing the cost of IPV to businesses.</p>	<p>This approach to funding services is being tested and should continue to be monitored for potential scale-up.</p>	<p>Promising: GBV Norms Organization</p>

Businesses provide access to the services for their employees and cost-share the financing. Businesses also play a role in social marketing to change social norms around the acceptance of GBV.

Policy
Practice

IFC Waka Mere (“She Works”) (Solomon Islands) addressed IPV in the context of a broader gender equality approach, as the most effective way to tackle GBV. Employers identified service providers in local communities that can assist employees facing violence.³³⁴

Following the *Waka Mere* program training for management, participating companies have put in place policies and practices to address both IPV and GBV, including response mechanisms.³³⁵

Promising:
GBV
Norms,
policies,
practices

IFC’s gender program (PNG and Solomon Islands) works to reduce employment gaps between men and women and to identify key barriers that women face, developing practices that benefit both employees and businesses, including addressing GBV. IFC has been working with the private sector in the Pacific since 2014 to address IPV as a workplace issue, developing a model workplace policy on IPV to be adapted by employers that covers IPV leave, safety planning, protection from adverse action or discrimination, training of key personnel, and referral to IPV experts. IFC also provides training on the business case for gender equality and social inclusion, addressing workplace bullying and SH and workplace responses to employees experiencing domestic and SV. IFC also facilitates private sector engagement with organizations that provide domestic and sexual violence services, such as emergency accommodation, counselling, and other support.

IFC has worked with over 18 businesses in country-specific programs to create workplace responses to IPV. These businesses are reporting results: more employees disclosing violence and seeking help; increased employee well-being; decreased absenteeism; improving gender norms; and decreasing acceptance of violence.³³⁶

Promising:
GBV
Norms
Policies
Practices

Newcrest (PNG), one of the world’s largest gold mining companies, is tackling IPV in a mine operation. Initially focused internally, the program is now available to members of the community as well. The program includes extensive outreach, including face-to-face briefing and training for all staff, as well as community and school outreach programs and media materials. Program aims include: empowering survivors of violence; encouraging perpetrators to access support; and turning bystanders into advocates for behavior change. Under its Family and Domestic Violence Policy, employees have access to free confidential professional counselling service. Newcrest also supports case management and shelter services run by local NGOs.

Internal reports show increased safety at the worksite, reduced staff absences and illness, and a culture more open to sharing of challenges faced at home and work.³³⁷

Potential:
GBV
Norms
Organization
Policy
Practice

The Business Coalition for Women (BCFW) (PNG) supports the private sector to recruit, retain, develop, and promote women – as employees, leaders, customers, and business partners. It encourages members to develop workplace responses to IPV, through policy development and training for employees. The coalition provides support to members in the form of policy guidance,

BCFW members report that workplaces are more supportive of staff experiencing IPV, staff are more confident in disclosing violence and seeking support, and firms have retained valuable at-risk staff members.

Potential:
GBV
Norms
Organization
Policy
Practice

implementation support, and training and consulting services, as well as an employers' legal guide and research on the cost of IPV. The coalition supported case management services and referrals to the Bel Isi safe house for women.³³⁸

Vodafone policy (Global). In 2019, Vodafone launched the first global domestic violence policy, with a comprehensive range of workplace supports. Fully 95 percent of participating markets reported that the policy had been either extremely or very important in enabling them to support employees affected by domestic violence and abuse. Over 80 percent of markets had completed or had plans for ongoing training with line managers. HR training has been crucial to policy implementation. Some Vodafone markets have developed beneficial partnerships with local and national IPV organizations that have helped streamline referrals to specialist IPV organizations for counselling, legal, housing, and other support. Partner organizations have assisted in training line managers and HR while also supporting campaigns and awareness raising in the wider community.³³⁹

