

SEXUAL AND GENDER BASED VIOLENCE **TRAINING MANUAL**

A PRACTICAL GUIDE FOR FIELD FACILITATORS



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Caritas
Zambia

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ACRONYMS

BCCS	Behaviour Change Communication Strategies
SGBV	Sexual and Gender Based Violence
SOV	Survivor of Violence
SSS	Survivor Support Services
UNHCR	United Nations High Commissioner for Refugees
VOV	Victim of Violence

FORWORD / PREFACE

Caritas Zambia - a Catholic Agency for Justice, Peace and Integral Human Development is a Zambia Conference of Catholic Bishops (ZCCB) institution and a department of the Catholic Secretariat established under article 36 (7) of the ZCCB Statutes, given the Mandate of supporting the Zambia Conference of Catholic Bishops social ministry to promote integral human development in Zambia. It was established to be at the service of two Commissions, namely the Catholic Commission for Justice and Peace (CCJP) and the Catholic Commission for Development (CCD). These Commissions are now restated under article 28, of the ZCCB Statutes.

Caritas Zambia through its Programmes ensure that in all its interventions, awareness on issues to deal with all forms of sexual and gender-based violence are fully addressed through all programme interventions by mainstreams gender as a priority focus. This manual is aimed at significantly increasing focus and impact on gender equality and women’s rights in our development assistance. In implementing livelihoods activities in our communities, we are committed to bringing about a comprehensive and sustained change in how our field facilitators address gender aspects of our projects. This is a simple Training Manual on sexual gender based violence (SGBV) meant for field facilitators that are working with rural community farmers. The manual is meant to be a guide for use during community trainings to raise awareness on the effects of sexual and gender based violence, on attaining development at household level. The training manual also provides a guide on how to respond to issues of SGBV. This manual is intended for use by field facilitators and project staff only (the participants should not have the manual).

1. OVERVIEW OF THIS TRAINING MANUAL

This training manual begins with discussions around basic concepts and principles that will lead participants to a clear understanding of the meaning of the term “gender-based violence.” The manual continues with detailed information about consequences of GBV and survivor support services (SSS) needed. The manual also covers causes and contributing factors, which leads participants to an understanding of prevention and the ability to develop effective prevention strategies.

Methodology- Putting learning in context can make the training experience more engaging and motivating for

the participants. This in turn can connect the learning experience more closely to life outside the training environment, as a result making it easy for participants to apply new concepts to unfamiliar situations. Contextual issues allows participants to apply key elements of this training to real-life examples. In these approaches, the learning framework draws on real life situations and problems (in this case sexual and GBV), reflecting how the participant may be expected to transfer their knowledge and skills into their context.

2. INTRODUCTION TO TERMINOLOGIES USED IN GENDER

2.1 Training Goals for this session

- 2.1.1 To help participants understand key terminologies used in gender.
- 2.1.2 To increase participants’ abilities to discuss the key terminologies in ways that can be well understood by the community and by staff.
- 2.1.3 To help participants connect the learning experience to their social environment

