

Promoting Women's Right to Safety and Security

A Framework to Guide IWDA's work

January 2019

Revision due: January 2022

CONTENTS

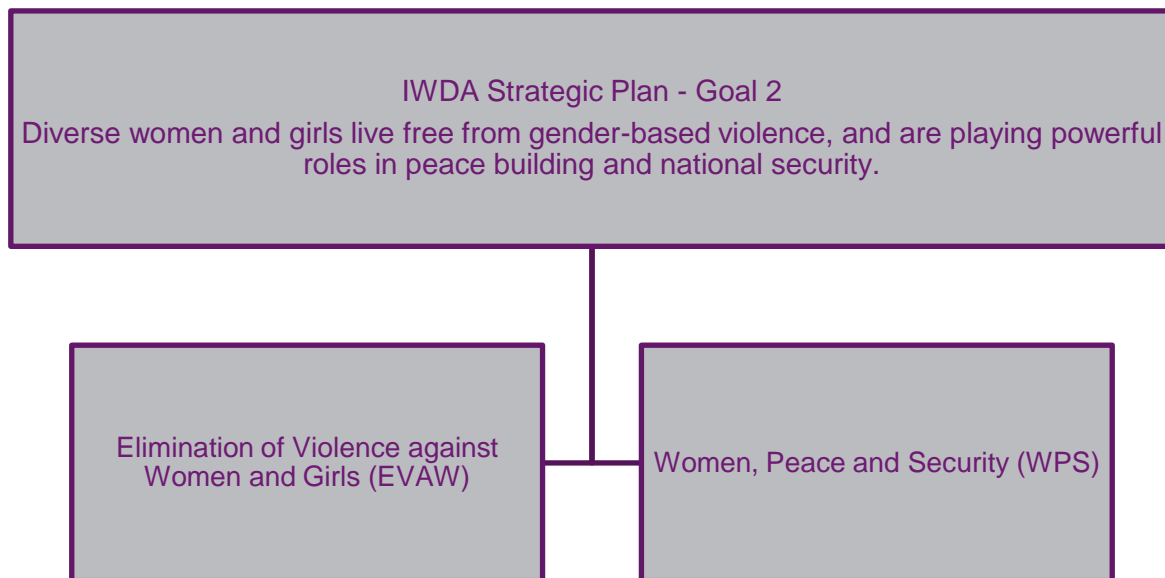
1.	ABOUT THIS FRAMEWORK.....	3
2	WHAT DO WE MEAN BY SAFETY & SECURITY?	5
3	CONTEXT	7
4	IWDA'S UNIQUE VALUE ADD & PARTNERSHIP APPROACH	9
5	HOW WILL WE ACHIEVE CHANGE?.....	12
5.1	THEORY OF CHANGE	12
5.2	GENDER@WORK ANALYSIS	14
6.	WHAT APPROACHES WILL IWDA USE AND WHAT EVIDENCE AND TOOLS WILL GUIDE US?	16
6.1	IWDA TAKES A HUMAN-RIGHTS BASED APPROACH	17
6.2	IWDA TAKES A SURVIVOR CENTRED APPROACH IN WHICH DIVERSE WOMEN'S AND GIRLS' SAFETY IS PARAMOUNT	17
6.3	IWDA TAKES A HOLISTIC INTEGRATED APPROACH TO HUMAN SECURITY	18
6.4	IWDA TAKES A DO NO HARM (DNH) APPROACH.....	20
6.5	WE ADDRESS THE KEY DRIVERS OF VIOLENCE AGAINST DIVERSE WOMEN AND GIRLS AT MULTIPLE LEVELS.....	21
6.6	IWDA SUPPORTS AN INTERSECTIONAL, INCLUSIVE APPROACH TO ADDRESS MULTIPLE FORMS OF DISCRIMINATION AND POWER INEQUALITY	24
6.7	WE RECOGNISE THE IMPORTANCE OF SPECIALIST SKILLS, EXPERT KNOWLEDGE AND CONTINUOUS LEARNING	26
7	HOW WILL WE USE THIS FRAMEWORK?	27
7.1	COORDINATION AND ACCOUNTABILITY	27
7.2	HOW WILL WE KNOW WE ARE MAKING A DIFFERENCE?	27
	ANNEXES.....	28
	ANNEX 1 – PRIORITISATION GUIDANCE.....	28
	ANNEX 2 – TERMINOLOGY	30
	ANNEX 3 - KEY TOOLS	31
	ANNEX 4 - EXAMPLES IN PRACTICE	33
	ANNEX 5 – OTHER TOOLS AND RESOURCES	35

This framework is focused on violence against women and girls including in conflict and post conflict settings. This includes highlighting forms of violence and discussing topics that some people may find distressing. If you or someone you know is experiencing violence in Australia please call 1800RESPECT for information and support.

1. ABOUT THIS FRAMEWORK¹

This framework will guide IWDA to work towards a consistent approach to women and girls' rights to safety and security. It is intended to support a systematic approach to IWDA's safety and security work across programs, research, policy and advocacy, and strategic engagement.

This framework is guided by IWDA's current strategic plan (2016-2021), and specifically Goal 2 – "*Diverse women and girls live free from gender-based violence, and are playing powerful roles in peace building and national security.*" This Goal articulates IWDA's two-fold approach to our safety and security work.



The framework is based on a combination of evidence from systematic reviews and practitioners, particularly the Ecological Framework (Heise)², the Gender at Work (Kelleher and Rao) framework³, the *Change the Story* Prevention Framework,⁴ UN Minimum Standards for responding to women and girls subject to violence⁵ and IWDA partner learning and practice. A rapid document review was undertaken to inform the development of this framework. It also draws on previous work such as the IWDA Women's Right to Safety and Security, Thematic Framework 2010-2015.⁶

This Framework is designed to support the implementation of the strategies outlined in Goal 2 of IWDA's Strategic Plan as well as supporting the development of the next iteration of IWDA's strategic plan. It is a living document which will be reviewed and updated as needed and is intended to guide the work of the organisation on safety and security over a 3 to 5 year time period.

At Annex One you will find a prioritisation guidance document which makes recommendations to guide IWDA's work on safety and security.

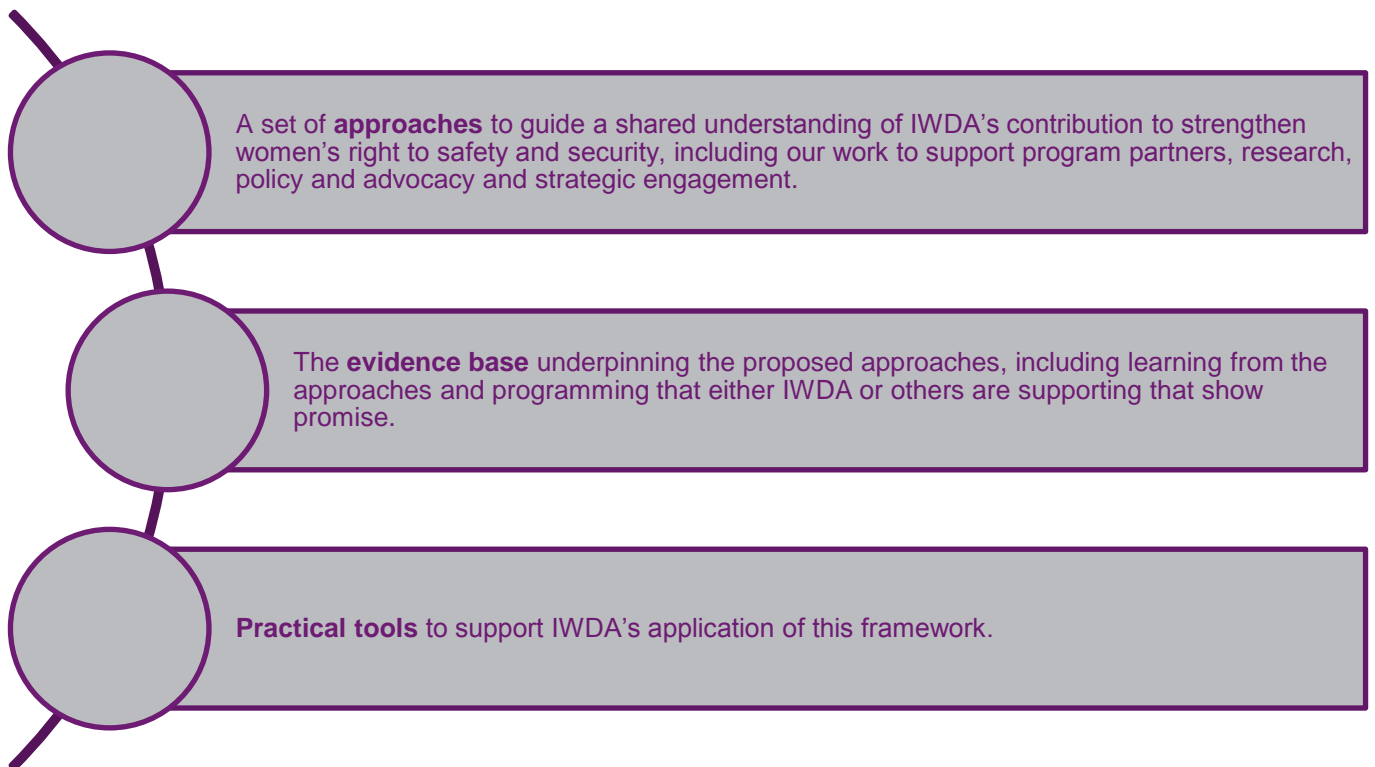
IWDA Strategic Plan Goal 2 - Strategies¹

- Strengthen and increase access to protection and support services for survivors of gender-based violence, building upon partnerships in Cambodia, Papua New Guinea, Timor Leste, Solomon Islands and Myanmar
- Strengthen the promotion and protection of Women Human Rights Defenders in the Asia Pacific region
- Provide funding and organisational development support to local service providers, enabling them to expand and sustain their services addressing gender-based violence
- Partner with NGOs to advocate for and increase women's and girls' access to sexual and reproductive information, services and resources
- Sustain partnerships to increase access to equitable and adequate sanitation and hygiene

¹ To be updated following Strategic Plan Mid-Term Review

- Resource partner organisations to foster change in attitudes and behaviours of men and boys towards gender-based violence
- Continue to generate evidence on the nature and prevalence of violence against women with disabilities
- Continue to generate evidence on the interface between gender-based violence and income
- Work with partners to translate evidence into advocacy plans to act on, and invest in, the eradication of gender-based violence
- Ensure our understanding of the root causes of gender-based violence and the multidimensional approaches to protection and the prevention of violence are applied in program design and delivery
- Actively engage and contribute to the Australian NGO Coalition for Women, Peace and Security
- Advocate for and contribute to robust reporting frameworks and government accountability on UN Resolution 1325++ on Women, Peace and Security
- Provide support and resources for meaningful peace and reconciliation processes in Myanmar, Papua New Guinea and Fiji
- Sustain partnerships with organisations addressing gender and trafficking or displacement
- Collaborate with partner organisations to raise awareness of the impact of climate change and environmental events on women's security and wellbeing
- Develop a new women's safety and security framework informed by our partner's work and the emerging global evidence base

As a result, this framework sets out:



It is intended to be flexible, adaptable and responsive to partner, community and IWDA needs.

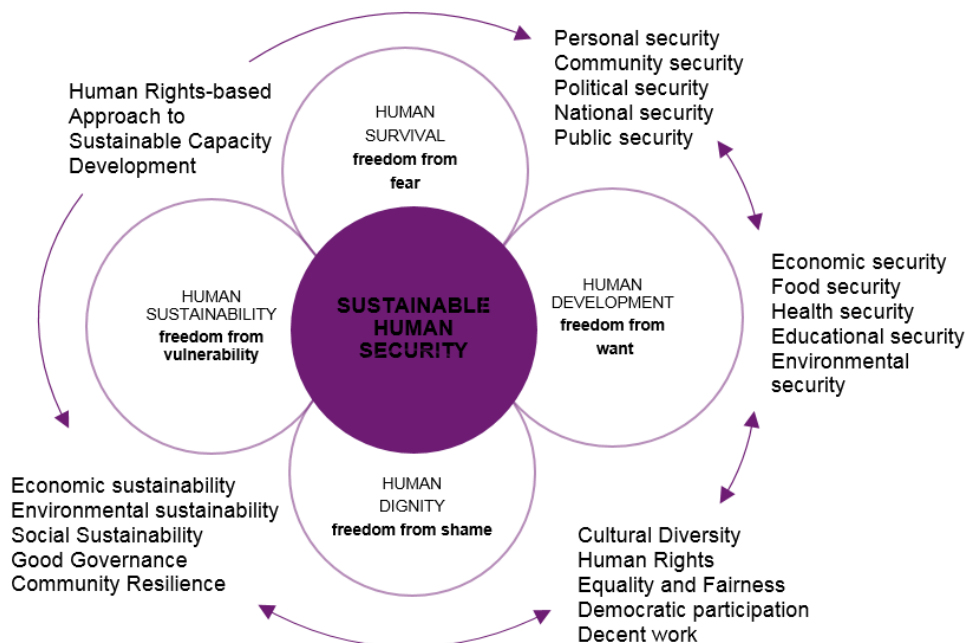
It is also important to note that although different tools have been recommended as useful guides in this framework, tools will always need to be adapted and tested in each local context. IWDA recognises that what works in one community context will not necessarily work the same way in another.

2 WHAT DO WE MEAN BY SAFETY & SECURITY?

IWDA takes a feminist approach to security which places the lived experience of women and girls at the centre of security agendas to build programming and policy around their rights and needs. This includes women and girls' safety and right to live free from violence. We believe that security requires not only the absence of conflict, but also the elimination of structural violence, including gender inequality.⁷

Across all of IWDA's work, we take a human security approach which is centred on the security of people and communities. This approach recognises that feeling safe includes many elements, including freedom from fear, freedom from want, freedom from vulnerability and freedom to live in dignity.

Framework of Sustainable Human Security⁸



This framework, integrating the human security approach which informs all of IWDA's work, is specifically focused on achieving two outcomes which IWDA believes are integral to the safety and security of women and girls in our region:

1. Diverse women and girls are free from gender-based violence.
2. Diverse women and girls are at the forefront of building sustainable peace and preventing conflict at all levels.

The terminology used in this framework is violence against women and girls (VAWG). This reflects the evidence base used, the terminology commonly used in international frameworks, international law, and Australian legislation in relation to violence that is perpetrated against diverse women and girls based on their gender. VAWG continues to be the most common form of gender-based violence; using this terminology acknowledges the need to prioritise this pervasive human rights violation.

We recognise that the terms "gender-based violence" (GBV), "gendered-violence" and "violence against women and girls" (VAWG) are often used interchangeably, because all terms represent forms of violence perpetrated on the basis of one's gender. We also acknowledge that a variety of terms are used by IWDA and partners depending on the country and communication context. However, it is important to be clear as to why we use certain terminology. The box below draws on useful guidance developed by the kNOwVAWdata project in relation to terminology.