No data on impact on GBV

Promising:
Organization
Policy
Practice

TABLE C5. GBV IN THE WORKPLACE: FORMAL SECTOR

TYPE OF INTERVENTION	EVALUATION OF INTERVENTION	CATEGORY
<p>Business For Social Responsibility (BSR), a global not-for-profit business network, developed <i>HERproject</i> to support women working in global supply chains, through interventions on health, financial inclusion, and gender-based violence. <i>HERrespect</i> is a component that focuses on violence prevention through workplace-based interventions to address the root causes of violence and to shift norms that reinforce unequal relationships. <i>HERrespect</i> helps promote gender equality in the workplace through participatory training for workers and management, awareness raising campaigns in workplaces, and reviews of policies and practices. It informs workers of policies and processes applicable in the factory, as well as local laws, and creates links to community services and local initiatives. The program has partnerships with NGOs and gender experts in each country of operation, to ensure that implementation is adapted to the local context and gender dynamics.³⁴⁰</p>	<p>The effectiveness of <i>HERrespect</i> is monitored through measuring shifts in attitudes and behaviors. BSR is reporting a decrease in the acceptance of violence against women, including intimate partner violence.</p> <ul style="list-style-type: none"> In Bangladesh, agreement that “there are times a woman deserves to be beaten” decreased from 54 percent to 0.6 percent. In India, awareness of what constitutes SH increased from 62 percent to 82 percent. Acceptance of punishment from supervisors decreased from 40 percent to 21 percent in India, and from 80 percent to 71 percent in Bangladesh. <p>Other overall outcomes include:</p> <ul style="list-style-type: none"> Increased awareness of internal support mechanisms for affected women (policies and processes) Increased male engagement, which contributes to greater and more sustainable shifts in gender equity Improvement in workplace policies and grievance redress mechanisms to ensure safe workplaces Improved self-confidence among workers to engage in mature dialogue with managers. Some participants cited that this assisted them with efforts to engage their partners at home.³⁴¹ 	<p>Promising: Norms Policy Practice</p>
<p>CARE International has developed and implemented several projects, including <i>Cambodia Safe Workplaces, Safe Communities</i> ³⁴²</p>	<p>In Laos, the proportion of women workers who reported experiencing SH declined from one in six (17 percent) to one in 20 (5 percent). In Cambodia,</p>	<p>Proven: GBV Norms</p>

and the *Enhancing Women’s Voice to STOP Sexual Harassment Project (STOP)*.³⁴³ STOP is an evidence-based, interdisciplinary approach to address SH in the workplace. STOP’s multi-country design allows for context-sensitivity and the “bottom-up” development of project content and resources.³⁴⁴

CARE International developed a workplace SH prevention package for garment factories that includes a workplace SH policy, an implementation guide for factories, and comprehensive multimedia training modules for factories to deliver to staff to help them prevent and report SH.³⁴⁵ It has a comprehensive national legal framework which includes clear guidance on SH prevention. CARE International and Better Work developed model *Standard Operating Procedures (SOPs) on Addressing Gender-Based Violence and Harassment (GBVH)*, in response to the needs of the apparel industry for expert support in preventing and responding to this issue. CARE International has successfully influenced five leading garment brands to strengthen their supply chain policies, procedures, and investments to prevent GBV/SH. CARE International promoted access to critical services for women workers such as safe spaces, and psychosocial counselling, and case management and referrals for GBV.³⁴⁶ Beyond the factory setting, STOP advocates for improved national policy and legal frameworks through engagement with government, industry associations, trade unions, and the ILO.

the proportion who reported observing a worker sexually assaulting someone at the factory dropped from one in six to one in 100. In Myanmar, the proportion of managers who didn’t take SH seriously was reduced by 50 percent.³⁴⁷

Overall, all factories had strengthened workplace mechanisms to respond to sexual harassment. Women workers’ and management’s knowledge of and attitudes towards SH improved. Women workers reported observing and experiencing less SH, and they have increased platforms to voice concerns about SH. STOP contributed to legislative reform in all four countries.³⁴⁸

