

border traders or collaborating with relevant stakeholders). As such, these activities are easier to implement and less likely to have unintended consequences. However, even activities directly addressing incidences of GBV, such as creating avenues for redress, that may seem more challenging, if implemented with proper planning and local support, can yield positive results and improve the overall well-being of female cross-border traders or victims of sex-trafficking.

PART 5: CONCLUSION

Economic growth projects present prime opportunities to prevent and respond to GBV and support economic development. The workplace plays a vital role as a site of GBV prevention and response interventions. Key GBV prevention strategies require conducting GBV risk assessments and mitigation planning, building women's leadership, and engaging men as allies to reduce GBV risks and exposures in economic growth projects for women and all participants. Important GBV response strategies require active policies to reduce GBV in the workplace, and partnering and coordinating with GBV response service providers to address the legal, medical, and psychosocial needs of survivors of workplace-related GBV. By addressing GBV proactively throughout all phases of project design, implementation, and M&E, economic growth projects can help to stop GBV and promote greater gender equality and economic gains. Addressing data gaps can help to advance the state-of-the-field on preventing and responding to workplace GBV and ensuring that workers are safe and economic growth goals can be achieved.

Below we summarize some key points on work-related GBV prevention and response to keep in mind when you design economic growth subsector projects.

Agriculture and Food Security

GBV is not confined to health and human rights. It inhibits gains in agricultural production; contributes to food insecurity; and limits agricultural project's abilities to maximize efficiencies, outcomes, and impacts. Agriculture and food security projects can play a central role in mitigating GBV risks and impacts by adopting GBV integrative strategies.

Value Chains

In addition to competitiveness, value chains should be assessed for their potential to exacerbate GBV dynamics. Value chains designed purely from a market-driven and competitiveness standpoint will fail to identify and subsequently address the potential GBV risks (e.g., sexual harassment, exploitation and abuse, or other physical safety issues) that women and adolescent girls face from participating in certain value chains. Further, value chain development projects that fail to understand and address power imbalances within the value chain will ultimately reinforce monopolistic structures, exacerbate GBV, and reproduce the exploitation and abuse of women in the value chain. This weakens women's bargaining position both at work and at home, with adverse effects on their income, health, and well-being.

Enterprise Development

GBV is a disruptive deterrent to reaching economic potential. Women's access to enterprise development programming stimulates the economy and can provide personal satisfaction. But the economy suffers when a segment of the population fails to produce up to its potential because of physical injury, emotional stress, or sexual-based discrimination. Including GBV considerations in every

stage of an enterprise development project cycle will lead to reduced incidences of harassment and economic deprivation, and help to build women's businesses and bargaining power.

Access to Finance

USAID staff designing project objectives have a unique opportunity to build GBV prevention and response into the outcomes of projects that promote access to finance. You should address GBV from the outset so that (1) it can be incorporated throughout the project, (2) proper baselines and M&E data can be collected, and (3) the evidence base can be shared with the larger development community. Through linkages with local NGOs/CSOs, survivors of GBV can be targeted for financial interventions to build their economic base and raise or remove their position in abusive relationships. Working with women's partners and the community can help to spread positive behavioral change.

Trade Policy

USAID trade policy projects encompass several focus areas: strengthening economic policies; removing trade barriers; building well-functioning economic, political, and legal institutions; improving regulatory policies that affect the way firms compete; and improving private sector operating practices and strategies. Consequently, there are numerous entry points for GBV prevention and response activities. A number of factors will all play a role in deciding the best approach for GBV interventions. Such factors include cultural and social contexts with already established gender roles, lessons learned and best practices shared by other donors and implementers, and overall societal attitudes toward GBV.

Cross-border Trade

Cross-border trade projects are in a position to address two types of GBV often associated with cross-border trade: violence against female cross-border traders and sex trafficking. Illustrative activities for cross-border trade projects presented in the Toolkit address GBV prevention and response both directly and indirectly. They also provide a framework for developing GBV indicators to measure GBV prevalence. By including GBV considerations in every stage of project cycle will help to reduce incidences of harassment, corruption, and violence in cross-border trade.

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APPENDIX B: SUMMARY OF GBV INTEGRATION PRACTICAL STEPS, STRATEGIES, AND ILLUSTRATIVE INDICATORS