Please also refer to the definition of 'diverse women' contained in IWDA's *Monitoring, Evaluation and Learning Framework* (2017).⁹

All IWDA staff are encouraged to familiarise themselves with these definitions.

Violence against Women and Girls

IWDA recognises that ‘violence against women and girls,’ is the most common form of gender-based violence. That is, there are forms of violence that are perpetrated against diverse women and girls because of their gender.¹⁰ IWDA adopts the UN definition of violence against women, as ‘any act of gender-based violence that results in, or is likely to result in, physical, sexual, or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private life.’¹¹

It encompasses many forms of violence, including violence by an intimate partner, rape, sexual assault and other forms of sexual violence perpetrated by someone other than a partner, child sexual abuse, forced prostitution, trafficking of women and girls, as well as harmful traditional practices such as early forced marriage, female genital mutilation and honour killing.

Gender-based violence

Using the term ‘gender-based violence’ highlights “the unequal power relationships between women and men created and maintained by gender stereotypes as the basic underlying cause of violence against women.” It is focussed on the relationship between (1) women’s subordinate status in society and (2) their increased vulnerability to violence because of unequal power relations and gender roles.¹²

It is a broad term that encompasses domestic, family and sexual violence, and includes sexual harassment, sexual assault, stalking, intimate partner violence, and violence among household members, extended families and kinships.¹³ Gender-based violence is also a useful term when describing gendered violence, used as an expression of power and control, directed at individuals who step outside of strict/ traditional gender roles, including lesbian, gay, bisexual, transgender and intersex individuals.¹⁴

This framework takes an intersectional approach noting that gender inequality often intersects with other forms of inequality to affect the nature and prevalence of VAWG. Whilst violence can affect all women and girls, research suggests that particular population groups can be more affected by violence, or the fear of violence based on how this intersects with different vulnerabilities, based on a range of factors such as location, age, sexual orientation and gender identity, disabilities, ethnicity and religion. It is important to ensure that initiatives aimed at addressing the underlying causes of VAWG, such as gender inequality, also recognise people’s intersectional identities and address the effects of compound discrimination.¹⁵

The term ‘**women, peace and security**,’ (WPS) is used in this framework in relation to IWDA’s work to promote a gendered approach to peacebuilding and conflict prevention, which recognises that gender equality is essential to sustainable peace and ending the cycle of violence.¹⁶ IWDA’s approach recognises the four pillars of the WPS Agenda devised by the United Nations:

- Participation: Women participate meaningfully in decision-making processes related to the prevention and resolution of conflict and the consolidation of peace.
- Prevention: Women’s roles in conflict prevention are understood, recognised and supported.
- Protection: The safety, dignity and well-being of women and girls affected by conflict is protected, including prevention and response to VAWG.¹⁷
- Relief and recovery: Relief and Recovery efforts meet the specific needs and recognise the capacity of women and girls.¹⁸

3 CONTEXT

VAWG has dire long-term consequences for diverse women’s physical and mental health and is a major impediment to gender equality, peace and sustainable development. More than one in three women (35%) globally has reported experiencing physical and/or sexual violence in her lifetime, most often at the hands of an intimate partner, in particular her husband.¹⁹ Regional rates of violence against women and girls are high, with prevalence rates in the Pacific, in particular Papua New Guinea, among the highest in the world.²⁰

There is significant variation between countries and between different forms of violence. This violence is often severe and recurring; most women and girls never report the violence and only a small proportion access formal support services.²¹ VAWG is experienced at higher rates by women’s and girls’ with disabilities and disabilities are also an outcome of VAWG.²²

There is no data that captures the full extent of the damage or prevalence and incidence of all forms of VAWG. The World Health Organisation’s Multi-Country Study on Women’s Health and Domestic Violence against Women (WHOMCS) survey methodology²³ is recognised as one of the most accurate and ethical approaches to collecting data on women and girls’ experiences of intimate partner violence.²⁴ However there are forms of VAWG that may not be captured in population-based surveys.²⁵

Table 1: Prevalence rates of Intimate Partner Violence in IWDA Program Partner Countries²⁶

Country	Percentage of Women Who Reported Experience of Physical or sexual violence, or both, by an intimate partner in their lifetime	Percentage of women who reported experience of physical or sexual violence, or both, by an intimate partner in the last 12 months
Myanmar	17.3%	11%
Cambodia	20.9%	7.7%
Timor Leste	58.8%	46.4%
Solomon Islands	63.5%	41.8%
Fiji	64.1%	23.7%
Bougainville	68%	33%
Papua New Guinea	No current data available	No current data available

Violence against women and girls in conflict settings is high and severe. This includes rape as a tactic of armed groups, opportunistic rape, women and girls being abducted, raped and kept under slave like conditions and killed.²⁷ However, evidence indicates the greatest threat of VAWG in conflict settings is within women’s and girls’ own relationships and homes. It is also recognised that climate change and related extreme weather events increase women’s risk of male violence and that natural disasters also increase men’s violence and decrease women access to services.²⁸

Studies have found that women’s participation in peace building efforts and governance can lead to more equitable and sustainable peace and stability.²⁹ For example, one study of 156 peace agreements found that there was a 35% increase in the probability of an agreement lasting at least 15 years when women were involved in the peace process.³⁰

Despite this evidence and commitments under the UN Security Council Resolution 1325 and subsequent resolutions, progress on WPS has been limited and uneven. Women are still being excluded from peace talks, post-conflict recovery processes are still failing to reflect the priorities of women and girls, police and peacekeeping forces remain male dominated, and women and girls continue to face violence on an alarming scale, around the world.

Table 2: WPS National Action Plans

Cambodia	No National Action plan or commitments on WPS
Myanmar	No National Action Plan on 1325. The implementation of the 'National Strategic Plan for the Advancement of Women 2013-2022 (NSPAW) includes a working group on WPS
Fiji	No NAP on 1325 or specific financial commitments to the agenda. Signatory of the Pacific Regional Action Plan on WPS 2012-2015
Timor Leste	In 2016, Timor Leste adopted a National Action Plan for WPS
Solomon Islands	WPS National Action Plan not yet public. Signatory of the Pacific Regional Action Plan on WPS 2012-2015
PNG / Bougainville	No National Action Plan on 1325, no known WPS commitments. Signatory of the Pacific Regional Action Plan on WPS 2012-15.
Australia	In 2012, Australia adopted a National Action Plan on WPS which has been extended to mid-2019. Currently, the Australian government is creating the second iteration of the plan, expected to be released mid-2019.

4 IWDA'S UNIQUE VALUE ADD & PARTNERSHIP APPROACH

IWDA has a long history of working with small community-based organisations, women's human rights defenders' networks and more established non-government organisations, family violence service providers and coalitions on safety and security issues from the community to international levels. The breadth and depth of these partnerships covers the multiple facets of women's right to safety and security including responding to and preventing VAWG and work to progress the WPS agenda.

The evidence shows that feminist and women's rights movements have shifted social and legal norms that impact violence against women³¹ and are critical to building peace from local to international levels.³² IWDA's commitment is to support women's feminist organising and movement strengthening. IWDA partners directly with local women's organisations and networks to support implementation of programming, research, communications and advocacy work. We also work in partnership with coalitions and networks in Australia, the region and internationally to achieve transformative change for women and girls through research and advocacy.

Our approach is led by IWDA's values (feminist, accountable, collaborative and transformative) as well as IWDA's partnership principles.

IWDA's Unique Value Add in the Context of Safety & Security

<p>Convening</p>	<p>IWDA will use our cross-organisation resources and connections to convene spaces and processes where women leaders in our region can connect, share, learn and organise together to prevent and respond to VAWG and to promote WPS.</p>
<p>Connecting</p>	<p>IWDA's work to prevent violence against women (PVAW) will link with locally led, rights-based organisations, and connect prevention approaches with response services.</p> <p>We will also support partners to link local community-based peacebuilding approaches and women leaders to national policy and law reform, formal peace negotiations and national security fora.</p>
<p>Building a robust evidence base</p>	<p>IWDA partners are developing innovative approaches to preventing and responding to VAWG and to locally-led peacebuilding. IWDA can support the monitoring, evaluation and learning of these promising approaches.</p> <p>IWDA will continue to lead research to respond to existing evidence gaps. Such as the IDM's work in relation to understanding gendered violence as a form of deprivation within multi-dimensional poverty and the Do No Harm Research project.</p>
<p>Collective advocacy & strategic communications</p>	<p>IWDA prioritises a collective approach to advocacy on safety and security issues. We will advocate for a feminist approach to defining security and amplify the safety and security advocacy of partners and networks through our advocacy in Australia and in regional and international processes and fora. For example, IWDA has played a central role in the Australian WPS Coalition.</p> <p>Strategic communications will support our advocacy work, particularly through promoting innovative programmatic approaches (see above) as well as facilitating and amplifying the convening and connecting essential for transformative safety and security work.</p>

<p>Feminist skills and tools</p>	<p>In order to promote women’s right to safety and security it is critical to have well-resourced gender equitable and autonomous organisations that can promote change and hold duty bearers to account.</p> <p>IWDA has a role to play in supporting women’s rights organisations and actors with the skills and tools required to reach joint understandings of the key drivers and reinforcing factors of insecurity and VAWG in their contexts and to implement gendered strategies to address them.</p>
<p>Safety, sustainability & resilience</p>	<p>Feminist movements are chronically and systematically under-resourced, movement actors are subjected to deliberate and concerted attacks on their personal safety and the nature of their work takes a toll on mental health and resilience. IWDA’s invests in movement strengthening which aims to increase staff individual skills and resilience, organisational capacity and mobilise national and international resources for long term sustainability.</p>

Examples of Value Add in Action

<p>Convening</p>	
<p>In October 2017, IWDA partner, Voice for Change held the First Jiwaka Women’s Forum. The forum brought together 117 participants, mostly women activists from Jiwaka and also included representatives from other IWDA partner organisations across Papua New Guinea and Bougainville. Sessions were focussed on the key issues raised by women including gender-based violence, polygamy, sorcery-related violence, harmful traditional practices and gender based discrimination. The Forum resulted in an Outcome Statement which called for specific action from the Jiwaka Provincial Government. At the end of the forum, about 2000 women joined the forum participants to march to Jiwaka Provincial Government to present this statement.</p>	<p>IWDA is an active member of the Australian Civil Society Coalition on WPS. In 2017-18, we hosted two civil society roundtables in Melbourne which brought together women to discuss meanings of peace and security and organised a session on WPS at the 13th Triennial Conference of Pacific Women. This Talanoa discussion³³ was hosted in the Pacific Feminist Hub, with Pacific feminists and women’s human rights defenders (WHRDs) coming together to voice their concerns, priorities, and ideas for Australia’s women, peace and security agenda in the Pacific. IWDA also organised and co-hosted with ActionAid and Diaspora Action Australia a session on WPS at the ACFID Conference 2017.</p>
<p>Connecting</p>	
<p>IWDA funds Family Support Centre (FSC) in the Solomon Islands. FSC connects its primary work of providing services to women and girls who have experienced violence with advocacy, and awareness messages for ending violence against women and coordinates with prevention focused work in the Solomon Islands. FSC recognises the importance of their multiple roles of providing services to women and girls, creating an enabling environment for women and girls to safely access services, and supporting prevention initiatives aimed at stopping violence before it occurs.</p>	<p>IWDA plays a role profiling and connecting the work of our partners at the local level with regional and international fora. IWDA was invited as one of a limited number of civil society organisations to attend the ASEAN-Australia Dialogue on WPS in 2018 which also included representatives from Government, police and military from ASEAN countries. This event involved participating in small group discussions, influencing the draft outcome document and IWDA presented on the WPS work of IWDA partners in Myanmar and Cambodia as well as the work of the Australian Civil Society Coalition for WPS.</p>
<p>Building a Robust Evidence Base</p>	
<p>The Individual Deprivation Measure (IDM) includes violence as one of 15 modules to assess multidimensional poverty. This enables analysis of the gendered nature of violence and the impact of violence on other dimensions of women’s lives. For the IDM, the</p>	<p>IWDA and research partners spent three years (2010-12) researching the link between disability and violence for women in Cambodia in a participatory action research project <i>Triple Jeopardy</i>. The research has found that women with disabilities face similar levels of</p>

<p>key challenge was how to conceptualise and ask about violence in ways that keep women safe and recognise that men experience violence too. The IDM Team used the WHO Guidelines for research on Gender Violence to inform the approach to managing risk and have worked to revise the violence module to ensure the safety of respondents is paramount and to improve the measurement of violence. To ensure the IDM is ethical and safe, and does not create unintended consequences, follow-up studies are investigating randomly selected respondents' experience of completing the IDM survey and their feedback.</p>	<p>sexual, physical and emotional violence by partners to non-disabled women but endure much higher levels of all forms of family violence. The findings, building on scarce developing country evidence, highlight the unique vulnerabilities of women with disabilities to violence, and the barriers to seeking support. Training resources, guidelines and advocacy aim to improve access and assist specialist and mainstream services to address these issues more effectively.</p>
Collective Advocacy	
<p>During the 16 Days of Activism 2018, IWDA coordinated 25 organisations under the Our Voice joint advocacy campaign highlighting VAWG as a barrier to women's leadership. This advocacy moment supported the wider aims of the Our Voice advocacy campaign to increase support for women's leadership and temporary special measures across WAVE countries. Partners developed joint advocacy messaging and advocacy materials were created and disseminated at events and meetings with community members and duty bearers. Our Voice partners also supported a joint letter to the UN Assembly calling for action on violence against women in politics.</p>	<p>The Women's League of Burma (WLB) is composed of 13 member organisations, who represent diverse women's groups established by women activists in exile. IWDA has supported WLB in the 'Mobilizing For Peace and Democracy' project. The project aims to build the capacity of WLB and its member organisations to advocate effectively to government and the international community regarding women's human rights and women's participation in the peace process. This is done through increasing awareness in rural and remote communities about the national peace process, the importance of women's participation, and encouraging women's leadership. IWDA has supported WLB in these endeavours to build their network and organisational capacity to effectively engage with CEDAW and UNSCR 1325 processes.</p>
Feminist Skills & Tools	
<p>IWDA's Feminist Research Framework (2017)³⁴ sets out IWDA's approach to feminist research and provides guidance for designing ethical, feminist participatory research. It particularly supports staff and consultants to work through IWDA's research approvals processes which apply to all research and evaluation conducted by IWDA staff and consultants, including operational research, policy and advocacy research, and market research. This includes specific guidance and processes for sensitive research, such as research on VAWG.</p>	<p>The Do No Harm toolkit was produced by IWDA in 2018 as part of an ANU <i>Do No Harm</i> research project, which explored the relationship between women's economic advancement and empowerment and women's experience of domestic violence. Recognising that women's economic empowerment can, in some cases, increase or commence instances of domestic violence; IWDA developed a series of practical tools for organisations to integrate support for women and girls who have experienced violence in economic empowerment programs.</p>
Safety, sustainability and resilience	
<p>The Urgent Action Fund (UAF) was established by IWDA in 2016 and was piloted in Papua New Guinea and Bougainville over 15 months (April 2016 – June 2017). The key purpose was to pilot ways to increase support for WHRDs so that they can: (a) move themselves and others out of immediate danger or threat to life; and (b) respond to the ramifications of violence through funding legal fees, medical treatment, counselling, and transportation. This Fund provided flexible and responsive emergency support to WHRDs who experienced threats, intimidation or violence as a result of their program, services and advocacy. IWDA is continuing to explore ways of continuing this support after the end of the pilot project.³⁵</p>	<p>IWDA is committed to providing a workplace that recognises and addresses the impact of violence against women. The IWDA Gendered Violence Workplace Support Policy (2018) recognises that violence in the home, workplace and in the community, in all its forms, is unacceptable and will not be tolerated. The policy aims to ensure that any employee who experiences gendered violence will be supported in a rights-based advocacy and trauma-informed manner recognising their individual right to privacy, confidentiality and autonomy.</p>

