

Building Capacity to Prevent and Respond to GBV in Emergencies



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Background



- Increasing demand to develop strong GBV in Emergencies programming
- Current opportunities to build technical capacity in the sector are not keeping pace.
- The GBV Area of Responsibility, a global working group, (GBV AoR) commissioned this research to better understand how to develop a pool of skilled specialists.

Objectives



- Understand the strengths and gaps in capacity for current GBViE professionals and compile existing learning opportunities to analyse gaps in learning.
- Outline core competencies to be an effective GBV program manager or inter-agency coordinator.
- Develop a strategy to build a pool of effective GBViE professionals.

Methodology



- Desk Review of Literature including mission reports from the GBV Rapid Response Team deployed in West Africa, Middle East, and Asia-Pacific.
- 30 qualitative interviews with GBViE specialists and adult learning specialists all over the world (Latin America, Middle East, West Africa, Central Africa, Asia, and others)
- A short survey of 500 participants from previous GBViE courses.
- Findings shared and “validated” with 20 field practitioners in a participatory workshop.

Findings: State of Capacity paper



- Commitment to addressing GBV has advanced more quickly in policy documents than in practice.
- Current capacity to implement informed, quality, and holistic programming and coordination is inadequate.
- GBV specialists still struggle to get support, often working in silos within their organizations.
- Buy-in from some senior management has led to more successful GBV programs, some managers fail to understand GBV work and what should be expected of GBV specialists, often tasking those without appropriate GBV expertise with GBV-specific responsibilities.

State of Capacity cont.



- Financial and other resource commitments for GBV programming and coordination is supported by specialized professionals, is still not prioritized in emergencies.
- Agencies are trying to increase their numbers of specialized GBV staff to address some of these capacity gaps but the demands far outstrip supply.
- UN agencies and international organizations have too few experienced GBV staff – and face a high turnaround of those staff that they do have and internal barriers to recruitment and retention of staff.

State of Capacity cont.



- International and national NGOs face human resource challenges. There are too few national organizations providing direct services to survivors – those that exist are small.
- Globally, challenge to recruit experienced staff to manage GBV programs in emergencies. Many young professionals express interest (some have related domestic experience and/or relevant academic backgrounds) few have specific training in managing GBViE programs.
- Training opportunities have until now been ad hoc and limited.

Core Competencies



- Three main areas:
 - Core Competencies
 - Professional Competencies
 - Behavioral Competencies

Core Competencies cont.



- Core Competencies:
 - Understands and Applies the Survivor-Centered Principles
 - Applies the GBV Guiding Principles
 - ✦ Safety
 - ✦ Confidentiality
 - ✦ Respect
 - ✦ Non-discrimination
 - Believes in Gender Equality and applies, promotes, and integrates gender analysis into humanitarian programming
 - Uses emotional intelligence including having and showing empathy, active listening, and respectful communication

Professional Competencies: GBV Program Managers and Inter-agency Coordinators

- Multi-sectoral Response
- Case Management
- Humanitarian Architecture
- GBV Prevention Theory
- Critical Analysis of trends and context
- Prevention of Sexual Exploitation and Abuse
- Locates, adapts and uses key GBV tools
- Understands and applies adult learning concepts
- Provides strategic planning
- Understands how to make appeals for funding
- Advocates for GBV Prevention and Response and in support of survivors
- Understands ethical issues with regards to data collection
- Facilitates a collaborative environment to promote effective coordination
- Fosters effective communication

GBV Program Managers



GBV Program Managers also includes:

- Critical Thinking and Problem Solving to create innovative GBV programming.
- Effective Management of GBV Programs
- Effective supervision and capacity building of GBV Staff
- Applies participatory approaches to engaging with and mobilizing communities

Behavioral Competencies



- Adapts and Copes with Pressure
- Shows Leadership
- Negotiation and Advocacy

Capacity Building Strategy



To build a strong and reliable pool of qualified GBV specialists in humanitarian emergencies, we must:

- Promote and develop training opportunities to address competency including developing a learning pathway;
- Strengthen learning opportunities and capacity development support to the field including developing coaching and mentoring opportunities; and
- Promote an enabling environment to support GBV practitioners including working with senior management to promote professional development and staff care and addressing capacity building budget shortfalls with donors.

Thank you!



- State of Capacity Paper: <http://gbvaor.net/wp-content/uploads/sites/3/2015/04/Current-State-of-GBV-Response-Capacity-in-Humanitarian-Settings.pdf>
- Core Competencies Paper: <http://gbvaor.net/wp-content/uploads/sites/3/2015/04/Core-Competencies.pdf>
- GBV AoR Learning Task Team Strategy for Capacity: <http://gbvaor.net/gbv-area-responsibility-capacity-building-strategy-2015-2020/>