An independent evaluation by the Gendered Violence Research Network notes that STOP is a resource for real-world insights into how SH should be dealt with in the workplace. It is used as an example by the ILO/IFC *Better Factories*. STOP is notable for its multi-sited design, which allows for context-sensitivity and the “bottom-up” development of project content.³⁴⁹

Organization
Practice
Policy

DFAT supports *Investing in Women* (Southeast Asia), with innovative approaches to improve women’s economic participation as employees and as entrepreneurs and to foster an enabling environment to promote WEE. This includes: working with partners to positively shift gender attitudes and practices; and supporting Business Coalitions for Women’s Empowerment that provide support for their members on how to respond, prevent, and deal with issues of SH and abuse.

The Philippines Business Coalition has provided training for a number of several of their members on policies, particularly focused on the new Safe Spaces Law in the Philippines. Nine companies have updated or committed to update their policies. Partners in Indonesia are also working on a project called Safe Spaces, an information campaign about the anti-SV bill pending in Parliament.

Promising:
Norms
Policy

Fair Wear Foundation (FWF) (Global) is an independent non-profit organization dedicated to improving conditions for garment workers around the world. For more than 15 years, FWF has evaluated and publicly reported on the human rights compliance efforts of its nearly 100 member brands. FWF’s *Violence and Harassment Prevention Program* is designed to provide factories with tools to implement anti-harassment laws; it supports workers’ ability to use legal systems through training of workers and managers, social dialogue, development of policies and committees, and helplines. Member brands are requested to sign up for ILO’s standard code of labor practices.

FWF conducts baseline assessments before starting a program. Their findings show that workers are more confident to speak out, and that workplace harassment committees are providing a framework to respond to worker concerns and complaints. However, the committees require significant investment and support. FWF also finds that it is very difficult to reform some supervisors. A 2015 evaluation found that although verbal, physical, and psychological harassment was reduced, reporting of SH increased, possibly due to growing trust in committees and the complaints redress process.^{350, 351, 352}

The methodology is being taken up by the ILO Turin Training Centre and will be developed into a model that can be replicated in different settings.³⁵³

Proven:
GBV
Norms
Policy
Practice
Organization

IFC’s Respectful Workplace Program

(Global) conducts business-case research on costing the impact of GBV to employers. It develops advisory programs to address workplace impacts of GBV in the private sector: developing policy guidance to help businesses address the issues; supporting workplace responses through workshops and training; and identifying GBV violence service providers in local communities that can assist employees facing violence. IFC has worked successfully with business coalitions and chambers of commerce to address GBV, and has developed sector-specific toolkits and guidelines, as well as GBV risk assessment tools.³⁵⁴

SolTuna, an IFC investment client, is a tuna processing plant in the northwest Solomon Islands which implemented the IFC *Respectful Workplace Program* to address bullying and harassment and to support employees affected by IPV.

Rakorako: Transforming your business for a Safe, Family Friendly Workplace and Empowered Workforce (Fiji) helps the private sector create family-friendly policies and respectful workplace policies to promote women’s recruitment, retention, and promotion. This includes tools, knowledge products, and information to help businesses to build business cases, assess demand, and develop solutions to fit their workforce.³⁵⁵

SolTuna reduced controllable absenteeism from 16 to 12 percent (a 25-percent decrease) from 2015 to 2016.³⁵⁶

In the *Rakorako* program, a participating business, Wormald, is reporting that a culture of workplace respect is becoming the norm; staff are reporting they know where to get help if they face a workplace issue such as bullying or SH and feel confident that their complaints will be treated seriously. Managers have spread the message among employees that SH will not be tolerated and will be dealt with according to the new workplace policies and complaints procedure. The company is beginning to see the benefits of this culture shift, through a reduced attrition rate, from 75 percent in 2018 to 44 percent in 2020.³⁵⁷