5 HOW WILL WE ACHIEVE CHANGE?

5.1 THEORY OF CHANGE

IWDA believes that change needs to be transformative to achieve gender equality. This includes changing deep rooted attitudes, beliefs, social norms, practices and structures that reinforce ideas of toxic masculinity and patriarchal norms that lead to gender inequality. IWDA has selected three key tools to guide this framework to support transformative change. These include:

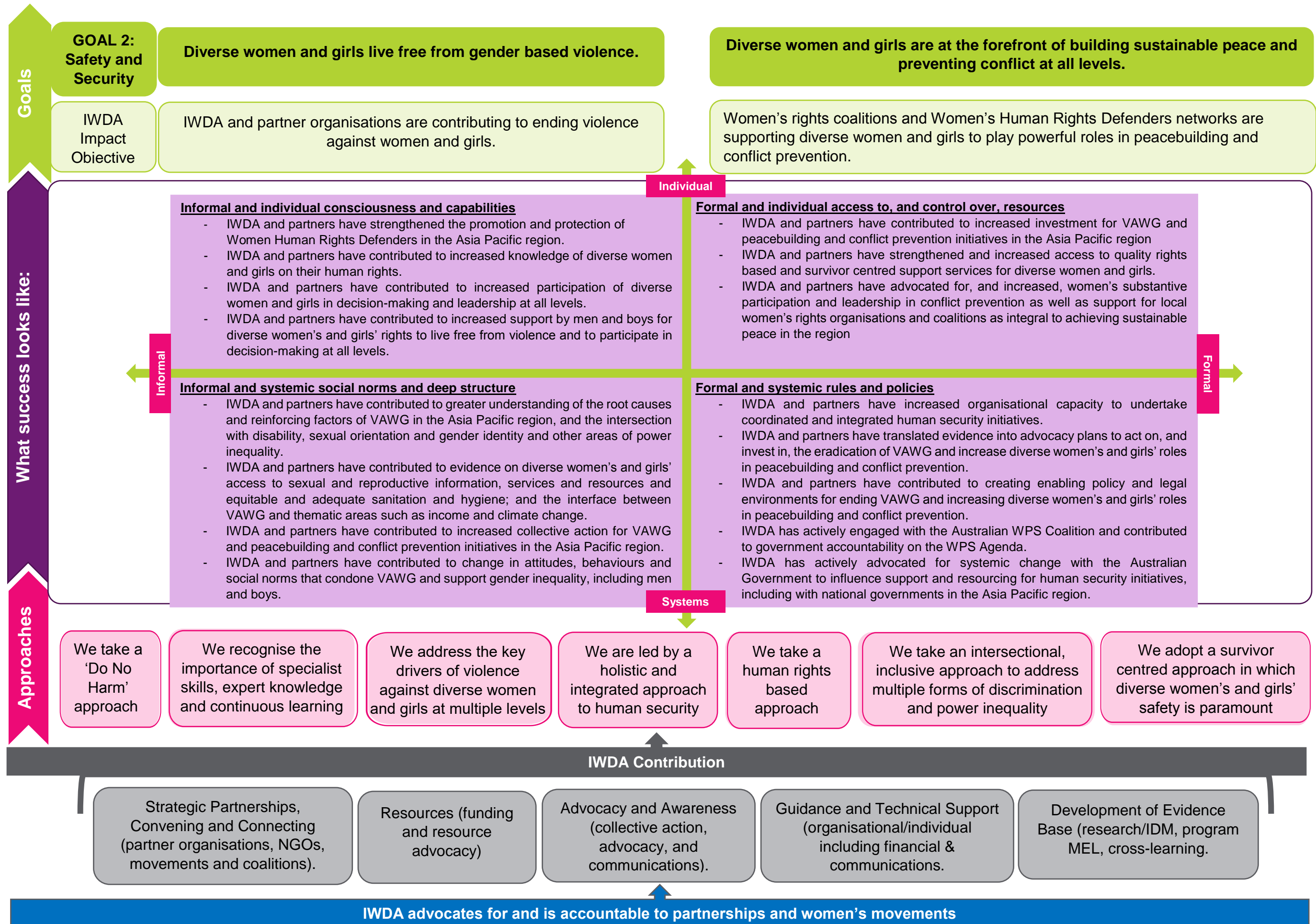
- Addressing the overarching key drivers of VAWG including within conflict settings ensuring gender equality is at the core of all of our work.
- The ecological model which ensures strategies are reinforcing to support change at the individual/relationship level, organisational/community level, and within national policy and the broader societal and political context.
- The Gender@ Work framework makes visible dimensions of gender equality and the extent to which there is a shift in gendered power relations, and structures necessary change to achieve a transformative impact into four quadrants (formal and informal individual change, and formal and informal systemic change). This includes changing attitudes that condone violence; changing deep rooted beliefs, social norms and practices informed by toxic masculinity; and transforming structures that reinforce inequality through lack of access to participation and decision making for women and girls.

The below theory of change draws on key aspects of these three tools.

IWDA has used the Gender@Work framework in three contexts within this Safety and Security Framework to:

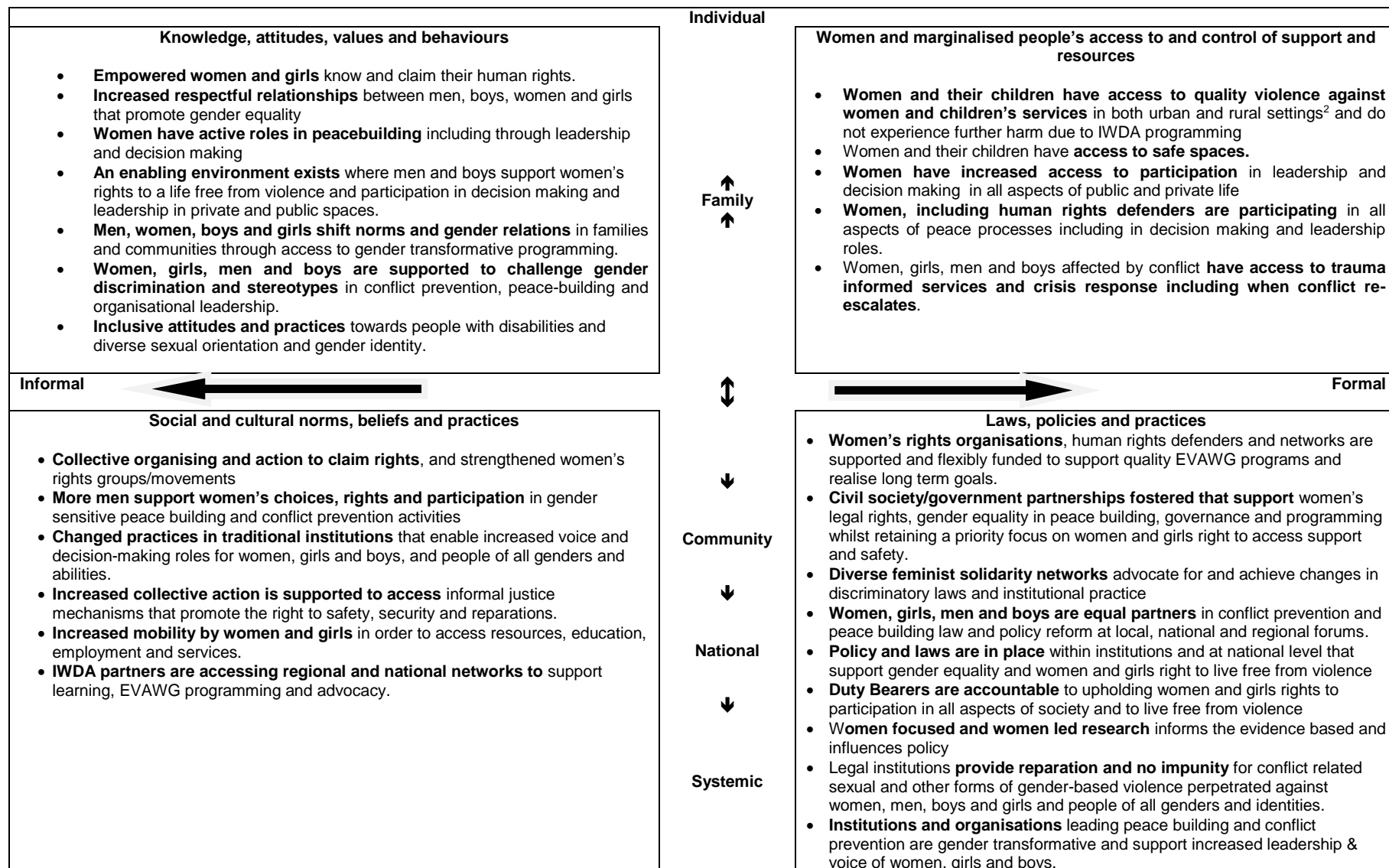
- i) Articulate the changes required to make progress towards our impact objectives and goals in IWDA's safety and security theory of change;
- ii) Provide examples of the types of transformative changes in individuals, families, communities, nations and systems which can be achieved through quality, IWDA-supported safety and security programming; and
- iii) Provide examples of the types of transformative organisational changes in IWDA staff, teams, and organisation, and broader sector and systems which contribute to the effectiveness of IWDA's support for, and engagement in, quality safety and security work.

Using this analytical framework ensures IWDA has both a clear strategy for change in terms of implementing our Strategic Plan, supporting the work of our partners and collaborators, and growing in organisational strength; and to guide evaluative efforts to mark implementation progress of this Framework.

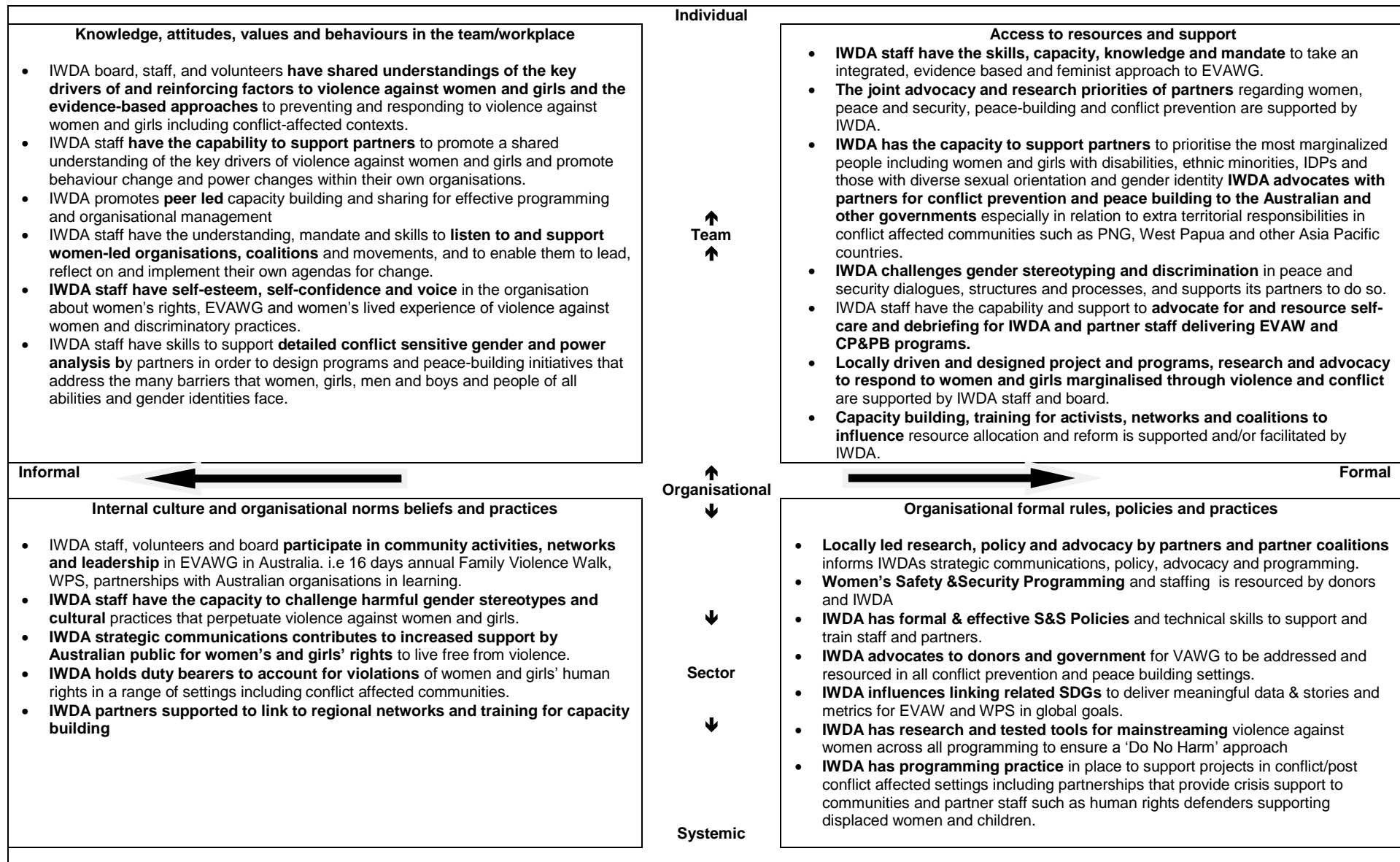


5.2 GENDER@WORK ANALYSIS

What is IWDA supporting to change from community to national level?



What are we try to change at the organisational level for IWDA



6. WHAT APPROACHES WILL IWDA USE AND WHAT EVIDENCE AND TOOLS WILL GUIDE US?



6.1 IWDA TAKES A HUMAN-RIGHTS BASED APPROACH

VAWG is a fundamental breach of women and girls' human rights, particularly her right to a life free from fear and violence, right to participation and right to equality.³⁶ Rights-based approaches to women's and girls' safety and security are essential as they recognise that States and non-state actors have a legal responsibility to respect, protect, and fulfil the rights of women and girls.

A rights-based approach privileges women's and girls' human rights as inalienable and universal across all cultures, religions and identities. It is legally enshrined in most countries. States that do not uphold women's and girls' right to live free from violence are in breach of human rights laws. A human rights approach calls for responses to VAWG that prioritise the safety and well-being of women and girls and that are of 'good quality, available, accessible and acceptable to women and girls.'³⁷

A rights-based approach to WPS recognises that women's human rights and gender equality are central to the maintenance of international peace and security. This includes women's right to participate meaningfully in decision-making processes related to the prevention and resolution of conflict and the protection of women's human rights during and post-conflict.

