



Guidelines for Integrating Gender-Based Violence Interventions in Humanitarian Action

LIVELIHOODS

Essential Actions for <i>Reducing Risk, Promoting Resilience and Aiding Recovery</i> throughout the Programme Cycle	Stage of Emergency Applicable to Each Action			
	Pre-Emergency/ Preparedness	Emergency	Stabilized Stage	Recovery to Development
ASSESSMENT, ANALYSIS AND PLANNING				
Promote the active participation of women, girls and other at-risk groups in all livelihoods assessment processes	✓	✓	✓	✓
Assess the level of participation and leadership of women, adolescent girls and other at-risk groups in all aspects of livelihoods programming (<i>e.g. ratio of male/female livelihoods staff; participation in positions of leadership; strategies for hiring and retaining females and other at-risk groups; etc.</i>)	✓	✓	✓	✓
Assess community norms and practices related to livelihoods, with a focus on the barriers faced by women, adolescent girls and other at-risk groups to accessing safe livelihoods opportunities (<i>e.g. gender norms that exclude women from certain types of work; gender-based discrimination against women in the workplace; etc.</i>)	✓	✓	✓	✓
Conduct market analyses in partnership with those at risk of GBV to identify profitable, accessible and desirable livelihoods activities that do not exacerbate the risk of GBV	✓	✓	✓	✓
Assess the physical safety of and access to livelihoods programmes to identify associated risks of GBV (<i>e.g. safety travelling to/from work; childcare during the workday; exploitation by employers, clients or suppliers; work hours and locations; backlash from family or community members when women start earning money; safe strategies for storing earned money; etc.</i>)	✓	✓	✓	✓
Assess awareness of livelihoods staff on basic issues related to gender, GBV, women’s/human rights, social exclusion and sexuality (<i>including knowledge of where survivors can report risk and access care; linkages between livelihoods and GBV; etc.</i>)	✓	✓	✓	✓
Review existing/proposed community outreach material related to livelihoods to ensure it includes basic information about GBV risk reduction (<i>including prevention, where to report risk and how to access care</i>)	✓	✓	✓	✓
RESOURCE MOBILIZATION				
Develop proposals for livelihoods programmes that reflect awareness of GBV risks for the affected population and strategies for reducing these risks	✓	✓	✓	✓
Prepare and provide trainings for government, humanitarian workers, women’s groups and community members engaged in livelihoods work on the safe design and implementation of livelihoods programmes that mitigate the risk of GBV	✓	✓	✓	✓
IMPLEMENTATION				
► Programming				
Involve women and other at-risk groups as staff and leaders in livelihoods programming (<i>with due caution where this poses a potential security risk or increases the risk of GBV</i>)	✓	✓	✓	✓
In consultation with women, girls, men and boys, implement livelihoods programmes that are accessible to those at risk of GBV (<i>e.g. address logistical and cultural obstacles that prevent their participation</i>)		✓	✓	✓
In consultation with women, girls, men and boys, implement livelihoods programmes that minimize related GBV risks (<i>e.g. sensitize community members about GBV; work with local authorities to increase security measures; engage men and boys as supportive partners through workshops and discussions on gender issues; work with receptor or host communities to reduce competition over employment or natural resources; etc.</i>)		✓	✓	✓
Promote the economic and professional empowerment of participants through business development, agricultural trainings, value chain integration, vocational skills training, capacity-building and education		✓	✓	✓
Implement strategies that allow participants to control their assets in ways that mitigate the risk of theft or financial exploitation		✓	✓	✓
Implement all livelihoods programmes within the framework of building sustainable livelihoods that are ongoing beyond the crisis stage (<i>e.g. develop culturally sensitive exit strategies to lessen the risks of GBV; link short-term livelihoods programmes with longer-term economic empowerment strategies; etc.</i>)		✓	✓	✓
► Policies				
Incorporate GBV prevention and mitigation strategies into the policies, standards and guidelines of livelihoods programmes (<i>e.g. standards for equal employment of females; procedures and policies for sharing protected or confidential information about GBV incidents; agency procedures to report, investigate and take disciplinary action in cases of sexual exploitation and abuse; etc.</i>)	✓	✓	✓	✓
Support the reform of national and local laws, policies and plans that hinder women, girls and other at-risk groups from economic and professional empowerment, and allocate funding for sustainability	✓		✓	✓
► Communications and Information Sharing				
Consult with GBV specialists to identify safe, confidential and appropriate systems of care (i.e. referral pathways) for survivors, and ensure livelihoods staff have the basic skills to provide them with information on where they can obtain support	✓	✓	✓	✓
Ensure that livelihoods programmes sharing information about reports of GBV within the livelihoods sector or with partners in the larger humanitarian community abide by safety and ethical standards (<i>e.g. shared information does not reveal the identity of or pose a security risk to individual survivors, their families or the broader community</i>)	✓	✓	✓	✓
Incorporate GBV messages (<i>including prevention, where to report risk and how to access care</i>) into livelihoods-related community outreach and awareness-raising activities, using multiple formats to ensure accessibility		✓	✓	✓
COORDINATION				
Undertake coordination with other sectors to address GBV risks, ensure protection and identify livelihoods opportunities for women, girls and other at-risk groups	✓	✓	✓	✓
Seek out the GBV coordination mechanism for support and guidance and, whenever possible, assign a livelihoods focal point to regularly participate in GBV coordination meetings	✓	✓	✓	✓
MONITORING AND EVALUATION				
Identify, collect and analyse a core set of indicators—disaggregated by sex, age, disability and other relevant vulnerability factors—to monitor GBV risk-reduction activities throughout the programme cycle	✓	✓	✓	✓
Evaluate GBV risk-reduction activities by measuring programme outcomes (including potential adverse effects) and using the data to inform decision-making and ensure accountability		✓	✓	✓

NOTE: The essential actions above are organized in chronological order according to an ideal model for programming. The actions that are in bold are the **suggested minimum commitments** for livelihoods actors in the early stages of an emergency. These minimum commitments will not necessarily be undertaken according to an ideal model for programming; for this reason, they do not always fall first under each subcategory of the summary table. When it is not possible to implement all actions—particularly in the early stages of an emergency—the minimum commitments should be prioritized and the other actions implemented at a later date.