2.2 Key Learning Points;

2.2.1 What is gender?

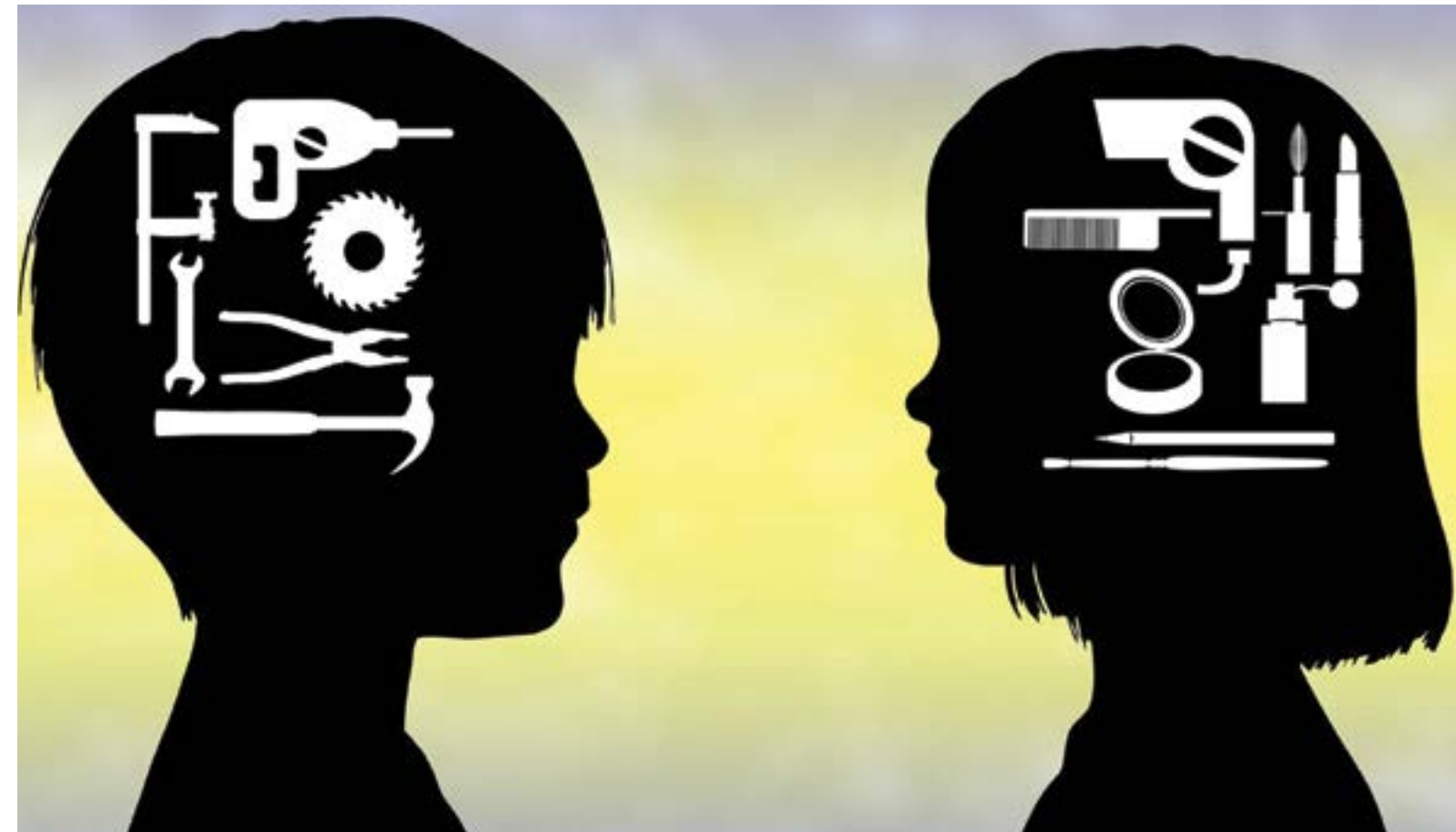
- Gender refers to the social differences between males and females
- Determined by social factors – history, culture, tradition, societal norms, religion
- “Gender” in any given society involve the socialization for boys and girls, men and women that determines roles, responsibilities, opportunities, privileges, limitations, and expectations

- Gender is a neutral term, neither good nor bad, right nor wrong
- For some, the word “gender” has become associated with women’s issues and women’s programs, feminists, and for some people gender has become a negative word that connotes exclusion or hatred of men. In fact, “gender” refers to both males and females.

2.2.1 Sex

- Refers to the physical/biological differences between males and females
- Determined by biology and cannot change (without surgical intervention)

Note: It is useful to ask a participants to translate “sex” and “gender” into local languages. Try to get the group to agree to use these translated definitions when talking about gender. Emphasize that inserting the English word “gender” into discussions in other languages is not an effective way to teach the concept of gender.



2.2.2 What are gender roles?

These are different roles that are performed by females and males

2.2.3 What is gender equity?

It is the fairness between women and men in terms of sharing roles and responsibilities.

2.2.4 What is gender equality also known as sexual equality?

It is when people of all gender have equal rights, responsibilities and opportunities

2.2.5 What is violence?

Is the physical force intended to hurt, damage or kill someone Violence can also be defined as strength of emotional that is destructive in nature. Common forms of

violence include battering, rape, yelling and insults, use of ‘love’ charms /portion on partners (commonly known as juju), denial of conjugal rights (sex).

2.2.6 Violence against Women and Girls

Violence against women encompasses, but is not limited to, the following;

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

3. INTRODUCTION TO SEXUAL GENDER BASED VIOLENCE (GBV)

3.1 Purpose of this session

- 3.1.1 To help participants understand and describe the key concepts and basic issues underpinning all forms of sexual gender-based violence.
- 3.1.2 To increase participants' abilities to discuss the key concepts in ways that can be well understood by the community and by staff.