Proven:
Norms
Policy
Practice

Potential:
GBV
Norms
Policy
Practice

Pacific Women, BCFW and IFC (PNG) partnered with St Barbara mining company on how to conduct a safety audit to identify risks and hazards faced by women in the workplace and developed a tool for reporting on women’s safety. Measures include engaging trained Gender-Smart Contact Officers as a secure point of contact to report harassment and introducing a Women’s Internal Network to connect women working across the company.³⁵⁸

Audit results showed:

- Twenty percent reduction in the percentage of women who reported feeling sad or angry at work
- Eighteen percent increase in the percentage of women who reported they felt happy about their safety at work
- Fifteen percent increase in the level of concern women had for their safety at work

Potential:
Norms
Organization
Policy
Practice

The Criterion Institute (Global) works with investors, philanthropists, and diverse social change experts to develop and test strategies for using finance to address GBV. They have developed a tool to equip investors to understand the risk their investments are exposed to as a result of GBV and how their due diligence process can be used to determine a potential investment’s exposure to the political, regulatory, operational, and reputational risks of GBV. This tool includes a risk assessment and due diligence questions at country, industry, and company levels looking at laws and policies, governance, and enforcement, as well as attitudes, practices, and norms.³⁵⁹

Evaluation material requested but not received

Potential:
Policy
Practice

The ILO BetterWork Program (Global), introduced in 2001, assesses factories’ compliance with ILO core labor standards and national legislation covering compensation,

A recent evaluation of one of the country projects, Better Factories Cambodia (BFC), finds strong evidence for the theory that incentives, power, and organizational tolerance determine SH. The main

Proven:
GBV
Norms
Practice

<p>contracts, OSH, and working time. Factories are additionally provided training and advisory services designed to improve the systems that contribute to compliance.³⁶⁰</p>	<p>channel of the program on SH is through managing pay incentives. Enforcement of minimum wage laws reduces the fraction of worker pay that is linked to productivity, which directly reduces workers' vulnerability to quid pro quo sexual harassment. Factory-level evidence across all countries shows that the <i>Better Work</i> program is having a significant and positive impact on working conditions, including reducing the prevalence of abusive workplace practices. Change is driven by a combination of <i>Better Work</i> interventions: the compliance assessment, the introduction of anti-SH policies, and the provision of targeted training services.³⁶¹</p>	<p>Policy</p>
<p>The Laudes Foundation (Indonesia and Cambodia) uses a bottom-up approach to participatory research on GBV. It improves workers' awareness of GBV and empowers them to engage in fact-based negotiations with factory management.³⁶²</p>	<p>The initiative gave women the confidence and agency to speak up about GBV in garment supply chain workplaces. Women's understanding of GBV was enhanced, which helped them to report instances of GBV, confront perpetrators, and demand action from employers, even sometimes resulting in policy changes in the workplace. Factory-level trade unions in Indonesia included GBV in collective bargaining negotiations; action agreements established GBV-free zones in more than eight factories.</p>	<p>Proven: Norms Policies Practices</p>
<p>The Solidarity Center supports worker-centered programs that target GBV/SH in garment factories (Lesotho, Cambodia, Vietnam, Indonesia, Myanmar, Bangladesh), mining (South Africa), agriculture (Jordan, Guatemala). They work with trade unions to conduct GBV action research and raise awareness through training and advocacy. By involving women and other marginalized workers in policy making at the local, national, and international levels, systemic change can reduce the risk of GBV at work.³⁶³</p>	<p>They report results from workers' organizations and collective bargaining in terms of pay increases and the creation of GBV committees.³⁶⁴</p>	<p>Potential: GBV Norms Organization Policy Practice</p>
<p>The WEPs (Global) is a joint initiative of the UN Global Compact and UN Women. The principles offer guidance to businesses on empowering women at work, including through supporting human rights and non-discrimination and ensuring the health, safety, and well-being of all workers. More than 2,000 business leaders from companies across the world have adopted the WEPs. WEP's Principle 3 highlights the responsibility of employers to support survivors of violence and to provide a workplace that is free from violence. Suggestions include: offering services to survivors of IPV; respecting requests for time off for counselling or medical care; training staff to recognize the signs of GBV; identifying security issues, including the safe travel of staff to and from work; and establishing a zero-tolerance policy towards violence and harassment at work.³⁶⁵</p>	<p>An independent evaluation of the world's ten largest food and beverage companies indicates that most companies have made progress in improving women's empowerment, both in their companies and across the supply chain. However, progress remains uneven between headquarters and country offices, and there are significant information gaps across policy and practice areas. Only three companies consistently provide training on recognizing signs of violence against women; providing support to survivors of domestic violence remains a challenge.³⁶⁶</p>	<p>Potential: Norms Policy Practice</p>
<p>UNILEVER and UN Women have partnered to implement a human rights-based program across the tea supply chain. Their collaboration with a range of producers, government authorities, and tea associations, as well as women, youth, and community groups in the tea sector, has provided an opportunity to create the <i>Global Women's Safety Framework</i> in</p>	<p>The program has increased the safety of workspaces, with safety audits of business operations, lighting at estates, safe spaces for breastfeeding etc. It has challenged harmful social norms and attitudes within workers' communities, targeting men through village conversations and campaigns, and encouraging them to become anti-GBV champions.³⁶⁸</p>	<p>Promising: Norms Organization Policy Practice</p>