What does this mean for our work?

- ✓ We will ensure program design, implementation and monitoring, evaluation and learning are centred on promoting and protecting the human rights of women and girls and ensuring dignity and respect in preventing and responding to VAWG and promoting WPS.
- ✓ We will work with partners to ensure support services prioritise the safety and well-being of women and girls
- ✓ We will ensure our communications about VAWG and WPS are grounded in a rights-based approach and use internationally agreed rights-based language that does not judge, blame or stigmatise women or girls who have experienced violence
- ✓ We will utilise and connect to human rights frameworks in our research, policy and advocacy work.

Relevant International Frameworks

Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)

Beijing Platform for Action

UN Declaration on the Elimination of Violence Against Women

CEDAW Recommendations 19 and 35 on VAWG, 28 and 30 on WPS and 33 on access to justice.

Sustainable Development Goals 5 and 16.

UN Security Council resolution 1325 on WPS, and seven supporting resolutions —1820, 1888, 1889, 1960, 2016, 2122 and 2422.

6.2 IWDA TAKES A SURVIVOR CENTRED APPROACH IN WHICH DIVERSE WOMEN'S AND GIRLS' SAFETY IS PARAMOUNT

Taking a survivor centred approach means placing the concerns, rights, welfare and lived experiences of women and girls who have experienced violence at the centre of our programs, policies and advocacy and strategic communications: to ensure that safety and recovery is maximised, and that no further harm is done to exacerbate the violence already perpetrated or further marginalise diverse women and girls; and to promote women and girls' empowerment, agency and rights.

VAWG is often hidden from view, women and girls rarely disclose or report due to shame, stigma, lack of services and risk of further perpetration. Placing survivors' concerns and rights at the centre helps inform the most appropriate responses, prevention and other related activities such as advocacy, research and communications. It also helps ensure a do no harm approach to ensure that appropriate risk assessment is carried out to ensure that there are no unintended consequences and that women are supported and believed.

Women and girls' safety is paramount in all aspects of IWDA's safety and security approaches.

What does this mean for our work?

- ✓ It is essential that survivor centred approaches inform all aspects of our work. This includes the provision of quality integrated, response, health, social and justice services to women and girls who have experienced violence.
- ✓ A survivor centred approach must also inform other related work by IWDA that communicates about and fundraises to support safety and security work.
- ✓ We will support and enable access to safe spaces for women and girls to achieve immediate safety. Safe spaces should be run by and for diverse women and their children (also see Approach 6.4 below).

Checklist: Survivor-Centred Approach³⁸

The survivor has a right to:

- ✓ Be treated with dignity, non-judgement and respect instead of being exposed to victim-blaming attitudes;
- ✓ Privacy and confidentiality instead of exposure;
- ✓ Non-discrimination instead of discrimination based on gender, age, race / ethnicity, ability, sexual orientation, HIV status or any other characteristic;
- ✓ Receive comprehensive information to help her make her own decision instead of being told what to do.
- ✓ Access required services in a manner which avoids traumatisation.

6.3 IWDA TAKES A HOLISTIC INTEGRATED APPROACH TO HUMAN SECURITY

IWDA takes a holistic and integrated approach to human security which places the lived experience of women and girls at the centre of security agendas and builds programming and policy around their rights. This includes women and girls' safety and right to live free from violence.

A holistic approach to human security must acknowledge that responses to and prevention of violence against women and girls require considering the other dimensions of women's lives including women's economic empowerment and advancement, environmental security (including the impacts of climate change) and women's meaningful participation and leadership in conflict prevention, peacebuilding and in relief and recovery efforts.

The WPS agenda is comprised of four main pillars: Participation, Conflict Prevention, Protection and Relief and Recovery. Addressing all four pillars is critical to tackling the key drivers of conflict to create sustainable peace. This involves recognising the intersections between EAWG and conflict prevention and peacebuilding (see box below) but also the importance of enabling women's leadership and participation to progress the WPS Agenda. Evidence, such as the Global Study on the Implementation of United Nations Security Council resolution 1325, has continued to demonstrate that women's participation and inclusion makes humanitarian assistance more effective, strengthens peacekeeping efforts, contributes to the conclusion and implementation of peace talks and sustainable peace and accelerates economic recovery.³⁹

What are the intersections between EVAWG and conflict, conflict prevention and peace-building and why is it important? ⁴⁰

1. Rates of VAWG, especially intimate partner violence, are high during and after conflict.
2. Gender inequality is a key driver of VAWG and militarised violence. Addressing gender inequality (and other reinforcing factors which impact on the frequency and severity of VAWG) is imperative to address conflict and violence more broadly.
3. Promoting women's meaningful engagement and leadership are both commonly used and evidence based approaches to effective peace building and the prevention of VAWG.
4. VAWG, including essential services for women and girls who have experienced violence and prevention initiatives, is not sufficiently addressed in state-building and peace-building.
6. The post conflict period provides an opportunity to advance national VAWG policy and laws.

An integrated approach also involves recognising that locally led, community-based peacebuilding is crucial for the WPS Agenda and IWDA has an important role to play in ensuring these perspectives, skills and experiences are recognised in Australia, regional and international spaces. We can also support partners to link local approaches and women leaders to national policy and law reform, formal peace negotiations and national security fora.

What does this mean for our work?

- ✓ We will advocate for a feminist approach to defining security broadly in terms of human security, VAWG, economic security, social security, and environmental security and will recognise the interlinkages across all goals of IWDA's strategic plan.
- ✓ We will explore funding opportunities to support innovative research to better understand the impact of women's economic security (including access to financing) and environmental security in our region.
- ✓ We will collaborate with other organisations, network and alliances in Australia, the region and internationally to advocate for a gendered approach to security and to ensure the perspectives of women's organisations working in conflict affected countries inform national and regional policy dialogue and security fora.
- ✓ We will promote integrated approaches to EVAWG and WPS programming and highlight the importance of an integrated approach in IWDA communications, and advocacy and policy influencing.
- ✓ We will continue to advocate for, and support, women's substantive participation and leadership in conflict prevention and the resourcing of and support for local women's rights organisations as integral to achieving sustainable peace in Asia and the Pacific.

Interlinkages across IWDA's strategic plan goals

A holistic approach to security includes recognising women's economic empowerment, women's civil and political participation and women's environmental security as crucial security issues for women.

The second phase of Nazareth's *Gender Justice and Healing* project includes a new component - a women's economic empowerment pilot for WHRDs, which will involve training and supporting WHRDs to become economically strong and independent so that they can engage with their communities to address VAWG and gender inequality. This recognises the challenge in sustaining WHRDs trained by the project, as they work in communities as volunteers.

The Do No Harm research project (see Annex X) explored the relationship between women's economic advancement and empowerment and women's experience of domestic violence.

FemLINKpacific's *WPS, and the Humanitarian Agenda: Participation, Preparedness and Protection* project works to support a network of diverse women leaders from natural disaster-affected communities in five Pacific Island countries to participate in and inform decision-making on disaster preparedness and response (see Annex X).

The WAVE program recognises that violence against women is a barrier to women's leadership and focussed 2018 16 days of activism efforts on this as part of the Our Voice campaign.⁴¹

6.4 IWDA TAKES A DO NO HARM (DNH) APPROACH

IWDA will take a do no harm approach to all of our work to ensure that any projects, advocacy, research and strategic communications minimise the risk of further harm, including VAWG, as a result of IWDA initiated and supported activities. Challenging gender norms and power structures, which is core to IWDA's approach, has the potential to trigger backlash and, at times, put women and girls at greater risk. It is therefore essential that risk mitigation strategies, including relevant VAWG support structures, are put in place. The development of this framework and related work such as the Do No Harm Toolkit Kit will work towards ensuring that the risk of further harm is minimised to partners, IWDA staff and volunteers across all of our work.

IWDA will take a cross-cutting approach to mainstreaming VAWG into all aspects of our work. VAWG affects all aspects of women and girls' daily lives. It affects women and girls who work with IWDA as partners, beneficiaries, staff and volunteers across all areas of our strategic goals. To this end it is important that IWDA mainstreams approaches in all work that challenge gender and power norms. This includes ensuring women and girls who have experienced violence have access to support and services and that an enabling environment is created to counter backlash and aimed at preventing further VAWG.

What does this mean for our work?

- ✓ IWDA will mainstream the EVAWG into all aspects of our work in order to recognise, respond to and reduce the harm caused by VAWG.
- ✓ We will ensure all activities will assess risk of harm and apply an ethical EVAWG lens to our work.⁴²
- ✓ We will train staff in the use of relevant policies and develop guidance, including minimum standards, where required
- ✓ We will support partners to adopt a DNH approach
- ✓ We will contribute to the evidence-base of effective approaches for mainstreaming EVAWG within programming work.
- ✓ We will create communications materials that support DNH approaches in fundraising.
- ✓ We will work with local partners to continuously monitor risks, particularly in high risk and conflict-affected contexts, to put in place strategies to respond to resistance and backlash.

Do No Harm Research Practical Guidance⁴³

The **IWDA Do No Harm Kit** outlines a set of guiding principles to work towards a DNH approach to WEE projects. They include:

- ✓ Support women and girls who have experienced violence;
- ✓ Increase women's participation in programs
- ✓ Change men's attitudes and behaviours that support gender inequality and VAWG; and
- ✓ Partner with experienced VAWG service providers.

This tool provides an example of mainstreaming VAWG within non Safety and Security focused programming

6.5 WE ADDRESS THE KEY DRIVERS OF VIOLENCE AGAINST DIVERSE WOMEN AND GIRLS AT MULTIPLE LEVELS

All effective and evidence-based approaches that work towards gender equality and women's rights can result in positive outcomes in gender equality, and therefore contribute to EVAWG.

Programs and organisations need multiple reinforcing long term interventions and partnerships to achieve a reduction in the risk of and/or prevalence and incidence of VAWG. This requires:

- a) Addressing the key drivers of VAWG and reinforcing factors;
- b) Adapt EVAWG strategies to specific contexts
- c) Long term interventions at every level of society including government and civil society;
- d) Understanding of and commitment to human rights (see Approach 6.1);
- e) Integrating prevention work with response services;
- f) Long-term partnership with local women's/feminist organisations; and
- g) Coordination with a range of stakeholders.⁴⁴

In conflict affected settings this needs to be more flexible responding to urgent needs as they arise.

This section sets out the key steps which guide this approach:



a) Addressing the key drivers of VAWG and reinforcing factors

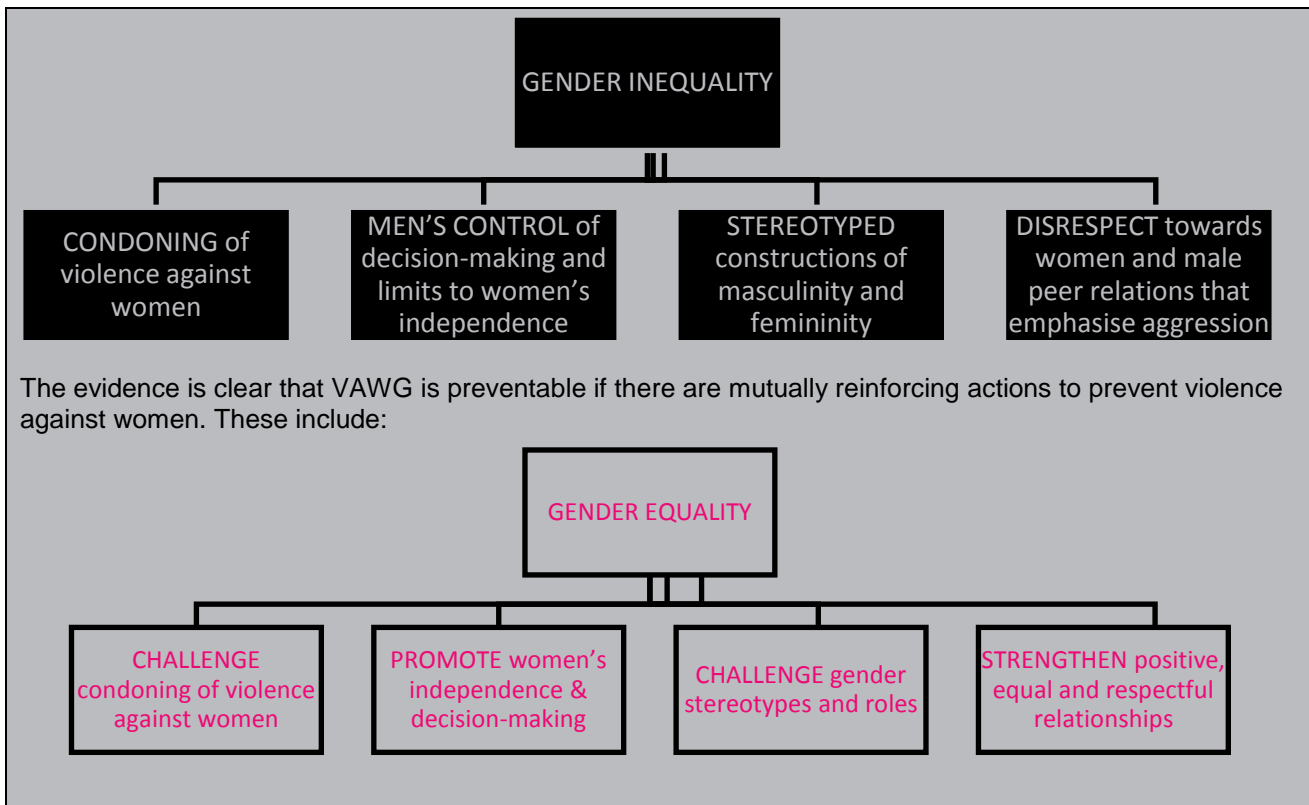
There is global consensus by donors, governments, researchers, activists and practitioners about the key drivers (also known as root causes) and reinforcing factors (or contributing factors) of VAWG and what action can be taken to respond to and prevent VAWG. There is less evidence about how prevention works in conflict settings however there is some emerging evidence and practice experience.⁴⁵

There are a number of guidance tools that have been developed to assist with understanding the key drivers of VAWG and strategies that can be taken in response. The *Change the Story* Framework developed by Our Watch provides a useful starting point (see box below) to guide the focus of IWDA's programming, research, policy and advocacy work and communications approach.

The *Change the Story* Framework developed by Our Watch

Gender inequality sets the context in which VAWG occurs.

Particular expressions of gender inequality predict higher rates of VAWG notably:



There are also reinforcing factors⁴⁶ that, whilst not sufficient in themselves to predict the prevalence of VAWG they interact with the key drivers to increase the probability, frequency and severity of such violence. They include:

- Condoning of violence in general in the community
- Experience of and exposure to violence including sexual violence, which for women may increase likelihood of being a victim and for men may increase risk of perpetration.
- Weakening of pro-social behaviour especially the harmful use of alcohol and drugs
- Socio-economic inequality and discrimination
- Backlash factors (especially when male dominance/privilege is challenged).