3.2 Key Learning Points;

3.2.1 Gender-based violence

- Is violence that occurs based on gender roles, expectations, limitations, etc.
- Is directed against a person on the basis of gender or sex. It includes acts that inflict physical, mental or sexual harm or suffering, threats of such acts, coercion and other deprivations of liberty. While women, men, boys and girls can be victims of gender-based violence, women and girls are the primary victims.
- GBV therefore largely affects females in most societies; males are also victims/survivors of GBV, but most gender discrimination occurs against females because they are disempowered in most societies as compared to their male counterparts.
- GBV involves the abuse of power
- GBV involves some type of force, including threats and coercion. Force is not always physical force. Using the word "violence" implies physical violence, but the meaning is broader than that
- Acts of GBV are violations of fundamental human rights.

3.3 Sexual and Gender-based Violence

Is defined by UNHCR and implementing partners, based on Articles 1 and 2 of the United Nations General Assembly Declaration on the Elimination of Violence against Women (1993):

Is any act that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women and girls because of being women and men, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life, but not be limited to the following:

- Physical, sexual and psychological violence occurring in the family, including battering, sexual exploitation, sexual abuse of children in the household, dowry-related violence, marital rape and other traditional practices harmful to women, non-spousal violence and violence related to exploitation
- Physical, sexual and psychological violence occurring within the general community, including rape, sexual abuse, sexual harassment and intimidation at work, in educational institutions and elsewhere, trafficking in women and forced prostitution
- Physical, sexual and psychological violence perpetrated or ignored by the community, State and institutions, wherever it occurs.

3.4 Types of gender based violence

3.4.1 Physical violence

- Spouse beating/Domestic Violence
- Assault and other physical violence (gender-based)
- Harmful traditional practices
- Slapping
- Chocking
- Burning
- Kicking



3.4.2 Emotional and mental

- Verbal which includes insulting
- Humiliation
- Discrimination
- Denial of opportunities and/or services
- Spouse imprisonment and controlling
- Threatening
- Shouting
- Early Marriage
- Jealousy
- Silence
- Harmful traditional practices

3.4.3 Sexual violence

- Harassment
- Rape
- Sodomy
- Attempted Rape
- Marital Rape or Forced sex
- Abuse/Exploitation
- Child Sexual Abuse/Incest
- Sexual Abuse (non-penetrating)
- Forced prostitution "willing" but involuntary, child prostitution,
- Sexual Trafficking

3.4.4 Social economic violence

- Taking away money or other resources away from a woman, girl, boy or man
- Not allowing a woman to work
- Making someone work in the family business without paying them
- Denying inheritance

3.4.5 Traditional Practices

- Early/forced marriage
- Honour killing and maiming
- Dowry abuse
- Widow ceremonies
- Punishments directed at women for crimes against culture
- Denial of education, food for girls/women due to gender role expectations

3.5 Causes of gender based violence

3.5.1 High Poverty levels

Poverty is one of the major cause of gender based violence among the communities. Given the general poverty levels in the rural communities, most families struggle to find three square meals in a day. It is often during such struggle of searching for food that violence cases arise among the family members. Tensions are high in homes, parents sometimes abandon their homes leaving children alone and travel long distances to search for food

3.5.2 High levels of illiteracy

Illiteracy has been seen as one of the major contributing factor to the violence within communities. Most community members often fail to understand their rights, or the law that protects them. As such, even when they are abused, they offer little resistance, and where



the abuse has taken place, they sometimes do not know where to take their reports. This means that perpetrators continue having the advantage to commit such crimes without any limit.

3.5.3 Excessive Beer drinking

Beer drinking has a long chain of spiral negative effects on families. The immediate effect of alcohol abuse is spouse battering, yelling and insulting in a home. The consequences of excessive beer drinking by parents will often end up into child delinquency which eventually lead into children going on the street in search of freedom where they will start drinking illicit beer too and smoking. On the streets young women end up being defiled. Children from such violent homes when they marry, they often end up being violent with their children or spouses.