Rural Spaces, informed by experiences in the tea sector in India and Kenya. The framework reflects the variety of roles the different partners can play. The program has identified local solutions to safety (with the employees of the business and the community); it promotes laws and policy and monitors their enforcement.³⁶⁷

TABLE C6. GBV IN INFORMAL AND HIGH RISK SECTORS

TYPE OF INTERVENTION	EVALUATION OF INTERVENTION	CATEGORY
<p>The EU-funded Safe and Fair Program: Realizing Women Migrant Workers’ Rights and Opportunities in ASEAN (Southeast Asia). Implemented by ILO, UN Women, and United Nations Office for Drugs and Crime (UNODC), the project works with a range of key stakeholders including: women migrant workers, ASEAN Member States’ government authorities, ASEAN institutions, workers, employers, and civil society and community-based organizations. Adopting a rights-based approach, the project covers potential, current, and returnee women migrant workers and their families. Main activities of the project are:</p> <ul style="list-style-type: none"> • Improving the frameworks that govern labor migration and ending violence against women by promoting rights-based and gender equitable policies and legislation, and advocating for the ratification of C189 and C190 • Supporting women migrant workers to organize and form peer networks, strengthening women migrant workers’ knowledge about their rights, and building job-related skills for potential women migrant workers • Improving access to information and services for women migrant workers and opportunities for them to network and organize • Producing data and evidence on the experiences of women migrant workers³⁶⁹ 	<p>Initial preliminary findings of the Mid-Term Review (MTR) show:</p> <ul style="list-style-type: none"> • Eight legal and policy instruments have been adopted. • Eighty-four thousand, five hundred- and seventy-seven-women migrant workers received services and information on VAW and safe migration. • Three thousand two hundred- and ten-women migrant workers were organized. 	<p>Promising: Norms Policy Practice Organization</p>
<p>The IDWF (Global) includes 74 affiliates from 57 countries, representing over 500,000 domestic worker members. Domestic workers are organized in trade unions, associations, workers’ cooperatives, and networks. IDWF brought the concerns of domestic workers into the development of C190.³⁷⁰ Strong national level DWOs provide a lifeline for domestic workers who suffer from violence. They provide shelter and legal aid, negotiate with employers and authorities to obtain justice for the victims, and help the victims to become survivors and domestic worker leaders. Besides giving direct support services, they engage in GBV campaigns and advocacy with government and nongovernmental partners.</p>	<p>No evaluation available.</p>	<p>Potential: Norms Organization Policy Practice</p>

