

## Spotlight Initiative Guidance on Women's Economic Empowerment in support of Ending Violence Against Women and Girls

### Guiding Principles

Comprehensive programmes to end violence against women and girls (EVAWG) must consider the entire context and complexities across interconnected areas of women's lives that can exacerbate risks to experiencing violence or inhibit recovery. Strategically employing women's economic empowerment activities as part of a comprehensive approach to EVAWG can be a critical protective factor in the prevention and response to all forms of violence. **Economic empowerment approaches have proven to both prevent violence and be an integral element to the recovery journey of survivors**, and WEE initiatives that contribute to advancing egalitarian norms, attitudes and behaviours can contribute to shifting gender relations and power structures that **underpin violence against women and girls and support transformative change**.

1. **Women's economic empowerment (WEE) initiatives are recommended in circumstances in which it will support a comprehensive approach to ending violence against women and girls (EVAWG). In particular, recommended WEE activities are those that have a catalytic effect or that address a critical need when efforts on EVAWG would otherwise be compromised. WEE initiatives should not divert resources away from EVAWG or be implemented as stand-alone initiatives within the Spotlight Initiative.** In the framework of EVAWG programming, WEE can yield greater benefits when approached across multiple levels, such as legal, policy, institutional, community and individual levels.
2. **Spotlight Initiative's Theory of Change is fully embedded in the socio-ecological model**, which recognizes that women and girls' risk of violence is determined by various interconnected factors at individual, family, community and societal levels. Interventions that approach VAWG prevention via WEE using the socioecological model can address women's low financial education, access to loans, and budgeting skills, while simultaneously promoting more equitable social norms that challenge traditional and harmful gendered beliefs, attitudes and roles in the larger community.
3. It is paramount that the agency of survivors is central and those being served are meaningfully involved in decision-making from the start. It is essential to continue implementing a **survivor-centred approach** with WEE initiatives that engage survivors and that WEE activities directly respond to the expressed needs of survivors.
4. **Ensure WEE activities align with the "Do No Harm" principle by assessing associated risks and providing mitigating solutions.** Implementing WEE can have an impact on reducing the risk of violence by improving one's financial autonomy and bargaining power, however, it can also increase risks as disrupting traditional gender roles can lead to backlash. As such, programmes **should incorporate strategies to assess these risks, develop appropriate and context-responsive strategies<sup>1</sup> to minimize and prevent them, monitor the occurrence of violence, engage in prevention efforts and respond to incidents with safety plans and referrals.<sup>2</sup>**
5. Integrating VAWG prevention and response into finance and enterprise development **requires an understanding of the legal, social, and epidemiological context of VAWG as it relates to the key activities in this sector.** Moving beyond routine risk assessments to holistic, survivor-centred approaches is critical, and it is recommended that a variety of stakeholders are engaged.

<sup>1</sup> *Emerging promising practices from integrating GBV prevention into economic empowerment initiatives in Lebanon.* UNDP Lebanon, 2021. [https://medium.com/@UNDP\\_Lebanon/emerging-promising-practices-from-integrating-gbv-prevention-into-economic-empowerment-initiative-s-128e61c9f77](https://medium.com/@UNDP_Lebanon/emerging-promising-practices-from-integrating-gbv-prevention-into-economic-empowerment-initiative-s-128e61c9f77)

<sup>2</sup> Much of the evidence has surfaced. For example, in Bangladesh, researchers studying the impacts of microfinance programs found that the highest levels of violence against women occurred in villages where it was most apparent that a transformation in gender roles was underway. [https://www.oxfam.ca/wp-content/uploads/2019/01/a-feminist-approach-to-womens-economic-empowerment\\_FINAL.pdf](https://www.oxfam.ca/wp-content/uploads/2019/01/a-feminist-approach-to-womens-economic-empowerment_FINAL.pdf)

6. Integrate **monitoring, evaluation, accountability and learning** to capture the extent to which, and how, particular WEE initiatives can support EVAWG efforts.<sup>3</sup>

### What is Women's Economic Empowerment in the context of EVAWG?

#### Definitions

- **Women's economic empowerment** aims to increase women's access to and control over resources and opportunities, proceeds from their work and all decisions related to their financial independence. This enhances women's economic capabilities, opportunities and agency. WEE initiatives can be a critical protective factor in the prevention and response to all forms of violence, such as intimate partner violence, economic violence and others. Thus, incorporating women's economic empowerment as part of a comprehensive approach can be critical both for the prevention of violence against women and girls and to support survivors of violence in their recovery journey

