



DEVELOPING CAPACITY ON MAINSTREAMING SEXUAL AND GENDER-BASED VIOLENCE PREVENTION, RISK MITIGATION AND RESPONSE IN UNHCR **2018**

📷 Participants at the 2018 SGBV Global Workshop in Geneva. © Quosh / UNHCR

UNHCR is committed to strengthening programming to prevent, mitigate and respond to sexual and gender-based violence (SGBV) in all operations. In 2018, through funding from [Safe from the Start](#), UNHCR launched a mainstreaming project with the specific objective of supporting UNHCR's institutionalisation of SGBV prevention, risk mitigation and response. For UNHCR, SGBV mainstreaming refers to the integration of prevention, mitigation, and response strategies across all areas of programming. This proactive and ongoing process of mainstreaming is a shared responsibility whereby all colleagues across all sectors and functional levels must consider SGBV risks and take measures to reduce exposure to identified risks throughout all stages of the operations management cycle. By mainstreaming SGBV prevention, risk mitigation, and response throughout the organisation, each sector increases its own capacity to improve protection outcomes and attain sector-specific standards.

The increased effort to strengthen mainstreaming is also in accordance with UNHCR's commitments to implement the [Inter-Agency Standing Committee \(IASC\) Guidelines for Integrating Gender-Based Violence Interventions in Humanitarian Action 2015](#) as well as the [Call to Action on Protection from GBV in Emergencies](#). The commitment to end all forms of SGBV was reiterated in the [Global Compact on Refugees](#).¹

¹ [Global Compact on Refugees](#) para. 13.

A core aspect to achieve continuous success on effective mainstreaming is ensuring that all members of UNHCR's workforce understand their responsibilities and have practical knowledge and skills on how to accomplish their responsibilities to the fullest extent. This includes developing capacity, knowledge, skills and fostering proactive leadership attitudes and behaviours. To achieve this, UNHCR launched a number of targeted capacity development and project support activities in 2018. These activities are outlined here.

Regional mainstreaming workshops

In April and May 2018, two regional workshops were held in Amman and Nairobi and 42 (37F and 5M) field staff from 16 operations participated. The design of the workshops ensured multi-functional team (MFT) participation and made links to key processes and tools such as the IASC Guidelines, the [UNHCR Policy on Age, Gender and Diversity](#) (AGD), the [Gender with Age Marker](#) (GAM) and UNHCR's [Enterprise Risk Management](#) (ERM) framework.

National mainstreaming workshops

Following the regional workshops, seven tailored national workshops were held with 232 (133F and 99M) participants comprising staff representing UNHCR programme and protection staff, key technical sector coordinators, UNHCR partners and government counterparts.

Prior to each workshop, participants completed an individual self-reflection online assessment on their knowledge of SGBV core concepts and current status of SGBV prevention, risk mitigation and response activities within their area of responsibility. In 2018, UNHCR also launched a three-level e-learning on SGBV, of which participants were requested to complete Level 1 prior to the workshop. This module targets all colleagues and focuses on key SGBV concepts.

“ I liked how to highlight that all sectors have a big role in protection and it is linked to other sectors. It is also reflected that other sectors count on each other in order to reduce SGBV.”

Participant in a regional workshop

Participants across operations also critically analysed the potential likelihood and impact of sexual exploitation and abuse (SEA) on persons of concern.

“ The content is easily applicable to the situation in the operation and will respond to some of the issues that have persisted in the operation, including the need for more accountable practices to women in the delivery of services.”

Participant in a regional workshop

Key objectives of the national workshops included the following:

- Establish a common understanding of roles and responsibilities and develop skills on SGBV mainstreaming across all areas of work as well as sharing relevant tools and promising practices.
- Ensure that key SGBV considerations are mainstreamed in planning processes, projects and documentation.
- Continue development of an operational national action plan on SGBV prevention, risk mitigation and response mainstreaming, considering the national SGBV strategy, and agree on a realistic implementation and work-plan, including monitoring, evaluation and reporting.

The outcomes of the workshops included completed SGBV mainstreaming national action plans and some practical tools to be used in programming. An average of 89% of participants from all workshops evaluated that they will be able to directly apply the knowledge gained in the workshop in their area of responsibility. A follow-up online assessment will be issued six months after completion of each national workshop to provide basic post-workshop feedback on outcomes.

Operations that participated in regional and national mainstreaming SGBV prevention, risk mitigation and response workshops

LEGEND

- Regional workshops
- Regional and national workshops
- Workshop location and date

Turkey

Erbil
IRAQ
25-29 NOV 2018

Beirut
LEBANON
15-19 OCT 2018

Syria

Jordan

Egypt

Sudan

Eritrea

Addis Ababa
ETHIOPIA
3-7 DEC 2018

South Sudan

Hoima
UGANDA
12-16 NOV 2018

Kigali
RWANDA
5-8 NOV 2018

Nairobi
KENYA
24-28 SEP 2018

Democratic Republic of the Congo

Burundi

Kigoma
TANZANIA
5-8 NOV 2018



📷 LWF and Hijra, UNHCR partners delivering training as part of the mainstreaming project in Uganda. © Mekonnen / UNHCR

Updating UNHCR learning initiatives

At UNHCR’s Global Learning and Development Centre (GLDC) in Budapest, a two-day workshop with 20 (15F and 5M) participants leading on the development of learning initiatives was conducted. Following this a detailed workplan mapping over 60 key learning initiatives was completed. The objective was to draw on key learnings in order to disseminate and replicate good practices on SGBV mainstreaming. Relevant modules of two key initiatives for programming for protection and senior leadership management were revised, along with the protection at sea module of the certification programme for international protection and the resettlement e-learning.

Sector-specific capacity development

- A dedicated half-day session on SGBV risk mitigation and protection in Water, Sanitation and Hygiene (WASH) was delivered to 41 (6F and 35M) participants covering 23 operations at the UNHCR WASH Global workshop.
- The Global SGBV workshop was attended by 53 (46F 7M) participants in Geneva and an introduction to mainstreaming was completed.
- In partnership with the Women’s Refugee Commission, the development of materials for inclusion in the learning initiatives on both cash and livelihoods was initiated.

“*The multi-sectoral aspect allowed us to pay attention to different areas and will go beyond this project.*”

MFT member implementing a project

Turning learning into action

Following participation at the regional workshops participant operations were invited to apply for limited funding to address a multi-sectoral gap in their operation. The call for project proposals specifically sought to advance existing or new and innovative practices to improve SGBV mainstreaming addressing the needs and rights of communities. The projects provided UNHCR with the opportunity to identify, document and field test different ways of increasing appropriate, early, efficient and effective SGBV mainstreaming programming across UNHCR operations. The objective was to draw on key learnings in order to disseminate and replicate good practices on SGBV mainstreaming.

DRC	WASH/Livelihoods
Egypt	Livelihoods
Jordan	Community Technology Access/Innovation
Tanzania	Energy/WASH
Turkey	Cash/Livelihoods
Uganda	Education/Livelihoods/WASH

The projects were also provided with remote technical support through a MFT comprised of colleagues from headquarters and regional offices. Six projects were implemented in the locations above.

2019 and beyond

Within the framework of the implementation of the Global Compact on Refugees (GCR) and [UNHCR Strategic Directions 2017 – 2021](#), UNHCR will continue to work with staff and operations to deliver and effectively mainstream through a combination of developing capacity, project implementation and promising practice documentation.

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