The SEWA (Global) supports members in negotiations with employers to improve working conditions, including ending violence against workers who face many risks working as street vendors, market sellers, and home-based workers.³⁷¹

No recent reports with evidence of impact

Potential:
Norms
Organization
Policy
Practice

UN Women Trust Fund to End Violence Against Women supports *Protecting Informal Women Traders in Dar es Salaam from Violence against Women* (Tanzania). The project aimed to increase traders' awareness and knowledge about violence against women in the marketplace; influence markets to adopt a model guideline for handling and tracking violence against women; enhance collaboration between law enforcers, market committees, municipal leaders, officials, and traders to effectively address GBV in markets; and share the model guideline with local government, CSOs, and the media.³⁷²

The main evaluation survey findings include:

- Eighty-six percent of women stated that GBV in the marketplaces had decreased.
- By the end of the project, only 4 to 7 cases of GBV were being reported each month (in the markets surveyed), down from around 20 cases per month in 2015.
- Seventeen thousand seven hundred and ninety-two market traders were reached through legal aid services, training, and awareness campaigns.
- Over 90 percent of the female traders were able to access GBV services.

Proven:
GBV
Norms
Organization
Policy
Practice

UN Women's Safe Markets Initiative (PNG) has introduced a range of capacity-building inputs for women working in markets, including financial literacy, business development, adult literacy, and cooked food preparation, along with capacity-building of vendors' associations. Through MVAs, previously marginalized women vendors developed a collective identity. Through the establishment of multi-stakeholder Market Management Committees, they also obtained a voice in market management.³⁷³ By enhancing women's and girls' empowerment and providing opportunities for engagement, the model provides a structural "bridge" for local and national policy and decision makers to listen and respond to women's concerns.³⁷⁴

This initiative contributed to a decline in ethnic violence and GBV inside the markets, and an increase in women's collective power and ability to exert influence and negotiate their position and interests. The accountable, inclusive approach to market governance and operations is also being applied in other local markets. It is proven to be scalable, and there are plans to replicate the program's market governance and vendor association model in the informal sector countrywide. The vendor association model, tested and demonstrated in Port Moresby by the Safe City project, has been taken up by the National PNG Government in its revised Informal Economy Strategy.

Proven:
GBV
Organization
Policy
Practice

WIEGO (Global) comprises a network of researchers, development practitioners, and organizations of informal workers in 90 countries, focused on empowering the working poor, especially women, in the informal economy. WIEGO promotes change by: improving statistics and expanding knowledge on the informal economy; building networks and capacity among informal worker organizations; and influencing local, national, and international laws and policies related to labor rights, social protection, and secure urban environments.³⁷⁵

No recent reports with evidence of impact. WIEGO website presents impact evaluation from 2009.³⁷⁶

Potential:
Norms
Organization
Policy
Practice

¹ See Section 2.1 for more information on the definition of proven, promising, high potential, and unproven practices.

² ILO. 2021. "Convention on Violence and Harassment at Work. C190." ([Link](#))

³ What works For Reducing Violence. 2017. "Annual Scientific Meeting Final Report 2017." ([Link](#)); and Key Informant Interview. July 2021.

⁴ Pillinger, Jane, Verena Schmidt, and Nora Wintour. 2016. "Negotiating for Gender Equality: Labour Relations and Collective Bargaining, Issue Brief No. 4." (Geneva, ILO). ([Link](#))

⁵ Ibid.

⁶ Key Informant Interviews. July 2021.

⁷ Mundkur, Anu, My Linh Nguyen, Ingrid Fitzgerald, and Sujata Taludhar. 2020. "Working Paper: Linking Women's Economic Empowerment, Eliminating Gender-Based Violence and Enabling Sexual and Reproductive Health and Rights." UNFPA and CARE International. ([Link](#))

⁸ Key Informant Interview. July 2021.