#### Purpose

- Women's economic empowerment can contribute to the reduction of violence against women and girls through **improving women's economic autonomy**, which can provide opportunities to escape toxic and abusive relationships, including with children, as well as exploitative relationships such as where there is economic dependence on a partner. WEE entails an **expansion of women's choices** by ensuring that women and girls have **equal access to and control over resources and equal participation and influence in the economy**.
- Investing in the economic empowerment of women and girls has **broad multiplier effects and can support promotion of gender equality and the achievement of the sustainable development goals overall**.

#### Why?

**WEE is central to realizing women's rights and gender equality** and achieving the Sustainable Development Goals, particularly Goal 5 (achieve gender equality), Goal 8 (promote full and productive employment and decent work for all) and accelerating all the SDGs. **Yet, women's economic and financial independence is stymied by structural and pervasive gendered inequalities and discriminations which concomitantly fuel the root causes of gender-based violence.**

- Women **remain disproportionately affected by poverty, discrimination and exploitation**. Low levels of education, social and economic status and poverty can be risk factors associated with gender-based violence and often intersect with and reinforce gender inequality. Women exposed to IPV are employed in casual and part-time work in higher numbers, and **their earnings are 60% lower compared to women who do not experience such violence**.<sup>4</sup>
- **Economic violence**<sup>5</sup> is **global and remains an institutionalized form of violence**. Gender differences in laws affect women in all regions. Globally, over 2.7 billion women are legally restricted from having the same choice of jobs as men.<sup>6</sup>
- **Economic empowerment approaches have proven to both prevent violence and be an integral element to the recovery journey of survivors**. An increasing evidence base suggests that, in some contexts, **economic empowerment activities can prevent violence from happening in the first place, as well as reduce the risk factors that are fertile grounds for gender-based violence**.

<sup>3</sup> *Emerging promising practices from integrating GBV prevention into economic empowerment initiatives in Lebanon*. UNDP Lebanon, 2021. [https://medium.com/@UNDP\\_Lebanon/emerging-promising-practices-from-integrating-gbv-prevention-into-economic-empowerment-initiative-s-128e61c9f77](https://medium.com/@UNDP_Lebanon/emerging-promising-practices-from-integrating-gbv-prevention-into-economic-empowerment-initiative-s-128e61c9f77)

<sup>4</sup> A Feminist Approach to Women's Economic Empowerment. ( Oxfam Canada, 2019) [https://www.oxfam.ca/wp-content/uploads/2019/01/a-feminist-approach-to-womens-economic-empowerment\\_FINAL.pdf](https://www.oxfam.ca/wp-content/uploads/2019/01/a-feminist-approach-to-womens-economic-empowerment_FINAL.pdf)

<sup>5</sup> **Economic violence** by an intimate partner is a form of domestic violence or intimate partner violence (IPV) commonly used by IPV perpetrators to gain and maintain control over their victim. It includes a range of tactics used by a perpetrator to undermine the economic independence of a current or former intimate partner and involves making or attempting to make a person financially dependent by maintaining total control over financial resources, withholding access to money, and/or forbidding attendance at school or employment. It is often a precursor to physical gender-based violence<sup>#</sup>. Economic violence **can include acts perpetrated by systems and structures** as well. **At the structural and institutional level, women might experience economic violence as limited access to funds and credit; controlling access to health care, employment, or education; discriminatory traditional laws on inheritance and property rights; and unequal remuneration for work**. Learn more [here](#).