3.5.4 Cultural Practices

Associated with illiteracy levels, are the savage cultural practices that rural people engage in, such as polygamy as well as inheritance of wives from deceased relatives, which bring about unending conflicts in homes. Such practices result

in the stereotyping of the female gender, which further encourages that once at puberty stage, a female child can marry. Related to this, is the use of juju in the quest for wealth, where certain community members believe that they could actually boost their businesses by committing incest with a relative, or having sex with a virgin, and so they often end up forcing themselves on younger children.

3.6 Root Causes of Gender-based Violence:

- Male and/or society attitudes of disrespect or disregard towards women.
- Lack of belief in equality of human rights for all
- Cultural/social norms of gender inequality
- Lack of value of women and/or women's work

3.6.1 Possible Contributing / perpetuating Factors:

- Alcohol/drug abuse
- Poverty
- Availability of food, fuel, wood, income generation requires women to enter isolated areas

- Boredom, lack of services, activities, programs
- Community leadership predominantly male; women's security issues not considered in decisions
- Collapse of traditional society and family supports
- Religious, cultural, and/or family beliefs and practices
- General lawlessness
- Geographical location/environment have high crime in some communities
- Lack of laws against forms of gender-based violence
- Loss of male power/role in family and community; seeking to assert power

3.7 Consequences of Gender Based Violence

There are a number of medical, psychological, and social consequences to GBV that vary depending on the types of GBV. The most significant social outcome is stigma and all societies' tendency to blame the victim for an incident of GBV, especially rape and other sexual abuses. This stigma and blame result in even greater psychological and emotional suffering to the survivor and often influences the behaviour of those who should be helping. The survivor may be considered as an outcast in the community and may even be unmarriageable. Survivors of GBV are at high risk for further abuse and victimization.

Health consequences there are serious and potentially life threatening health outcomes with all types of sexual and gender-based violence. The exact consequences vary, depending on the type of GBV.

3.7.1 Gender Based Violence Fatal outcomes

- Homicide (killing or Murder)
- Suicide
- Maternal mortality
- Infant mortality
- AIDS-related mortality

3.7.2 Acute Physical will lead to;

- Injury
- Shock
- Disease as a result of severe beating
- Infection resulting from the wounds

3.7.3 Chronic Physical will lead to;

- Disability
- Somatic complaints
- Chronic infections
- Chronic pain
- Gastrointestinal problems
- Eating disorders
- Sleep disorders
- Alcohol/drug abuse



3.7.4 GBV in Reproductive will cause;

- Miscarriage
- Unwanted pregnancy
- Unsafe abortion
- Sexually transmitted infections (STIs) including HIV/AIDS
- Menstrual disorders
- Pregnancy complications; infertility
- Gynaecological disorders Sexual disorders

3.8 Psychological / Emotional GBV Consequences

Most psychological and emotional after effects should be viewed as normal human responses to horrific, terrifying, extreme event. In some cases, however, the survivor experiences mental illness that requires medical intervention to treat;

- Post-traumatic stress
- Depression
- Anxiety, fear
- Anger
- Shame, insecurity, self-hate, self-blame
- Mental illness
- Suicidal thoughts, behaviour, attempts

3.9 Social GBV Consequences

Most societies tend to blame the survivor for the incident, especially in cases of rape. This social rejection results in further emotional damage, including shame, self-hate and depression. Due to their fear of social stigma and rejection, most survivors never report the incident and never receive proper health care and emotional support. Most incidents of GBV are never reported to anyone and this results in;

- Blaming the victim
- Loss of ability to function in community (e.g., earn income, care for children)
- Social stigma
- Social rejection and isolation
- Rejection by husband and family



4. PREVENTION AND RESPONSE TO SEXUAL AND GENDER-BASED VIOLENCE

4.1 Training Goals for this session

- To address the root causes of SGBV and the unique contributing factors that take place in individual settings.
- To increase understanding of the urgent need for basic survivor assistance (response) services in all settings; and to be able to work with stakeholders to establish response services.
- To understand the importance for all actors to abide by the recommended Guiding Principles.
- To increase knowledge of collective and active action for prevention and response, and the need for well-coordinated action

4.2 Key Learning Points

- **Effective Response** (survivor assistance) Offering accessible, compassionate, respectful, and confidential services to address the harmful consequences and after-effects related to health, emotional, social, and security issues.
- **Effective Prevention** Understanding the root causes of GBV and the contributing factors specific to the individual setting – and establishing strategies to reduce or eliminate them. Both prevention and response require action from a variety of

sectors, specialties/disciplines, organizations, groups in order to effectively address gender-based violence in any community.