Recent research has found that whilst the key drivers of VAWG remain consistent in armed and violent conflict there are specific additional risk factors that contribute to increased frequency and severity of violence against women and girls and that this, in turn, contributes to escalations in conflict.⁴⁷

b) Adapt EVAWG strategies to specific contexts

IWDA takes the Key Drivers as defined in Change the Story as a starting point for analysis in each country context. However, we acknowledge that each driver will need to be adapted to the particular context in which IWDA works, for example, understanding and responding to the specific attitudes that condone violence against women within that context. The intersectional inequalities experienced by women and girls in each context will also impact on how these drivers are understood in each community and undertaking power analysis is crucial. Some contexts will need to address certain reinforcing factors more than others.

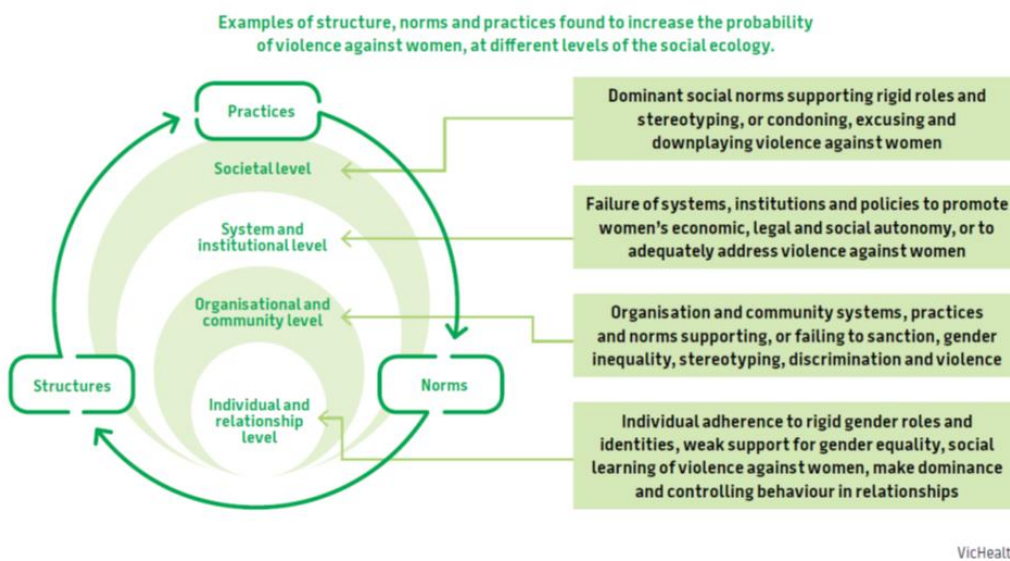
Not only do approaches need to be adapted within each country context but they also need to consider the specific setting. For example, messages targeting religious settings will need to ensure messaging is embedded within language that is relevant to that specific setting. There are a number of emerging good practice approaches nationally and internationally that focus on understanding how to adapt prevention of VAWG messaging and approaches to different settings including in school settings, work settings, maternal and child health settings and religious settings in the Pacific.⁴⁸

c) Long term interventions at every level of society including government and civil society

The ecological model illustrates how factors at an individual, relationship, community and societal level influence and reinforce gender inequality. It is a useful framework in which to consider how to intervene in and prevent VAWG and a visual reminder that interventions that seek only to address one layer will not lead to a reduction in VAWG (see diagram below).⁴⁹

It is also a useful model to apply in relation to mapping advocacy targets, and developing a communications approach for how we present IWDA's work on safety and security. We should ensure we are considering all levels in our approach.

Figure 2: Socio-ecological model of violence against women (Our Watch et al. 2015)



Communications and Campaigns

Developing strong media messages⁵⁰, capability for print and electronic media are critical to both promoting key messages and countering damaging harmful messages that reinforce negative gender stereotypes, promote harmful images of women and or incite violence against women and minorities at all levels. Advocating to media outlets for sensible ethical use of media and working with key feminist media advisors is critical. Developing communications packages to reinforce messages and face-to-face programs can be helpful.

Note: One-off campaigns rarely have impact and are largely ineffective at changing attitudes and behaviours. This type of intervention needs to be part of a multi-component intervention which targets all levels.

c) Integrating prevention work with response services

A pre-requisite for any prevention work is a rights-based and survivor-centred response service, integrated with or linked to PVAW programs, to ensure that women and girls who have experienced violence from target populations can access response services, and to monitor PVAW communication and impacts.

In the contexts in which IWDA works there is often limited access to response services. This must be taken into account during program design. Key questions include:

- Is there a rights-based and survivor-centred response service available in the project community?

- Can IWDA partner with another local organisation to ensure response services are available before commencing prevention work?

This should be a key component of a project risk assessment.

If there is no provision or capacity to provide response services in the area, it is important to consider whether the prevention work should proceed.

What does this mean for our work?

- ✓ We will address the key drivers of VAWG and at all levels of the ecological model to ensure messages and strategies are reinforced to create sustainable change to EVAWG
- ✓ Approaches should address the key drivers of VAWG through challenging the condoning of violence against women, promote women and girls' independence and decision making, challenge gender stereotypes and rigid roles for women and girls, men and boys, and people of all abilities and identities, and strengthen positive equal and respectful relationships.
- ✓ Ensure strategies to address VAWG are tailored to each specific context and include a power analysis to ensure approaches are intersectional and tackle intersecting forms of discrimination and inequality which can compound women's experience of violence.
- ✓ A pre-requisite for any prevention work is a rights-based and survivor-centred response service, integrated with or linked to PVAW programs, to ensure that survivors from target populations can access crisis services, and to monitor PVAW messages and impacts.
- ✓ We will engage men and boys as accountable allies to uphold women and girls' human rights and gender equality.

We will engage men and boys as accountable allies to uphold women and girls' human rights and gender equality.

Women and girls experience violence due to patriarchal norms and unequal power dynamics; these exist in all social contexts and before, during and after conflict.

Engaging men and boys is essential to achieve sustainable change towards gender equality, build positive relationship skills, address backlash, and challenge restrictive and rigid gender roles and identities for people of all genders and abilities.

There is an emerging body of work which indicates promising practice in this area. This includes gender equitable parenting programs, healthy masculinities, male advocacy for women human rights, respectful relationships for and between young adults and children

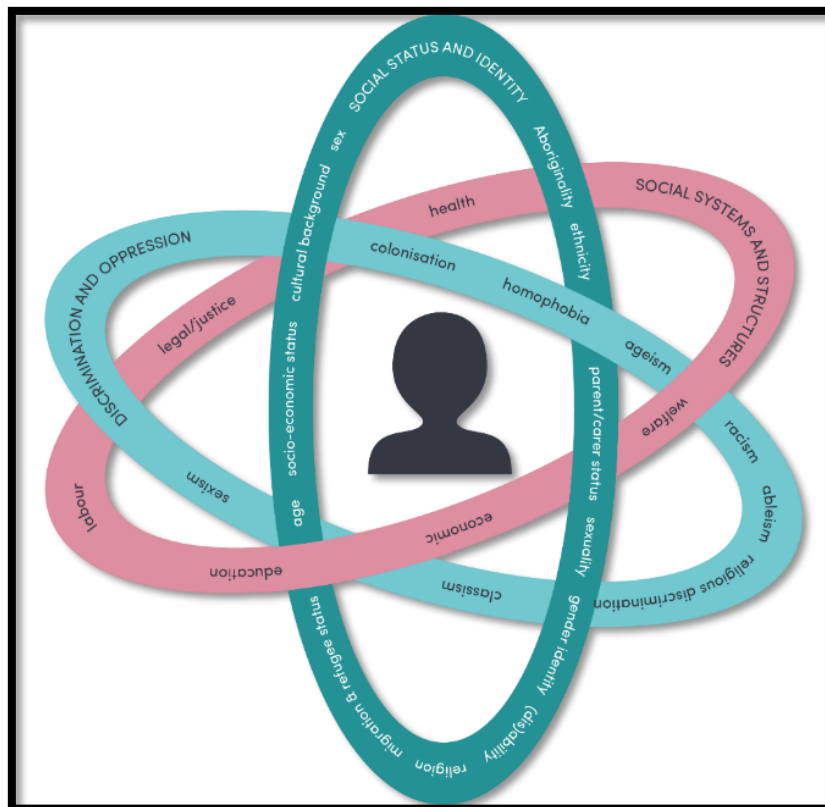
IWDA supports partners in working with men and boys as allies to prevent VAWG where women and girls remain the primary focus of the initiative. The safety of women and girls (community, staff and human rights defenders) is our primary consideration and women's rights and empowerment must remain central to our engagement with men and boys.

6.6 IWDA SUPPORTS AN INTERSECTIONAL, INCLUSIVE APPROACH TO ADDRESS MULTIPLE FORMS OF DISCRIMINATION AND POWER INEQUALITY

All IWDA Safety and Security work will take an intersectional, inclusive approach to prioritise marginalised people of diverse identities, genders and abilities. We work with partners and coalitions to address multiple forms of power imbalance, discrimination and inequality.

It is important to understand that people’s multiple identities can result in increased discrimination and levels and types of violence perpetrated against people. This can include socio-economic status, indigeneity, ethnicity, ability, sexual orientation, gender identity, HIV status, minority status and age. VAWG can be exacerbated within certain settings, such as rural, regional and remote communities, and where gender inequality intersects with other forms of disadvantage and discrimination. This is compounded in conflict affected communities.⁵¹ The gendered drivers and reinforcing factors of VAWG intersect with patterns of power and privilege in each community context in different ways.⁵²

Figure X: Equality Institute - *Intersectionality – understanding the dynamics of power and privilege, and discrimination and oppression in our analyses of violence*⁵³



It is therefore important to consider how women and girls who are most marginalised are included and are key partners in their own solutions to VAWG. In particular, women and girls with disabilities, women and girls of diverse sexual orientation and gender identities, sex workers, ethnic minorities and rural and remote women and girls.

This approach recognises that working with local partners who are embedded in their social context is critical to deliver effective and safe programs, policy and advocacy.

What does this mean for our work?

- ✓ IWDA will prioritise working with a focus on the rights of diverse women and girls including women’s and girls with disabilities and diverse gender identities and sexualities.
- ✓ We recognise it is essential to take an inclusive and intersectional approach as specific groups of diverse women and girls will experience higher levels of discrimination and associated higher levels of violence, dispossession and resulting disadvantage.
- ✓ We will ensure voice and representation in partnerships, projects, policy, research, advocacy and strategic communications, as an integral part of a human rights-based and DNH approach.
- ✓ In conflict affected and high-risk settings, the intersecting drivers of violence and conflict combine to create very high level of violence against women and girls. An intersectional approach informed by local partners such as WHRDs will help prioritise women and girls most at risk.

6.7 WE RECOGNISE THE IMPORTANCE OF SPECIALIST SKILLS, EXPERT KNOWLEDGE AND CONTINUOUS LEARNING

In order to sustain effective work in all aspects of safety and security, all staff and volunteers need to have key knowledge, skills and competencies ranging from a basic shared understanding of the evidence and issues to a high level of specific technical skills such as preventing violence against women, gender equality training, development of and delivering services to women and girls who have experienced violence and/or women's, peace and security skills mediating the resolution of conflict and peace building. We recognise that each of these areas has distinct and complementary skills sets, training needs, risks and support requirements, and that training and support is ongoing. In many instances, this will involve partnering with other organisations (including EVAWG specialist organisations in Australia) who can provide the necessary skills, knowledge and capacity. This must be considered as part of the preparation and planning stages of all program, policy, advocacy and research work.

IWDA resources a skilled workforce of staff and partners or proactively partners with other organisations to support all aspects of responding to and preventing VAWG; working with perpetrators; and conflict prevention and peacebuilding. This includes the provision of psycho-social support for staff and volunteers.⁵⁴ IWDA has also introduced a Gendered Violence Workplace Support Policy (see Section 4).

IWDA also supports partners to share learning, skills and expertise through learning visits and exchanges. For example, NCfR hosted Christian Care Centre, Solomon Islands as part of a learning exchange. This was in recognition of the value of regional based-learning and the importance of learning from similar contexts.

What does this mean for our work?

- ✓ We recognise that safety and security work, responding to and preventing VAWG, working with perpetrators, and conflict prevention and peacebuilding, require specialist skills, knowledge and capacity.
- ✓ As part of the planning and preparation for all programs, advocacy and research projects, we will consider the necessary skills, technical knowledge and capacity needs and how these needs will be met.
- ✓ We will continue to support opportunities for partners to share learning, skills and expertise across programs and across countries.
- ✓ We support staff, volunteer and partner safety and well-being and work towards addressing trauma from working in EVAWG and WPS.⁵⁵

UN Women Essential Services Package recommends the following:

- ✓ Set standards for workplace practices, including the necessary capacity of the service providers in terms of knowledge and skills.
- ✓ Increase the diversity of the workforce, including in terms of gender, ethnicity and language.
- ✓ Establish policies on promoting gender equality within those institutions responsible for providing essential services, especially at the senior decision-making level, including measures to recruit, retain and promote women where they are not adequately represented.
- ✓ Set standards in training of service providers based on good practices in each sector and on coordination, including partnering with women's organizations and inter-agency training.
- ✓ Provide opportunities for service providers at various stages of their career (from intake, continuing training and advancement, peer-to-peer exchanges) to build their skills and expertise and to ensure their knowledge and skills remain up to date.
- ✓ Promote specialisation and multi-disciplinary teams.

7 HOW WILL WE USE THIS FRAMEWORK?

7.1 COORDINATION AND ACCOUNTABILITY

IWDA will continue to develop and support Safety and Security work across the organisation. This framework will guide the implementation of Goal 2 of the Strategic Plan as well as emerging priorities and issues which may inform future work in this space. The approaches and tools outlined are intended to encourage consistency across the organisation. They are not intended as a one-size-fits-all approach and tools will always need to be adapted and tested in each local context.

A Steering Group will be established for the first twelve months to coordinate implementation of the framework across the organisation and to further develop the prioritisation guidance at Annex A. This Steering Group will have representation from teams across the organisation (see terms of reference).

The Steering Group will report to the Director of Program who will have responsibility for implementation of the framework in close collaboration with the CEO, Leadership Team and RPA with consultation, as needed, with SET and IDM teams. The Director of Program will report on any updates regarding implementation of the framework to the CEO and leadership team.

7.2 HOW WILL WE KNOW WE ARE MAKING A DIFFERENCE?

This framework will be integrated into IWDA MELF framework and plan, and will be reviewed in line with organisational priorities.

IWDA implements a monitoring, evaluation and learning approach to programs supported through the Safety and Security portfolio. In 2017 a synthesis Evaluation report of three S&S projects was published which made recommendations that are largely reflected in this framework. The Program Evaluations report is also important to guide improvement in S&S programming. The WAVE program takes a *Developmental Evaluation* approach to its Research, Evidence and Learning Framework (RELF).

