

# What Works to Prevent Violence against Women and Girls: **Impact at Scale**



## Tipsheet 2: Building Organisational Readiness for VAWG Prevention Work

### What is Organisational Readiness?

It is a process of taking deliberate actions to build a solid foundation for effective VAWG prevention programming. It entails strengthening organisational systems and structures that facilitate personal transformation of all staff, strengthens technical skills and organisational practices needed for design and delivery of ethical and effective VAWG prevention programming. Organisational readiness is a continuous process that requires regular reflection and action for success.

### Considerations for Organisational Strengthening and Readiness:

#### a. **Values alignment**

Preventing VAWG requires addressing multiple risk factors rooted in unequal power dynamics. Quality VAWG prevention work therefore needs to be aligned with organisational vision, mission and values. Organisations that are willing to have deep reflections to actively address unhealthy power dynamics internally are more prepared to model equitable ways of working.

To ensure that organisational practices 'do no harm', it is important that organisations create space for co-learning and mentoring of all of their staff and the stakeholders they work with to nurture gender equitable attitudes and non-violent behaviour.

Values alignment in VAWG prevention work promotes accountability to women and girls and their communities.

## b. Strengthening systems and programing processes

**Funding:** VAWG prevention is a longer-term process (18 months – 3 years), it is important to secure sufficient funds to enable multi-year programming.

**Staffing:** Clearly define the required positions and number of staff, the competencies needed and recruit staff accordingly. Orient staff on their roles, assess their individual learning needs, and develop plans that will be supported with ongoing mentoring and capacity strengthening. It is critical to ensure all staff have a shared understanding of:

- A feminist analysis of VAWG, its impact, causes and risk factors
- Core elements of effective VAWG prevention programming
- Intersectionality and increasing access and inclusiveness
- The evidence-base on what works to prevent VAWG

**Organisational culture:** Create an enabling environment for gender equitable, collaborative and inclusive work through:

- Instituting staff/partner self- and collective care policies and practices
- Instituting effective safeguarding and accountability mechanisms for staff, partners and community members
- Nurturing a culture of collective and continuous learning and critical reflection on gender inequalities, including documentation of practice-based knowledge

## c. Designing programmes

- **Clear Theory of Change (TOC):** Clarity of purpose and process needs to be attained through development of a clear theory of change and log frame
- **Clear implementation plan:** Conceptual work plan, including how you will track progress and budget for your VAWG prevention programming, taking into consideration the following elements of successful programming:

## Elements of Effective VAWG Prevention Programming

DESIGN	Rigorously planned, with a robust theory of change, rooted in knowledge of local context.	Address multiple drivers of VAW, such as gender inequity, poverty, poor communication and marital conflict.	Especially in highly patriarchal contexts, work with women and men, and where relevant, families.	Based on theories of gender and social empowerment that view behaviour change as a collective rather than solely individual process, and foster positive interpersonal relations and gender equity.
	Use group-based participatory learning methods, for adults and children, that emphasise empowerment, critical reflection, communication and conflict resolution skills building.	Age-appropriate design for children with a longer time for learning and an engaging pedagogy such as sport and play.	Carefully designed, userfriendly manuals and materials supporting all intervention components to accomplish their goals.	Integrate support for survivors of violence.
IMPLEMENTATION	Optimal intensity: duration and frequency of sessions and overall programme length enables time for reflection and experiential learning.		Staff and volunteers are selected for their gender equitable attitudes and non-violence behaviour, and are thoroughly trained, supervised and supported.	

Source: Jewkes et al. (2020). Effective design and implementation elements in interventions to prevent violence against women and girls.

## d. Implementation

Given that VAWG is driven by multiple risk factors across the socio-ecological model, the evidence from phase 1 of *What Works* indicates that systematic, coordinated, sustained and intensive programming that engages women and men, girls and boys across sectors is more effective.

Effective VAWG prevention programmes also need to be anchored in a supportive ecosystem that nurtures solidarity, collective activism and movement building to create social change and support services for survivors. These should be made available and accessible by:

- **Mapping assets and resources:** Identifying available formal and informal services for survivors, shared community initiatives/events, influential members and allies.
- **Relationship building:** Establish relationships with partners, allies and key stakeholders and enable them to internalise the programme approach, ground them on feminist values, and seek their views and feedback on the work throughout the programme life.
- **Partnerships:** Build value driven partnerships that foster trust, equitable and mutually accountable collaborations at all stages of the programme. This includes clear roles and responsibilities on VAWG prevention programming and an agreed partnership modality that supports continuous learning through effective feedback.

### Key takeaways

Strengthening organisational readiness for VAWG prevention programming requires:

Sufficient time and mentoring for all staff to internalise the values and VAWG prevention programme approach.

Anchoring the programme in a supportive ecosystem that nurtures solidarity and collective activism.

Engaging partners in setting up the programme through a participatory process that models gender transformation.

To find out more, please visit our website: <https://ww2preventvawg.org/>

#### Sources:

Community for Understanding Scale Up (2021). Enhancing Social Norms Programmes: An Invitation to Rethink 'Scaling Up' from a Feminist Perspective.

Jewkes et al. (2020). Effective design and implementation elements in interventions to prevent violence against women and girls. *What Works to Prevent VAWG?*

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USAID (2022). USAID's collective action to reduce GBV: How to embed self- and collective care in organizations addressing Gender-Based Violence.



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