⁹ Klls. Academic Researchers, July 2021.

¹⁰ Action Aid. 2021. "Women's Economic Empowerment for Freedom from Gender Based Violence." ([Link](#))

¹¹ Bourey, Christine, Whitney Williams, Erin Elizabeth Bernstein, and Rob Stephenson. 2015. "Systematic Review of Structural Interventions for Intimate Partner Violence in Low- And Middle-Income Countries: Organizing Evidence for Prevention." *BMC Public Health* 15: 1165. ([Link](#)); and Kerr-Wilson, Alice, Andrew Gibbs, Erika Mcaslan Fraser, Leane Ramsoomar, Anna Parke, Hussain M. A. Khuwaja, and Rachel Jewkes. 2020. "A Rigorous Global Evidence Review of Interventions to Prevent Violence Against Women and Girls: Executive Summary." What Works to Prevent Violence and Ukaid. ([Link](#))

¹² ILO. 2020. "Brief N°3: Domestic Violence and Its Impact in The World of Work." Series Of Technical Briefs: Violence and Harassment in The World of Work. ([Link](#))

¹³ Ranganathan, Meghna, Joyce Wamoyi, Isabelle Pearson, and Heidi Stockl. 2021. "Measurement and Prevalence of Sexual Harassment in Low- and Middle-income Countries: A Systematic Review and Meta-Analysis." ([Link](#)); Key Informant Interview. July 2021.

¹⁴ ILO. 2020. "Brief N°2: Sexual Harassment in The World of Work." Series Of Technical Briefs: Violence and Harassment in The World of Work. ([Link](#)).

¹⁵ Key Informant Interview. July 2021; and CARE International. 2021. "Made by Women: Impact Report 2020." ([Link](#))

¹⁶ Laudes Foundation and Elas Fund. 2020. "Evaluation Report. Elas Fund for a Fashion Industry Free of Gender Violence."; Key Informant Interview. July 2021; and UN Women. 2018. "A Global Women's Safety Framework in Rural Spaces.' Ending Violence Against Women Section." Unilever. ([Link](#)).

¹⁷ ILO. 2018. "Women and Men in The Informal Economy: A Statistical Picture." Third Edition. Geneva: ILO. ([Link](#))

¹⁸ WIEGO. 2018. "Violence and Informal Work - Briefing Note." ([Link](#))

¹⁹ UN Women. 2019. "Safe Cities and Safe Public Transport: Evaluation of the 'Port Moresby: A Safe City for Women and Girls Programme.'" UN Women Papua New Guinea. ([Link](#)); and Equality for Growth Limited. 2018. Final Evaluation: "Give Payment Not Abuse: Protecting Informal Women Traders in Dar es Salaam from Violence against Women." UN Trust Fund to End Violence Against Women. ([Link](#))

²⁰ Implemented by ILO, UN Women, and UNODC.; and ILO. 2021. PowerPoint slides. "Safe And Fair: Realizing Women Migrant Workers' Rights and Opportunities in The Asean Region."

²¹ UN Women. 2019. "Ending Violence is Our Business: Workplace Responses to Intimate Partner Violence in Asia and the Pacific." ([Link](#)); and WIEGO. 2018. "Violence and Informal Work - Briefing Note." ([Link](#))

²² UN Women and ILO. 2019. "Handbook: Addressing Violence and Harassment Against Women in The World of Work." ([Link](#)); and UN Women. 2017. "Safe Cities and Safe Public Spaces: Global Results Report." ([Link](#))

²³ ILO. 2017. "World Employment and Social Outlook: Trends for women." International Labour Office – Geneva. ([Link](#))

²⁴ World Bank. 2015. "Violence Against Women and Girls Resource Guide: Transport Brief." ([Link](#))

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