We will respect local learning and evidence, which may not be documented in the same way as global and donor-led evidence. As we adopt evidence based, locally tested and contextualised interventions for prevention, response and peace building initiatives, we will utilise this learning to develop and prioritise advocacy, policy and research activities.⁵⁶

In addition to this Safety and Security Framework, IWDA will work with and encourage partners to continue trialling and testing new approaches, partnerships and learning to generate new ways of working and consolidate lessons learnt.

A key learning event with partners and key practitioners focussed on Safety and Security is recommended on a biennial basis to contribute to learning and continuous improvement in IWDA's safety and security work.

ANNEXES

ANNEX 1 – PRIORITISATION GUIDANCE

Keep doing
<ul style="list-style-type: none">✓ Continue to use cross-organisation resources and connections to convene spaces and processes where women leaders in our region can connect, share, learn and organise together to prevent and respond to VAWG and to promote WPS.✓ Support prevention and service delivery by grassroots women's organisations, and where possible, in remote/rural areas targeting marginalised women.✓ Ensure all VAWG response services we support are survivor-centred and rights-based and guided by the minimal standards set out in the Essential Services package.✓ Continue to support IWDA partner organisations to strengthen approaches to prevent and respond to VAWG.✓ Continue to lead research to respond to existing evidence gaps such as the IDM's work in relation to understanding gendered violence as a form of deprivation within multi-dimensional poverty and the Do No Harm Research project.✓ Continue to advocate for a feminist approach to defining security and amplifying the safety and security advocacy of partners and networks through our advocacy in Australia and in regional and international processes and fora.✓ Continue to advocate for, and support, women's substantive participation and leadership in conflict prevention and the resourcing of and support for local women's rights organisations as integral to achieving sustainable peace in Asia and the Pacific.✓ Support the collective action of women's rights coalitions and WHRD's networks in Asia and the Pacific and advocate for increased investment in prevention and response services in the region.✓ Continue to support opportunities for partners to share learning, skills and expertise in relation to WPS and responding to and preventing VAWG across programs and across countries.
Doing more
<ul style="list-style-type: none">✓ Promote integrated approaches to VAWG and WPS programming and highlight the importance of an integrated approach in IWDA communications, and advocacy and policy influencing.✓ Apply the ecological framework and approach to all of IWDA's safety and security work, including programming, communications, research and advocacy to ensure we are taking a multi-level holistic approach.✓ Theories of Change should address the key drivers of VAWG (outlined in this framework and tailored to each specific context).✓ A rights-based and survivor-centred response service must be integrated with or linked to PVAW programs, to ensure that women and girls who have experienced violence from target populations can access crisis services, and to monitor PVAW messages and impacts.✓ Ensure IWDA communications about VAWG and WPS are grounded in a rights-based approach and take a do no harm approach.⁵⁷✓ Prioritise working with a focus on intersectionality and the rights of diverse women and girls including women and girls with disabilities and diverse sexual orientation and gender identities.✓ Develop tools to support mainstreaming the elimination of VAWG into all aspects of our work in order to recognise, respond to and reduce the harm caused by violence against women's and girls.

- ✓ Investing in psychosocial support for VAWG counsellors.
- ✓ Work with local partners to continuously monitor risks, particularly in high risk and conflict-affected contexts, to put in place strategies to respond to resistance and backlash.
- ✓ Engage with men, particularly young men, to challenge harmful attitudes, behaviours and gender norms. This work must prioritise the safety of women and girls; explicitly hold men accountable for their violence; be monitored and evaluated to ensure a do no harm approach; and will aim to contribute to the emerging evidence base in this sector.
- ✓ As part of the planning and preparation for all programs, advocacy and research projects, consider the necessary skills, technical knowledge and capacity needs and how these needs will be met.

Will Not Do

- ✓ Support one-off broad VAWG awareness raising activities in communities through our programmatic work that do not clearly address the key drivers of violence, link to response services and/or are not monitored effectively to assess impact
- ✓ Support male engagement or behavioural change programs in circumstances where the programs do not prioritise the safety and rights of women and girls (community, staff and human rights defenders).
- ✓ Thinking we need to do it all. Consider collaboration as a means to ensure we have the specialist skills, knowledge and capacity to deliver best practice programming, research and advocacy.
- ✓ Prioritise WASH and access to sexual and reproductive health information, services and resources as standalone safety and security priorities under the current strategic plan. Further analysis will be conducted to assess the approach under the next strategic plan.

What we need to know?

- ✓ Support the monitoring, evaluation and learning in relation to innovative approaches to preventing and responding to VAWG and to locally-led peacebuilding being developed by IWDA partners including community peacebuilding models, male engagement strategies, and prevention and service delivery in remote/rural areas and/or targeting marginalised women.
- ✓ Explore funding opportunities to support innovative research to better understand the impact of women's economic security (including access to financing) and environmental security in our region.
- ✓ Monitor the effectiveness of approaches to increase the reach of response services, particularly in remote and rural locations.
- ✓ Learn from best practice approaches with a focus on intersectionality and the rights of diverse women and girls including women and girls with disabilities and diverse sexual orientation and gender identities.

Who should we work with?

- ✓ PNAVAW and other regional networks.
- ✓ Rights-based, survivor-centred prevention and response services in Australia and our region including organisations working with women and girls with disabilities and diverse sexual orientation and gender identities.
- ✓ Coalitions and networks in Australia and our region with a focus on WPS.

ANNEX 2 – TERMINOLOGY

In addition to the terminology outlined in Section 2 of this Framework the following terminology may be useful. Please note this is confined to terms specific to Safety and Security:

Key Drivers are the underlying root causes of violence. They relate to the specific structures, norms and practices that create the necessary conditions in which violence is condoned, tolerated or justified. Drivers of violence must always be considered in the context of additional forms of social marginalisation and disadvantage.⁵⁸

Reinforcing factors are those that become significant when they intersect with the drivers of violence. These are factors that do not predict or underpin violence in and of themselves, however when they interact with the drivers, they can increase the probability, frequency or severity of violence that occurs.⁵⁹

Ending/Eliminating Violence against Women: A term used to encompass all initiatives from primary prevention through to response in an effort to end violence against women. IWDA approach is premised on the established evidence that to end violence against women, both response and prevention initiatives need to work in parallel.

Prevention interventions: Although a number of initiatives that aim to improve gender inequality more broadly can contribute to the prevention of VAWG, for the purpose of this review, prevention of VAWG is defined as those interventions with a primary goal of preventing VAWG, and also those interventions where the primary goal is responding to VAWG and the secondary/parallel goal is prevention.⁶⁰

Primary Prevention of VAWG is about addressing male violence against women before violence occurs. Violence against women is prevented through addressing the key driver; gender inequality. Prevention initiatives should be undertaken with individuals as well as the broader community and at the systems level to effect change.⁶¹

Secondary prevention of VAWG looks at the immediate response to violence and aims to stop the violence from re-occurring in the short-term. This usually includes initiatives that aim to keep women who have experienced violence safe from experiencing further harm⁶².

Ecological framework: This refers to addressing violence at a number of different levels including at the individual level, relationship level, community level, service level and the broader policy and systems level. An ecological approach to prevention is considered key to an evidence based approach to prevention that effects transformational change at a number of different levels.

Responding to VAWG, also referred to as tertiary prevention, refers to initiatives that directly support women and girls who have experienced or are experiencing violence and that hold perpetrators accountable.

Women and girls who have experienced violence is the preferred term used by IWDA (rather than survivor or victims). This encompasses both women and girls who can and often do survive and then recover and claim their rights after experiencing violence as well as women who do not survive.

Intimate partner violence refers to 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.⁶³

Peacebuilding refers to the efforts by actors across political, economic, humanitarian, and social spheres to strengthen prospects for internal peace and decrease the likelihood of violent conflict. A gendered approach to peacebuilding recognises that addressing unequal power relations between women and men is essential to prevent and mitigate conflict.

Male Behaviour Change programs traditionally refers to programs specifically aimed at changing behaviour of men who have previously used violence against family members. Programs can be mandatory or voluntary. There is mixed evidence around the success of male behaviour change programs and in some instances they have found to do further harm through creating an environment where perpetrators violence is justified as opposed to perpetrators being held accountable for their use of violence. Male behaviour change programs are a secondary prevention approach as they work to prevent violence that has already occurred from occurring again.

ANNEX 3 - KEY TOOLS

This annexure sets out a number of key tools which have informed the development of this framework and which it is recommended can be useful guides in IWDA's current and future safety and security work.

These tools provide a starting point. Tools will always need to be adapted and tested in each local context. IWDA recognises that what works in one community context will not necessarily work the same way in another and that tools will need to be tested and adapted accordingly.

UN Minimum Standards for responding to women and girls subject to violence⁶⁴

The Essential Services Package for Women and Girls Subject to Violence is a best practice package developed by practitioners from around the world. It is a joint UN program and so far, has been adopted for implementation by more than 20 countries. This package includes 5 modules which cover the following: Overview and Introduction, Health, Justice and Policing, Social Services, and Coordination and governance of coordination. It sets out a number of principles, common characteristics and essential actions and services which should form part of any response to VAWG.

Available at: <http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2015/essential-services-package-en.pdf?la=en&vs=3648>

Safe FAMILIES, A toolkit to engage communities to respond to and prevent family violence in Solomon Islands

VAWG is highly prevalent and a serious problem in Solomon Islands. This toolkit was produced to engage Solomon Island communities to respond to and prevent family violence by recognising the links between gender discrimination, lack of respect for human rights, and abuse of power. The toolkit means to train participants in human rights approaches to gender equality and violence prevention this includes: providing overview on gender inequality and VAWG, establishing methods in practicing gender equality (such as framing violence as a human rights abuse and basic counselling skills) and mapping out how to prevent VAWG in an intersectional manner. Values protected and upheld by human rights, such as respect, dignity and care for others are promoted throughout the toolkit. The toolkit holds that when trainees are able to make the link between practices of gender discrimination and abuse of power to a disregard for human rights they are then able to advocate for required appropriate changes and preventative measures.

Available at: https://www.iwda.org.au/assets/files/IWDA-Solomon-Islands-Manual_web.pdf

The Ecological Framework

This is a useful tool for understanding the drivers of violence across multiple and reinforcing levels. This starts with the individual and relationships at the centre, expanding to societal and to global. It is a useful explanatory model which highlights that interventions are needed across each domain to change practices, harmful norms, and patriarchal and sexist structures. It is also a framework which can be utilised beyond programming. For example, IWDA communications could use this as a guide to consider whether we are communicating IWDA's work across all of these levels. It can also be used to inform stakeholder mapping, to determine gaps and where we made need to work with other coalitions and networks, and to consider targets for advocacy (See Section 6.3 for diagram)

See Heise, Lori. 1998. 'Violence against Women: An Integrated, Ecological Framework'. *Violence against Women* 4 (3): 262–90.

The Do No Harm Toolkit

This toolkit was produced by IWDA as part of an ANU *Do No Harm* research project, which explored the relationship between women's economic advancement and empowerment and women's experience of domestic violence. Recognising that women's economic empowerment can, in some cases, increase or commence instances of domestic violence; IWDA developed a series of practical tools for organisations to integrate support for women and girls who have experienced violence in economic empowerment programs. The toolkits provide comprehensive design, implementation and monitoring approaches to supporting women, transforming gender inequality, increasing women's participation in programming, changing men's attitudes and partnering with experienced VAW providers.

Available at: <https://iwda.org.au/resource/do-no-harm-toolkit/>

Change the Story

Change the story is a conceptual approach for preventing violence against women and their children in Australia. It is a framework for a shared understanding and collaborative action, with six interrelated elements, all of which need to be in place to achieve this objective. It was developed in partnership, as part of a cross-party national political agenda. The development of the framework was led by Our Watch in partnership with Australia's National Research Organisation for Women's Safety (ANROWS) and the Victorian Health Promotion Foundation (VicHealth) and was informed by extensive consultations undertaken around the country, with the participation of over 400 stakeholders.

Available at: <https://www.ourwatch.org.au/getmedia/0aa0109b-6b03-43f2-85fe-a9f5ec92ae4e/Change-the-story-framework-prevent-violence-women-children-AA-new.pdf.aspx>

SASA! Activist Kit

SASA is a Kiswahili word that means *now*. It is a model for four phases of community mobilisation for prevention VAWG and HIV documented in a user-friendly program tool. Each phase uses four different strategies to engage community members in a variety of ways.

- “During the first phase, **Start**, violence against women and HIV/AIDS are introduced as interconnected issues and community members begin to foster *power within* themselves to address these issues.
- In the second phase, **Awareness**, community members experience a growing awareness about how our communities accept men's use of *power over* women, fueling the dual pandemics of violence against women and HIV.
- Throughout the third phase, **Support**, community members will discover how to support the women, men and activists directly affected by or involved in these interconnected issues, by joining their *power with others*'.
- In the fourth and final phase, **Action**, community members will explore different ways to take action. Use your *power to prevent violence against women and HIV.*”

SASA! includes practical resources, activities and monitoring and assessment tools for local activism, media and advocacy, communication materials and training. Available at: <http://raisingvoices.org/sasa/download-sasa/>

WPS Agenda - the four pillars

The WPS Agenda extends from the international to local level peace-building and focuses on the following four pillars:

- Participation: Women participate meaningfully in decision-making processes related to the prevention and resolution of conflict and the consolidation of peace.
- Prevention: Women's roles in conflict prevention are understood, recognised and supported.
- Protection: The safety, dignity and well-being of women and girls affected by conflict is protected, including prevention and response to VAWG.
- Relief and recovery: Relief and Recovery efforts meet the specific needs and recognise the capacity of women and girls.⁶⁵

These four pillars provide a tool for understanding the different elements of the WPS Agenda. A set of global indicators have also been developed and organised into the four pillars to track action against these (see: <https://www.peacewomen.org/security-council/WPS-indicators-and-monitoring>)

kNOvaw data

This is a partnership currently composed of UNFPA, DFAT, the University of Melbourne and Australia's National Research Organisation for Women's Safety (ANROWS). Building on the partners' track records in supporting VAW data collection and use in the region, kNOwVAWdata's main objective is to strengthen regional and national capacity to measure VAW.

For more information:

<https://asiapacific.unfpa.org/en/knowvawdata>

<https://asiapacific.unfpa.org/en/publications/measuring-prevalence-violence-against-women-disabilities>

ANNEX 4 - EXAMPLES IN PRACTICE

This annexure contains practical examples to inform IWDA's application of the approaches identified in this framework drawn from the work of our partners and other best practice examples. In addition, please see the IWDA-specific examples in Section 4 and examples referenced throughout the toolkit.

Approach 1: We take a human rights-based approach

Nazareth Centre for Rehabilitation- Human Rights and Gender Justice Toolkit

The Human Rights and Gender Justice Toolkit is designed to equip WHRDs and Male Advocates to facilitate gender equality and human rights based learning initiatives that take cultural, spiritual (theological) and legal differences into account. The NCfR approach to human rights education provides an excellent example of how to approach communities with differing cultures, practices and faiths and is an important reminder that such considerations must be included in safety and security programming. For example, in Bougainville human rights is framed as a spiritual decision which can alter approach. The toolkit enables citizens to build healthy, supportive, respectful and trustworthy relationship; promotes responsible citizenship that disapproves of violence; and establishes a Do No Harm approach that encourages equal power in decision making.