4.3 Handling of survivors

4.3.1 Safety

- Ensuring the safety and security of the survivor should be the number one priority for all actors, at all times. Remember that the survivor may be frightened and need assurance of her individual safety. In all cases, ensure that she is not at risk of further harm by the perpetrator or by other members of the community.
- If necessary, ask for assistance from community security, police, or other law enforcement authorities, field officers, or others.
- Be aware of the safety and security of the people who are helping the survivor, such as family, friends, community service or GBV workers, and health care staff.

4.3.2 Confidentiality

- At all times, respect the confidentiality of the survivor families.
- Share only necessary and relevant information (not all details), ONLY if requested and agreed by the survivor, with only those actors involved in providing assistance. Information about GBV reported incidents and GBV survivors should never be shared if it includes the individual's name or other identifying information. Information concerning the survivor should only be shared with third parties after seeking and obtaining the survivor's (or their parents,' in the case of children) explicit consent in writing.
- All written information must be maintained in secure, locked files.
- If any reports or statistics are to be made public, all potentially identifying information should be removed and only aggregate numbers and data made public.
- In meetings, there may be times when a specific GBV case is mentioned. Ensure that no identifying information is

revealed, disguising details is needed to protect the confidentiality of the survivor.

4.3.3 Respect

- All actions taken will be guided by respect for the choices, wishes, rights, and dignity of the victim/survivor.

Some examples are:

- Conduct interviews in private settings and with same sex translators, wherever possible.
- Always try to conduct interviews and examinations with staff of the same sex as the victim/survivor (e.g., woman survivor to woman interviewer)
- Be a good listener.
- Maintain a non-judgmental manner.

- Be patient; do not press for more information if the survivor is not ready to speak about her experience.
- Ask survivors only relevant questions.
- The prior sexual history or status of virginity of the survivor is not an issue and should not be discussed.
- Avoid requiring the survivor to repeat her story in multiple interviews.
- Do not laugh or show any disrespect for the individual or her culture, family or situation regarding her as a GBV survivor.



5. MULTISECTORAL PREVENTION AND RESPONSE TO GENDER-BASED VIOLENCE

All sectors in a working area are needed for collective efforts in addressing issues of GBV and ensure that there is;

- Successful criminal prosecution of perpetrators
- Good police investigation
- Good forensic medical evidence
- Emotional support for the survivor through the process—prosecutions take time and are usually full of delays; without support, the survivor is likely to become frustrated and discouraged and may stop going to court

- Effective prevention must include Security—identify and remove security risks, provide adequate police presence
- Justice—Legal environment that supports survivors and punishes perpetrators (laws as well as behaviour and attitudes of judges, magistrates, prosecutors)
- Health—Public health education
- Psychosocial—Community awareness about GBV and changing attitudes/behaviour
- Effective sharing of information regarding how each sector is addressing issues of GBV

6. PLANNING FOR PREVENTION AND RESPONSE TO GBV



In order to establish effective response services and prevention strategies to GVB, key stakeholders are needed to participate in planning and implementation. First, we must identify these stakeholders.

Stakeholders are people or institutions who are in a position to support or sabotage efforts to address GBV. These are people who, for a variety of reasons, have an interest in the success or failure of GBV programs. At a minimum, GBV stakeholders include the service providers (actors). Stakeholders are also people who may not work directly with survivors, but influence

policies and actions. These are community leaders and influential persons in the community, in humanitarian aid organizations, and in the government. These Stakeholders may include specific staff from;

- Health actor for medical exam, protocols, treatment, forensic evidence, etc.
- Psychosocial for counselling, case management
- Police for relevant laws and procedures
- Justice for relevant laws and policies

All actors involved in prevention need to use participatory methods when working with communities, behaviour change communication (BCC) strategies, use of media, etc.

The actual planning may involve the following;

- **Assessment**
To fully understand the problem that need to be addressed
- **Planning**
To have clear goal and Objectives that need to be achieved
- **Design**
There is need to formulate clear indicators and activities that when carried out will help to address the identified GBV problem
- **Implementation**
To effectively implement planned activities and on time and all stakeholders should be involved

- **Monitoring**
Effective monitoring should be conducted at every level to assess the achievement in addressing issues of GBV. Monitoring will help to identify gaps and give for re-planning and other activities to achieve the intend goal. Stakeholders should ensure that their monitoring is participatory.

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