<sup>6</sup> World Bank. "Women, Business and the Law 2018." (Washington, D.C., 2018). [https://wbi.worldbank.org/content/dam/sites/wbi/documents/2021/02/WBL2018\\_ENG\\_v2.pdf](https://wbi.worldbank.org/content/dam/sites/wbi/documents/2021/02/WBL2018_ENG_v2.pdf)

- Women's increased earnings can contribute to alleviating economic stress on the family, **mitigating a significant risk factor for intimate partner violence**.<sup>7</sup> Furthermore, WEE initiatives that promote egalitarian gender attitudes and norms can contribute to shifting gender relations and power structures that underpin VAWG and support transformative change for ending violence.<sup>8</sup> In many contexts, survivors of violence can benefit from accessible and quality economic empowerment activities as part of their **recovery journey**, as physical violence is often accompanied by economic violence.<sup>9</sup>
- **Women bear disproportionate responsibility for unpaid care and domestic work**.<sup>10</sup> The amount of time devoted to unpaid care work is negatively correlated with female labour force participation. The burden of unpaid care work can hinder full-time employment, which can lower women's financial independence and ability to leave a violent or abusive situation. The responsibilities of family and childcare can also make women less likely or able to leave violent environments. Furthermore, the harmful social norms and stereotypes that underpin women's relegation to unpaid care and domestic work is also a root cause and risk factor of VAWG. Discrimination against women both contributes to VAWG and women performing more unpaid care work than men.<sup>11</sup>
- **Economic vulnerability can trap women in exploitative working conditions** and expose them to risks of unethical recruitment agents and traffickers. Conversely, women with access to jobs, bank accounts and other financial services may have greater control over their earnings and **more options to leave abusive relationships and employers**.<sup>12</sup>
- **Violence and harassment in the world of work** affects women regardless of age, location, income or social status. The economic costs – a reflection of the human and social costs – to the global economy of discriminatory social institutions and violence against women is estimated to be approximately **USD 12 trillion annually**.<sup>13</sup>
- Strengthening the integration of WEE and VAWG initiatives in **macroeconomic policies and feminist recovery plans** can boost short-term and long-term inclusive economic growth.

## How?

### A. Understand the Latest Evidence and Learning: Summary of the latest thinking, evidence, practice-based knowledge that can help to inform programming

#### A multisectoral approach provides holistic support to those being served, understanding that women's lives do not operate in silos.

It is recommended that initiatives be designed and implemented involving stakeholders across sectors, including within the UN system, to leverage the varied expertise that would allow women to benefit from integrated services.

#### Creating an enabling environment through introducing and reforming legislation, regulatory frameworks and policies can enable women to receive financial and employment support and protection from discrimination and violence.

- An enabling environment is essential. It is characterized by the implementation of **policies and legal reforms that remove structural barriers, challenge discriminatory norms, ensure adequate social protection, expand access to crucial infrastructure and facilitate the organization and collective voice and representation of women**. Intersecting forms of discrimination and areas of work women are engaged with should be considered at all levels of design and implementation.

<sup>7</sup> Development Marketplace: Innovations to Address Gender-base. Economic empowerment brief. WorldBank and Sexual Violence Research Initiative. <https://thedocs.worldbank.org/en/doc/801231571686558018-0090022019/original/EconomicEmpowermenttoAddressGBV.pdf>

<sup>8</sup> Exploring the impacts of women's economic empowerment initiatives on domestic violence. A summary report for Oxfam's knowledge hub on violence against women and girls and gender-based violence. (Oxfam, March 2019).

<https://oxfamilibrary.openrepository.com/bitstream/handle/10546/620867/rr-womens-economic-empowerment-domestic-violence-120919-en.pdf;jsessionid=4995B1A8D676D07E9A4274FF4645D846?sequence=2>

<sup>9</sup> Applied Research on Economic Empowerment of Domestic Abuse survivors. (VAWnet, October 2010).

[https://vawnet.org/sites/default/files/materials/files/2016-09/AR\\_EcoEmpowerment.pdf](https://vawnet.org/sites/default/files/materials/files/2016-09/AR_EcoEmpowerment.pdf)

<sup>10</sup> ILO, World Employment and Social Outlook: Trends for women 2017 (Geneva, 2017)

<http://www.ilo.org/global/research/global-reports/weso/trends-for-women2017/lang-en/index.htm>

<sup>11</sup> [https://www.oecd.org/dev/development-gender/Unpaid\\_care\\_work.pdf](https://www.oecd.org/dev/development-gender/Unpaid_care_work.pdf)

<sup>12</sup> Ibid.