Approach 2: We adopt a survivor centred approach in which diverse women's and girls' safety is paramount

Indashyikirwa, Rwanda

In Rwanda a DFID supported *What Works* multi-partner program called *Indashyikirwa* aims to reduce intimate partner violence (IPV), shift social norms and attitudes condoning violence. This program takes an integrated approach and provides women's safe spaces. The safe spaces are one component of the program which also includes: a 20-session couple's curriculum designed to encourage healthy non-violent relationships, a community activism component led by a sub-set of the couples who completed the curriculum and then received additional training in community mobilisation, training and ongoing engagement of opinion leaders. Research found that these safe spaces are critical for prevention work and serve as an "essential bridge between IPV prevention and response". The research found that safe spaces were a valuable platform for IPV disclosure and support and were generally preferred over formal IPV services. They also served to link women and some men to services. They offered spaces for collective solidarity, livelihood skills training and supported equitable gender norms.⁶⁶

Approach 3: We are led by a holistic integrated approach to security

FemLINKpacific's Women, Peace and Security, and the Humanitarian Agenda: Participation, Preparedness and Protection project

IWDA has been supporting the FemLINKpacific's *Women, Peace and Security, and the Humanitarian Agenda: Participation, Preparedness and Protection* project. This project works to progress the commitment to enhance accountability of humanitarian responses in the Pacific to the WPS agenda by supporting a network of diverse women leaders from natural disaster-affected communities in five Pacific Island countries to participate in and inform decision-making on disaster preparedness and response. This includes investment in femLINKpacific's regional feminist media and Women, Peace and Security network and supports a network of women leaders in Fiji and Vanuatu, Tonga, PNG and Solomon Islands as well as supporting Pacific's women's innovation in the development and management of an interoperable communication system "Women's Weather Watch". FemLINK are also leading the Women's Human Security First research with a focus on concerns facing rural women in Fiji.

Ta'ang Women's Organisation (TWO)

TWO in Shan State, Myanmar, employs an integrated approach to responding to the prolific VAWG in the region by addressing women's prevention, protection, participation and relief/recovery concerns. Prevention techniques include awareness raising workshops on human rights, gender equality, GBV and democratic governance to steer public consciousness towards peace. Additionally, TWO established a GBV prevention network made up of individuals spread across villages and IDP camps. The organisation protects women in conflict areas by operating a number of emergency shelters that house and support survivors of rape, family violence, trafficking or conflict. Through community exchanges, TWO encourages leadership and participation by educating women on formal peace processes and providing them with data on human rights abuses. Lastly, TWO quickly responds to conflict affected communities by providing basic emergency supplies, counselling and legal referral services to assist in relief efforts.

Approach 4: We take a Do No Harm Approach

Gender and Economy in Melanesian Communities Toolkit

Ensuring harmful gender norms and practices are considered throughout programming are core to ensuring a do no harm approach to all activities that aim to challenge traditional roles and structures. IWDA has developed the *Gender and Economy in Melanesian Communities Toolkit* and reviewed this in 2018. A key tool included within the tool kit is the *Floating Coconut*. The *Floating Coconut* is designed for use at community level to explore the gendered and age related division of labour between informal, formal sector work and unpaid household and community work. It is intended to promote conversations about equitable work division within households and in communities, to promote recognition, reduction and redistribution of women's unpaid care work burdens. The tool is a practical example of how deep rooted gender norms and roles can be practically discussed to inform participatory program design, ensuring key drivers of VAWG are addressed to support transformational change within a women's economic empowerment programming. Ensuring active community engagement in discussing and challenging these norms aims to support buy-in from both men and women community members and minimise backlash that has been evident in some women's economic programming.

Approach 5: We advance gender equality and women's empowerment by addressing key drivers of violence against diverse women and girls

Fiji Women's Crisis Centre

An autonomous, multi-racial, non-government and feminist organisation, FWCC presents an integrated national and regional approach which combines response and prevention. FWCC applies a feminist intersectional and inclusive practice to prevention and response programs ensuring that women's safety is paramount. This is done by ensuring that staff and VAW responders are adequately trained, that service provision (such as shelter and legal advice) recognises the difference in lived experience and that survivors are not subjected to further violence by maintaining confidentiality and non-judgemental empowering counselling. Maintaining women's safety and trust in this manner allows FWCC to effectively engage in advocacy within their communities as people are more accepting of their presence and are more likely to change attitudes and policies or engage in networks against violence.

Approach 6: We take an intersectional, inclusive approach to address multiple forms of discrimination and power inequality

Our Watch- LGBTI Prevention Guide

In 2017, Our Watch released a synthesis report of their research on familial violence towards those who identify as a sexual minority titled, *Primary prevention of family violence against people from LGBTI communities*. Their research suggests that LGBTQIA people face higher rates of violence over their lifetime, including that enacted by family members or intimate partners. This is due to a variety of interrelated and reinforcing factors, two such factors relate to IWDA's work: gender inequality and gender norms. The report provides a suite of recommendations that advocate for an intersectional and inclusive approach to service provision, protection, and programming. Applying such an approach to safety and security programming ensure that IWDA is addressing multiple forms of discrimination and power inequality. See: [https://www.ourwatch.org.au/getmedia/32e193c0-66f9-4957-81bb-62c2245a9d88/Primary-Prevention-of-FV-against-LGBTI-people-Report-\(Accessible-PDF\).pdf.aspx](https://www.ourwatch.org.au/getmedia/32e193c0-66f9-4957-81bb-62c2245a9d88/Primary-Prevention-of-FV-against-LGBTI-people-Report-(Accessible-PDF).pdf.aspx)

Approach 7: We recognise the importance of specialist skills, expert knowledge and continuous learning

Family Support Centre

IWDA is supporting Family support centre to strengthen their organisational capacity to ensure long term sustainability. This has included supporting staff capacity building, providing self-care support for family violence workers and establishing a regional approach to clinical supervision for counsellors. Support is also provided to strengthen FSCs functionality and sustainability as an organisation and has provided specific Human Resources and organisational strengthening activities. Thirdly IWDA and FSC are working together to identify long term sustainable funding and accommodation options.

ANNEX 5 – OTHER TOOLS AND RESOURCES

This Annex contains links to other tools and resources which may be useful. This list is not exhaustive and is intended to be further refined during the application of the Framework.

Approach 1: We take a human rights-based approach

IWDA Toolkit: Safe Families- A toolkit to engage communities to respond to and prevent family violence in Solomon Islands

https://www.iwda.org.au/assets/files/IWDA-Solomon-Islands-Manual_web.pdf

Nazareth Centre for Rehabilitation Toolkit: Human Rights and Gender Justice

<https://iwda.org.au/assets/files/HRGJ-Layout-web-FINAL-230118.pdf>

Oxfam Guide: Ending Violence Against Women

<https://www.oxfam.org/sites/www.oxfam.org/files/ending-violence-against-women-oxfam-guide-nov2012.pdf>

Australian Aid and UN Women Guide: How to Design Projects to End Violence Against Women and Girls

<https://unwomen.org.au/wp-content/uploads/2015/10/EVAW-Toolkit-UNWomen.pdf>

Fiji Women's Crisis Centre Operating Procedure: Fiji National Service Delivery Protocol for Responding to Cases of Gender Based Violence

<http://www.mwcpa.gov.fj/images/stories/Files/2018/Fiji%20National%20Service%20Delivery%20Protocol%20for%20Responding%20to%20Cases%20of%20Gender%20Based%20Violence.pdf>

UN Women Guidance Note: Engaging Men in Gender-Transformative Approaches to End Violence Against Women

<https://promundoglobal.org/wp-content/uploads/2018/10/FUnderstanding-How-to-Engage-Men-in-GenderTransformative-Approaches-to-End-Violence-Against-Women-1.pdf>

Approach 2: We adopt a survivor centred approach in which diverse women's and girls' safety is paramount

UN Women Module Suite: Essential Services Package For Women and Girls Subject To Violence

<http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2015/essential-services-package-en.pdf?la=en&vs=3648>

Inter-Agency Standing Committee Guide: Guidelines for Integrating Gender-Based Violence Intervention in Action

https://gbvguidelines.org/wp/wp-content/uploads/2015/09/2015-IASC-Gender-based-Violence-Guidelines_lo-res.pdf

UN Women Virtual Knowledge Page: Survivor-Centred Approach

<http://www.endvawnow.org/en/articles/1499-survivor-centred-approach.html>

UK Aid and CARE Practice Brief: Indashyikirwa Women's Safe Spaces for IPV in Rwanda

https://insights.careinternational.org.uk/media/k2/attachments/Practice_brief_Indashyikirwa_safe_spaces_2018.pdf

CARE Guidelines: Communications Involving Survivors of Gender-Based Violence

<https://www.careinternational.org.uk/sites/default/files/GBV-Comms-Policy-and-Guidelines.pdf>

Our Watch Practice Guidance: Communications Guide

https://www.ourwatch.org.au/getmedia/221f932f-f391-4277-8c46-7f553d779c3e/PG_Communications-guide_Final.pdf.aspx

Approach 3: We are led by a holistic integrated approach to human security

Australian Women, Peace and Security Coalition Annual Report: Listening To Women's Voices And Making the Connections to the Women, Peace and Security Agenda

http://wpscoalition.org/wp-content/uploads/2018/03/CivilSociety_2018_report_ART_web.pdf

Australian Women, Peace and Security Coalition Issue Paper: The Sustainable Development Goals and the Women, Peace and Security Agenda

<http://wpscoalition.org/wp-content/uploads/2018/07/SDGs.pdf>

UN Women Global Study on the Implementation of UNSCR 1325: Preventing Conflict Transforming Justice Securing the Peace

http://wps.unwomen.org/pdf/en/GlobalStudy_EN_Web.pdf

UN Agenda: Transforming Our World The 2030 Agenda for Sustainable Development

<https://sustainabledevelopment.un.org/content/documents/21252030%20Agenda%20for%20Sustainable%20Development%20web.pdf>

UN Women Report: Turing Promises Into Action Gender Equality In the 2030 Agenda for Sustainable Development

<http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2018/sdg-report-gender-equality-in-the-2030-agenda-for-sustainable-development-2018-en.pdf?la=en&vs=948>

Approach 4: We take a Do No Harm Approach

IWDA Toolkit: Do No Harm Resource Kit

<https://iwda.org.au/resource/do-no-harm-toolkit/>

CARE Guidelines: Guidance for Gender Based Violence Monitoring and Mitigation within Non-GBV Focused Sectoral Programming

https://www.care.org/sites/default/files/documents/CARE%20GBV%20M%26E%20Guidance_0.pdf

Victorian Trades Hall Council Report:

https://d3n8a8pro7vhm.cloudfront.net/victorianunions/pages/2370/attachments/original/1479964725/Stop_GV_At_Work_Report.pdf?1479964725

Approach 5: We advance gender equality and women's empowerment by addressing key drivers of violence against diverse women and girls

Our Watch Practice Guidance: Dealing With Backlash

https://www.ourwatch.org.au/getmedia/819a9f49-368e-4c09-be84-d472035cfac2/PG_Dealing-with-backlash_final.pdf.aspx

Chief Executive Women and Male Champions of Change: Backlash & Buy-In Responding to the Challenges in Achieving Gender Equality

<http://malechampionsofchange.com/wp-content/uploads/2018/07/MCC-CEW-Backlash-and-Buy-in.pdf>

VicHealth Practical Guide: 13 Steps To Tackle Gender Discrimination

<https://www.vichealth.vic.gov.au/media-and-resources/publications/13-steps-to-tackle-gender-discrimination>

Protection International Resources: Human Rights Defender Tools

<https://www.protectioninternational.org/en/defendertools>

Approach 6: We take an intersectional inclusive approach to address multiple forms of discrimination and power inequality

IWDA Triple Jeopardy Toolkit: Challenging Discrimination Against Women With Disabilities
<https://iwda.org.au/assets/files/Triple-Jeopardy-Community-Toolkit.pdf>

Our Watch Guide: Primary Prevention of Family Violence Against People From LGBTI communities
[https://www.ourwatch.org.au/getmedia/32e193c0-66f9-4957-81bb-62c2245a9d88/Primary-Prevention-of-FV-against-LGBTI-people-Report-\(Accessible-PDF\).pdf.aspx](https://www.ourwatch.org.au/getmedia/32e193c0-66f9-4957-81bb-62c2245a9d88/Primary-Prevention-of-FV-against-LGBTI-people-Report-(Accessible-PDF).pdf.aspx)

Pacific Disability Forum Toolkit: Eliminating Violence Against Women and Girls with Disabilities in Fiji
<http://www.pacificdisability.org/getattachment/Resources/PDF-Resources/Toolkit-on-Eliminating-Violence-Against-Women-And-Girls-With-Disabilities-In-Fiji1.pdf.aspx>

Approach 7: We recognise the importance of specialist skills, expert knowledge and continuous learning

Fiji Women's Crisis Centre: Regional Training Program
<http://www.fijiwomen.com/training/regional-training-program/>

Domestic Violence Resource Centre Victoria: Training
<https://training.dvrcv.org.au/>

UN Women Training: A Level-1 Gender Based Violence Counsellors Course for the Pacific
<http://asiapacific.unwomen.org/en/news-and-events/stories/2018/09/gender-based-violence-counselling-course-for-the-pacific>

United Nations Population Fund Free Online Courses: Violence Against Women
<https://extranet.unfpa.org/Apps/VAW/>

¹ Sue Finucane and Julie Hunt contributed to the design and implementation of initial research, literature review and drafting. The development of this Framework was led by the IWDA Safety and Security Working Group – Django Love, Jen Clark, Tracy McDiarmid and Sharon Smees.

² Heise, L. 1998, 'Violence Against Women: An Integrated, Ecological Framework,' *Violence Against Women*, 4(3): 262-90, available at: <http://gbvaor.net/wp-content/uploads/2015/03/Violence-against-women-an-integrated-ecological-framework-1998.pdf>

³ Gender At Work 2018, 'Gender at Work Framework,' available at: <https://genderatwork.org/analytical-framework/>

⁴ Our Watch, VicHealth & Australia's National Research Organisation for Women's Safety 2015, 'Change the Story: A shared framework for the primary prevention of violence against women and their children in Australia,' *Our Watch*, Melbourne, Australia, available at: <https://www.ourwatch.org.au/getmedia/0aa0109b-6b03-43f2-85fe-a9f5ec92ae4e/Change-the-story-framework-prevent-violence-women-children-AA-new.pdf.aspx>

⁵ UN Women, UNFPA, WHO, UNDP & UNODC 2015, 'The United Nations Joint Global Programme on Essential Services for Women and Girls Subject to Violence,' *Complete Package*, available at: <http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2015/essential-services-package-en.pdf?la=en&vs=3648>

⁶ IWDA 2011, 'Women's Right to Safety and Security Thematic Framework 2010-2018,' available at: https://www.iwda.org.au/assets/files/Safety-and-security_Feb-2011.pdf

⁷ Sjoberg, L. 2010, 'Gender and International Security Feminist Perspectives,' *Routledge*, available at: http://spmeahazem.yolasite.com/resources/ebooksclub.org_Gender_and_International_Security_Feminist_Perspectives_Routledge_Critical_Security_Studies.pdf

⁸ Tavanti, M. & Stachowicz-Stanusch, A. 2013, 'Sustainable Solutions for Human Security and Anti-Corruption: Integrating Theories and Practices,' *International Journal of Sustainable Human Security*, Vol.1: 1-17, available at: <https://repository.usfca.edu/cgi/viewcontent.cgi?article=1018&context=pna>

⁹ 'Diverse women' is defined as 'The key physical and social differences among people as shaped by sex and gender as well as race and ethnicity, age, class nationality and culture, religion, sexual orientation and gender identity, ability/disability, geographic location, family status, or other forms of social exclusions and the role these factors play in their daily lives. Diversity as a political principle for feminist organising is about the inclusion of different types of people in a group, an organisation or agenda. It refers to the complex, enriching, and natural, historical, contextual and socially-defined variations among women and within each individual woman and group of women,

understood within the context of the shared experience of living in a world defined by patriarchy, colonialism and other forms of oppressive structures.'