ILLUSTRATIVE GBV INTEGRATION STRATEGIES FOR ECONOMIC GROWTH PROJECTS, BY SUBSECTOR

Project Design	Project Implementation	Illustrative Indicators
AGRICULTURE AND FOOD SECURITY		
<ul style="list-style-type: none"> Integrate GBV risk assessment into project gender assessments Map stakeholders and institutions to link to or partner with in order to further GBV mitigation objectives 	<ul style="list-style-type: none"> Require the participation of women as leaders and members in producer associations and cooperatives Incorporate strategies to protect women's physical safety Promote land titling and asset ownership for women Require employers in the waged agricultural sector to adopt policies that prohibit discrimination, exploitation, harassment, and VAW Promote household or family farm approaches to food security Use farmer field and life schools approach as a platform to introduce social and legal issues in a participatory group-learning environments Identify coping strategies for lean seasons Build women farmers' capacity for bargaining and negotiation Create space for women's voices 	<ul style="list-style-type: none"> Changes in GBV attitudes and behaviors using knowledge, attitudes, and perception surveys Changes in GBV incidence and prevalence rates over time Ratio of men/women in producer associations and cooperatives Ratio of men/women holding leadership positions in producer associations % Increase in number of women who obtained land ownership % Increase in number of women's names listed on land titles No. of employers adopting GBV-sensitive employment policies No. of farmers who have diversified agricultural production No. of women trained in bargaining and negotiation skills
ENTERPRISE DEVELOPMENT		
<ul style="list-style-type: none"> Research country-specific GBV within gender analysis Equalize business policy vs. social practice to address unnecessary economic deprivation Coordinate with NGOs/CSOs serving vulnerable populations Include concrete IRs that explicitly reference GBV 	<ul style="list-style-type: none"> Promote nondiscriminatory human resources practices Mitigate workplace norms that reinforce GBV (e.g., harassment, discrimination, etc.) Engage men and boys as advocates Examine and transform stereotypical assumptions and practices in business with young women and men, male and female employees, and/or managers 	<ul style="list-style-type: none"> No. of women's or other vulnerable populations business associations created No. of inter-sectoral (GBV & economic growth) coordination meetings held per year No. of victims of GBV who have participated in economic empowerment projects % of workers who have attended trainings on prevention of harassment in the workplace No. of enterprises that have a formalized protocol to report GBV in the workplace

ILLUSTRATIVE GBV INTEGRATION STRATEGIES FOR ECONOMIC GROWTH PROJECTS, BY SUBSECTOR

Project Design	Project Implementation	Illustrative Indicators
ACCESS TO FINANCE		
<ul style="list-style-type: none"> • Research country-specific GBV within gender analysis • Define concrete IRs that reference GBV • Build partnership with NGOs/CSOs serving populations vulnerable to GBV • Equalize financial policy vs. social practice to address unnecessary economic deprivation 	<ul style="list-style-type: none"> • Frame access to finance in the local context • Coordinate with NGOs/CSOs serving vulnerable populations • Partner with banks and business registration centers • Engage men and boys as advocates • Explore social constructs in business development with youth • Examine available moveable collateral options of vulnerable groups 	<ul style="list-style-type: none"> • No. of partnerships created to provide financial literacy training to vulnerable groups • % of partners participating in co-financial literacy classes • No. of bank tellers/ loan officers receiving GBV informational training
TRADE POLICY		
<ul style="list-style-type: none"> • Conduct gender analysis with GBV considerations • Conduct gender analyses of trade agreements • Work with socially responsible and gender-aware businesses • Investigate links between sex trafficking and immigration/ labor/business environment policies 	<ul style="list-style-type: none"> • Include GBV considerations in environmental and labor impact assessments • Include GBV considerations in business-enabling environment assessments • Work with legislators and justice systems to reform laws to address GBV, prevention, and response (e.g., through equal property rights to increase women's assets and protection, and access to justice, to improve the legal response to GBV) 	<ul style="list-style-type: none"> • No. of businesses adopting a "harassment-free" workplace policy • Change in business community's attitudes about GBV • Annual cost of GBV • No. of new research projects linking GBV and trade policy
CROSS-BORDER TRADE		
<ul style="list-style-type: none"> • Undertake gender analysis with GBV considerations prior to the start of a project • Collaborate with relevant stakeholders (women's NGOs, organizations providing services to trafficking victims, etc.) 	<ul style="list-style-type: none"> • Train border patrol agents on sexual harassment, identifying human traffickers, etc. • Set up referral, social, and legal services for discovered victims of trafficking at the border • Build cyber-networks for female cross-border traders with limited mobility • Empower female cross-border traders • Recruit and retain female border officers • Improve infrastructure to create safe border crossings • Train female cross-border traders on their rights and redress mechanisms • Create avenues for redress 	<ul style="list-style-type: none"> • No. of border agents trained, disaggregated by sex • No. of reported harassment incidences by female cross-border traders • No. of female border agents employed • No. of new security cameras installed • Female cross-border traders' level of satisfaction with their border-crossing experience (pre- and post-intervention survey)

ILLUSTRATIVE GBV INTEGRATION STRATEGIES FOR ECONOMIC GROWTH PROJECTS, BY SUBSECTOR

Project Design	Project Implementation	Illustrative Indicators
VALUE CHAIN DEVELOPMENT		
<ul style="list-style-type: none"> • Conduct value chain assessments that include gender analysis and GBV risk assessment 	<ul style="list-style-type: none"> • Require that commercial actors within the chain maintain and implement policies that prohibit all forms of GBV • Identify and promote alternative payment mechanism so that women maintain control of the income they earn • Provide training to women on negotiating and bargaining within the value chain market • Require employers within the value chain to maintain safe workplace environments free of harassment, exploitation, and violence • Facilitate access to technology and finance to improve the productivity and bargaining position of women in the value chain 	<ul style="list-style-type: none"> • Change in GBV incidence and prevalence rates • No. of input suppliers with written policies that prohibit GBV • No. of women receiving payment through alternative mechanisms • No. of trainings provided to women on negotiating • No. of employers with policies restricting any form of harassment, discrimination, or violence • No. of women accessing finance • % Increase in women accessing finance • Ratio of men and women accessing finance • No. of women accessing business development services • % Increase in women accessing business development services • Ratio of men and women accessing business development services • No. of women accessing new technology • % Increase in women accessing new technology • Ratio of men and women accessing new technology • Changes in prices obtained by women for goods vs. men

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