

## Institutionalising Gender-Based Violence Prevention and Response

### Sample Indicators and Annual Reporting Format

The members of the Irish Consortium on Gender Based Violence are committed to institutionalising prevention of, and response to, GBV by focussing on internal structures and processes at individual organisational level as per the recommendations of the 2006 Consortium publication '*Gender Based Violence, Ireland Responding – A Guidance Note on Institutionalising Gender Based Violence Prevention and Response Within Organisations*'. The indicators below represent a range of means of measurement by which Consortium members have agreed to assess individual organisational progress towards this commitment. Importantly, they are not designed to be a complete checklist that all members should be positioned to report against but instead are designed to provide guidance and capture the diversity of initiatives underway or foreseen. **However members should be able to demonstrate progress on at least one indicator per objective.** Such agreement by Consortium members is also an important demonstration of accountability by Consortium members to one another and the overall objectives of the Consortium.

Members will be asked to report against progress in the forthcoming reporting year and outline priorities for the subsequent year. Experience and feedback from the first year of reporting will be taken into consideration and indicators revised as needed.

#### 1. Establish a policy or incorporate within an existing policy framework

##### Sample Indicators:

- Gender policy and other relevant policies (e.g. Livelihoods, Humanitarian, and Protection) incorporate GBV and /or specific GBV policies developed.
- Higher level organisational policy and strategy document includes commitments to working to combat GBV.

#### 2. Set standards of behaviour for all staff and partners and enforce them

##### Sample indicators:

- Ensure workplace policy/code of conduct exists with dissemination, training and enforcement mechanisms in place<sup>1</sup>.
- Support provided to partners to develop workplace polices/codes of conduct.

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<sup>1</sup> e.g. Sexual Exploitation and Abuse Codes of Conduct, Dignity at Work, Child Protection Policies, signing up to external codes such as HAP or UN Codes of Conduct or incorporating GBV related provisions within internal HR codes/policies.

**3. Allocate high-level responsibility as well as responsibility at team and individual level**

**Sample Indicators:**

- Evidence of leadership from CEO and senior management group on priority accorded to addressing GBV. For example: allocation of human and financial resources to GBV, clear management and reporting structure for GBV in place, references to GBV in speeches given.
- Adequate human resources in place. For example: technical advisors in place, access to technical advice on addressing GBV internally or externally, cross-organisational team operational to provide support and lesson learning.
- Record of active engagement of member agency in Joint Consortium on Gender Based Violence.

**4. Integrate GBV considerations into systems and procedures for appraisals, regional/country programming design, implementation and monitoring**

**Sample Indicators:**

- Organisations have adequate contextual analysis processes in place to highlight gender inequalities including GBV vulnerabilities and risks which guide appropriate programme development.
- GBV/Gender analysis systematically considered in baselines, monitoring and evaluation processes including the development of relevant indicators.

**5. Build staff capacity through documenting programme experience, research and training**

**Sample Indicators:**

- Evidence of documentation of learning on GBV. For example, case studies, annual reporting, monitoring reports, uploading of documents onto GBV website etc.
- Staff training or other capacity development (e.g. guidelines developed) in place on Gender Equality, including GBV.
- Engagement in GBV related research. (This could include links with academic institutions, field based research etc).

**6. Link with Civil Society organisations including national NGOs and human rights organisations to develop effective ways of working together**

**Sample Indicators:**

- Number of formal and informal partnerships (funding and non-funding) established with local GBV related organisations.
- Engagement in networks /consortia/fora on GBV internally, nationally and regionally.
- Number of campaigns or joint initiatives undertaken with other stakeholders at international, regional, national and local levels.

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### 7. Give voice to GBV prevention and response, e.g. at management and staff meeting, at local regional and HQ level<sup>2</sup>

#### Sample Indicators:

- External communications (fundraising, development education, CEO speeches, media, annual reports, advocacy and campaigns refer to GBV Prevention and Response within the work of the organization).
- Visibility of gender inequality and GBV issues in all offices e.g. through posters, information sessions to mark key international days, guest speakers.
- The logo and link to the GBV consortium site is clearly accessible on the websites of Consortium members.

### 8. Draw Lessons from HIV and gender mainstreaming

#### Sample Indicator:

- Lessons<sup>3</sup> are identified from HIV, AIDS and gender mainstreaming approaches; and are informing key programme reviews/strategy development/staff capacity development etc.

### 9. Financial Resourcing

#### Sample Indicator:

- Financial resources directly and indirectly attributable to GBV programming, including capacity building of partners.

<sup>2</sup> The issue of senior management engagement in GBV has been covered under Objective 3, Indicator 1.

<sup>3</sup> See lessons identified in Gender Based Violence Ireland Responding – A Guidance Note on Institutionalising Gender Based Violence Prevention and Response within Organisations, page 23.