¹⁰ <http://www.vawresourceguide.org/terminology>

¹¹ UN General Assembly. 1993. United Nations Declaration on the Elimination Violence Against Women (DEVAW).

¹² <https://asiapacific.unfpa.org/sites/default/files/pub-pdf/kNOwVAWdata%20Key%20Terminology.pdf>

¹³ Definition developed by IWDA – Gendered Violence Policy, 2018.

¹⁴ IWDA Gendered Violence Policy, 2018.

¹⁵ Australian Human Rights Commission Submission to the Senate Finance and Public Administration Reference Committee, 4 April 2016, https://www.humanrights.gov.au/sites/default/files/AHRC_Submission_domestic_violence_gender_equality_20160304.pdf.

¹⁶ ActionAid, IDS & Womankind, *From the ground up: Women's roles in local peacebuilding in Afghanistan, Liberia, Nepal, Pakistan and Sierra Leone*, 2012, http://www.actionaid.org/sites/files/actionaid/from_the_ground_up_-_full_report.pdf; GADN, GAPS UK, *Turning Promises into Progress: Gender equality and rights for women and girls - lessons learnt and actions needed*, 2015

¹⁷ Note the use of the word protection here is based on the four pillars of the WPS Agenda and is not terminology used by IWDA in relation to prevention and response to VAWG more broadly.

¹⁸ Descriptions of each pillar taken from: Monash GPS (2017), *Fourth Annual Civil Society Report Card: Australia's National Action Plan on Women, Peace and Security*, available at: <https://wpscoalition.files.wordpress.com/2017/05/fourth-annual-civil-society-report-card-on-the-national-action-plan-for-women-peace-and-security.pdf>

¹⁹ World Health Organization 2017, 'Key Facts,' *Violence against Women Fact Sheets*, available at: <http://www.who.int/news-room/fact-sheets/detail/violence-against-women>. The World Health Organization (WHO) report on global and regional prevalence of violence against women, released in June 2013, estimates that 35 percent of women around the world have experienced physical or sexual violence at the hands of an intimate partner, or sexual violence perpetrated by a non-partner, at some point in their lives (World Health Organization, 2013). The report, which aggregates data on the victimization or perpetration of VAWG from over 80 countries around the world, calls for a multisectoral response to eliminate tolerance for violence, increased investment in prevention efforts, and strengthened services for survivors.

²⁰ McLeod, A. 2015, 'Women's Leadership in the Pacific,' *State of the Art Paper Series 4*, Birmingham, UK: Developmental Leadership Program, available at: http://publications.dlprog.org/Womens_Leadership_Pacific.pdf

²¹ The Equality Institute 2018, 'Literature Review: Ending Violence Against Women and Girls,' *Paper Prepared for DFAT*, p. 26, available at: <https://dfat.gov.au/aid/how-we-measure-performance/ode/strategic-evaluations/Documents/literature-review-ending-violence-against-women-and-girls.pdf>

²² *ibid.*, p. 6

²³ See <http://www.who.int/news-room/fact-sheets/detail/violence-against-women>

²⁴ Note some data is sub-national such as Papua New Guinea's data.

²⁵ Including dowry and bride price, economic abuse, some controlling behaviours over decision making at household level, restrictions on movement, coerced sex, early and forced marriage, trafficking, violence against sex workers, violence against migrant workers and non-residents, ethnic cleansing impacting women and girls, honour violence killings, gender related tribal fighting and payback, "sorcery accusations related violence" towards women, denied access to sexual and reproductive health services, slave-like unpaid care and domestic labour and homicide.

²⁶ From kNOwaw data. Data is from countries that have conducted the the World Health Organisation's Multi-Country Study on Women's Health and Domestic Violence against Women (WHOMCS) survey methodology, which is recognised as one of the most accurate and ethical approaches to collecting data on women and girls' experiences of violence. Data from other types of surveys may not be comparable across countries. Learn more from: <https://asiapacific.unfpa.org/en/news/power-numbers-using-data-better-address-violence-against-women>

²⁷ The Global Women's Institute, CARE, International Rescue Committee & UK Aid 2018, 'Intersections of violence against women and girls with state-building and peace-building: Lessons from Nepal, Sierra Leone and South Sudan,' *What Works to Prevent Violence Research Programme Policy Brief*, p. 16, available at: https://reliefweb.int/sites/reliefweb.int/files/resources/What-Works_Intersections-of-VAWG-with-SBPB-report_2018_0.pdf

²⁸ UN Women Fiji 2014, 'Climate change disasters and gender based violence in the Pacific,' *Policy Paper*, available at: <https://www.unclearn.org/sites/default/files/inventory/unwomen701.pdf>. See also International Federation of Red Cross and Red Crescent Societies. 2016. Unseen, Unheard: Gender-Based Violence in Disasters, Asia-Pacific case studies. IFRC, Asia Pacific Regional Office, Kuala Lumpur.

²⁹ UN Women 2015, 'Preventing Conflict Transforming Justice Securing the Peace A Global Study on the Implementation of United Nations Security Council Resolution 1325,' *UN Women*, available at: [https://www.peacewomen.org/sites/default/files/UNW-GLOBAL-STUDY-1325-2015%20\(1\).pdf](https://www.peacewomen.org/sites/default/files/UNW-GLOBAL-STUDY-1325-2015%20(1).pdf)

³⁰ The Global Women's Institute et al. 2018, 'Intersections of Violence,' *What Works*, p. 16

³¹ Htun, M. and Weldon, S. L. 2012. 'The Civic Origins of Progressive Policy Change: Combating Violence against Women in Global Perspective, 1975-2005,' *American Political Science Review*, Volume 106, 3: 548-569, available at: http://ncdsv.org/images/APSR_CivicOriginsProgressivePolicyChangeCombatingVAWInGlobalPerspective-1975-2005_8-2012.pdf

³² See IWDA 2015, 'Violence Against Women Jiwaka,' and Global Women's Institute et al., 2018, 'Intersections of Violence,' for examples. The Global Women's Institute, CARE, International Rescue Committee & UK Aid 2018, 'Intersections of violence against women and girls with state-building and peace-building: Lessons from Nepal, Sierra Leone and South Sudan,' *What Works to Prevent Violence Research Programme Policy Brief*, p. 16, available at: https://reliefweb.int/sites/reliefweb.int/files/resources/What-Works_Intersections-of-VAWG-with-SBPB-report_2018_0.pdf

³³ *Talanoa* is a traditional word used in Fiji and across the Pacific to reflect a process of inclusive, participatory and transparent dialogue.

³⁴ IWDA 2017, 'Feminist Research Framework,' available at:

https://iwda.org.au/assets/files/FeministResearchFramework_online_minustemplates-1.pdf

³⁵ IWDA 2018, 'Leading Change in Bougainville: Experiences of Nazareth Centre for Rehabilitation and Women Human Rights Defenders,' *Learning Brief*, available at: https://iwda.org.au/assets/files/NCfR-WHRDs-Learning-Paper_final_Jun18_online.pdf

³⁶ The 1993 Declaration on the Elimination of Violence against Women²⁰, the 1995 Beijing Declaration and 18 General Assembly resolution 34/180. 19 General Assembly resolution 44/25. 20 General Assembly resolution 48/104. Platform for Action²¹, as well as numerous General Assembly and Human Rights Council resolutions, along with General Recommendation No. 19 of the Committee on the Elimination of All Forms of Discrimination against Women, clearly outline what States should be doing to address this issue.

³⁷ UN Women et al. 2015, 'The United Nations Joint Global Programme,'

³⁸ *ibid.*, Module 6

³⁹ UN Women 2015, 'Preventing Conflict,'

⁴⁰ The Global Women's Institute et al. 2018, 'Intersections of Violence,' *What Works*, p. 16

- ⁴¹ Our Voice 2018, 'Violence Against Women Is A Barrier To Women's Leadership,' *Thematic Brief*, available at: https://iwda.org.au/assets/files/Our_Voice_VAW-is-a-barrier-to-womens-leadership-thematic-brief_IWDA.pdf
- ⁴² See, for example, the *IWDA Research Risk Assessment Matrix*
- ⁴³ IWDA 2018, 'Do No Harm Toolkits,' available at: <https://iwda.org.au/resource/do-no-harm-toolkit/>
- ⁴⁴ This will also help address inevitable resistance and backlash - Resistance and backlash is expected when undertaking any work to promote gender quality and empower women. It is important to support partners to address this in their own contexts - for their own safety and well-being, and to enhance program effectiveness - without undermining fundamental commitments to human rights and core gender equality messages. Building skills in this is an essential part of working in this area (for example, see <https://www.vichealth.vic.gov.au/media-and-resources/publications/13-steps-to-tackle-gender-discrimination>).
- ⁴⁵ See The Global Institute and International Rescue Committee 2016, 'Evidence Brief: What Works to prevent and respond to violence against women and girls in conflict and humanitarian settings?,' *What Works to Prevent Violence Research Programme*, available at: <https://www.whatworks.co.za/documents/publications/66-maureen-murphy-diana-arango-amber-hill-manuel-contreras-mairi-macrae-mary-ellsberg/file>
- ⁴⁶ See Annex 2, Terminology for definitions.
- ⁴⁷ This may include: hypermasculinity, dehumanising the enemy, increased exposure to violence during conflict that leads to increased acceptance of all forms of violence and controlling behaviour that remove women and girls from the public sphere. The specific targeting of women and girls for rape, murder and abduction by armed groups may lead to cycles of revenge. Exclusion of women from peace negotiations and transitional justice can also compound cultures of impunity and silencing of women and high rates of VAWG
- ⁴⁸ Our Watch, Australia's National Research Organisation for Women's Safety (ANROWS) and VicHealth, 2015, *Change the story: A shared framework for the primary prevention of violence against women and their children in Australia*, pages 36-40, Our Watch, Melbourne, Australia, available at <https://www.ourwatch.org.au/what-we-do/national-primary-prevention-framework>
- ⁴⁹ See Our Watch et al. 2015, 'Change the Story' and UN Women, ILO, UNDP, UNESCO, UNFPA, OHCHR & WHO 2015, 'A Framework to Underpin Action to Prevent Violence Against Women,' *UN Women*, available at: <http://www.unwomen.org/en/digital-library/publications/2015/11/prevention-framework>
- ⁵⁰ Our Watch 2018, 'Media Resources,' available at: <https://www.ourwatch.org.au/news-media/reporting-guidelines>
- ⁵¹ Women for Women International 2017, 'Violence Against Women,' *Policy Briefing*, available at: <https://www.womenforwomen.org.uk/file/3168/download?token=0PmKUTse>
- ⁵² See Our Watch et al. 2015, 'Change the Story'
- ⁵³ The Equality Institute 2018, 'Literature Review,' p. 5
- ⁵⁴ See Mandala Staff Support 2017, 'Supporting the mental health and wellbeing of aid workers,' available at: <http://www.mandalastaffsupport.org/>; Victorian Centres Against Sexual Assault 2014, 'Standards of Practices,' 3 ed., available at: <https://www.casa.org.au/assets/Documents/victorian-casa-standards-of-practice-manual.pdf> & UNFPA, 'Responding to Intimate Partner Violence and Sexual Violence against Women and Girls,' *Health Guidelines for Comprehensive Case Management*, available at: https://pacific.unfpa.org/sites/default/files/pub-pdf/VAWClinicalGuideline_02122015.pdf
- ⁵⁵ See Mandala Staff Support 2017, 'Supporting the mental health and wellbeing of aid workers,' available at: <http://www.mandalastaffsupport.org/>; Victorian Centres Against Sexual Assault 2014, 'Standards of Practices,' 3 ed., available at: <https://www.casa.org.au/assets/Documents/victorian-casa-standards-of-practice-manual.pdf> & UNFPA, 'Responding to Intimate Partner Violence and Sexual Violence against Women and Girls,' *Health Guidelines for Comprehensive Case Management*, available at: https://pacific.unfpa.org/sites/default/files/pub-pdf/VAWClinicalGuideline_02122015.pdf
- ⁵⁶ See IWDA 2017, 'Feminist Research' and Global Women's Institute 2017, 'Ethical Considerations For Research and Evaluation on Ending Violence Against Women and Girls,' *Guidance Paper for DFAT*, available at: <https://dfat.gov.au/aid/how-we-measure-performance/ode/strategic-evaluations/Documents/ode-evawg-ethical-considerations-for-research-and-eval.pdf>
- ⁵⁷ It was recommended at the IWDA Away Day in 2018 that a one page document be developed to guide IWDA's approach.
- ⁵⁸ See: https://static1.squarespace.com/static/5656cae6e4b00f188f3228ee/t/5a7797c624a69434ae7a58da/1517787096089/DPC_EQI_FV_Report.pdf
- ⁵⁹ See: https://static1.squarespace.com/static/5656cae6e4b00f188f3228ee/t/5a7797c624a69434ae7a58da/1517787096089/DPC_EQI_FV_Report.pdf
- ⁶⁰ <http://www.whatworks.co.za/documents/publications/2-a-summary-of-the-evidence-and-research-agenda-for-what-works/file>
- ⁶¹ Our Watch, *Policy Brief 1: Key Terms, Definitions and Statistics*, September 2014
- ⁶² Ibid.
- ⁶³ WHO (World Health Organization). 2013. "Global and regional estimates of violence against women: Prevalence and health effects of intimate partner violence and non-partner sexual violence." Geneva
- ⁶⁴ UN Women, UNFPA, WHO, UNDP & UNODC 2015, 'The United Nations Joint Global Programme on Essential Services for Women and Girls Subject to Violence,' *Complete Package*, available at: <http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2015/essential-services-package-en.pdf?la=en&vs=3648>
- ⁶⁵ Descriptions of each pillar taken from: Monash GPS (2017), *Fourth Annual Civil Society Report Card: Australia's National Action Plan on Women, Peace and Security*, available at: <https://wpscoalition.files.wordpress.com/2017/05/fourth-annual-civil-society-report-card-on-the-national-action-plan-for-women-peace-and-security.pdf>