<sup>13</sup> International Labour Organization (ILO), World Employment and Social Outlook: Trends for Women 2018: Global Snapshot (Geneva, 2018). Available at: [http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms\\_619577.pdf](http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_619577.pdf)

- **Universal social protection and social infrastructure - such as health, education and care services - is vital to ensure WEE across the life cycle, and barriers to social protection benefits can exacerbate women’s risk of experiencing IPV and hinder survivors’ ability to access available services<sup>14</sup>.** Expanding social protection coverage ensures inclusivity of forms of work that are not systematically recognized, such as unpaid domestic care work or work in the informal economy and can provide protective measures for women at risk of experiencing violence as well as support for survivors. Social protection should support those facing intersecting forms of discrimination.<sup>15</sup> Through the Spotlight Initiative’s work on policy and legislation (Pillar 1) and institutions (Pillar 2), this critical social infrastructure can be strengthened as it relates to EVAWG and further advocacy can be advanced as feasible.
- **Ensuring women’s networks and grassroots civil society organizations are represented within institutions and meaningfully engaged in decision-making** on WEE and VAWG supports the co-creation of policies, legislation and accountability mechanisms that meet diverse needs. Grassroots women’s organizations should have a leading role in identifying and leading strategies and solutions.<sup>16</sup> Supporting feminist movements and the participation of local women’s rights actors must be a priority not only to tackle VAWG as a barrier to WEE, but also to minimize the risk of violence in WEE initiatives.<sup>17</sup>

**It is critical that WEE initiatives address the underlying power dynamics and social norms, attitudes and behaviours that contribute to VAWG.**

- Ensuring initiatives are **gender-transformative** can support the deconstruction of patriarchal power dynamics and help facilitate healthy, equitable norms, attitudes and behaviour change. Addressing social perceptions and representations of gender stereotypes is important for wider societal change.
- **Livelihood interventions for young women and adolescent girls** can support economic independence as a tool to transform the position of young women and girls in society.<sup>18</sup>
- Initiatives that support women’s income generation should also support an increase in women’s household bargaining power and decision-making to decrease the risk of violence as backlash to shifting gender roles.<sup>19</sup>
- **Encouraging healthy masculinities** can sustain the impact of livelihood interventions.<sup>20</sup> Engaging men and boys can generate “buy-in” and prevent backlash at multiple levels. To change norms, it is important to engage both women and men in community dialogues<sup>21</sup> and mobilization.
- Include **access to trauma healing, life and conflict resolution skills** as well as safe spaces for women and girls.

**Addressing violence and harassment against women in the workplace is essential to supporting WEE.**

- It is critical to have policies affirming **zero tolerance for violence and harassment** in the workplace.
- **Formal and informal gender-responsive complaints processes** that are accessible and trusted by women are important, as well as robust accountability measures for perpetrators.

<sup>14</sup> Social Protection Brief – Violence Against Women & Girls. The World Bank, The Global Women’s Institute of George Washington University, Inter-American Development Bank, 2014. Learn about key areas for integrating VAWG into social development programs: <https://openknowledge.worldbank.org/bitstream/handle/10986/21089/929700WP0Box380Soc0Protection0Brief.pdf?sequence=1&isAllowed=y>

<sup>15</sup> Fact sheet on Women’s Economic Empowerment in the Changing World of Work <https://static1.squarespace.com/static/536c4ee8e4b0b60bc6ca7c74/t/5890687c1e5b6ccc19c08fbf/1485858948129/GADN+factsheet+CSW+2017.pdf>

<sup>16</sup> Leave No One Behind: Taking Action For Transformational Change On Women’s Economic Empowerment. UNHLP on Women’s Economic Empowerment, 2017. <https://www2.unwomen.org/-/media/hlp%20wee/attachments/reports-toolkits/hlp-wee-report-2017-03-taking-action-en.pdf?la=en&vs=5226>

<sup>17</sup> A Feminist Approach to Women’s Economic Empowerment. (Oxfam Canada, 2019) [https://www.oxfam.ca/wp-content/uploads/2019/01/a-feminist-approach-to-womens-economic-empowerment\\_FINAL.pdf](https://www.oxfam.ca/wp-content/uploads/2019/01/a-feminist-approach-to-womens-economic-empowerment_FINAL.pdf)

<sup>18</sup> Gender and Recovery Toolkit Advancing Gender Equality and Women’s Empowerment in Crisis and Recovery Settings [https://www.undp.org/sites/g/files/zskgke326/files/publications/undp-bpps-gender-UNDP\\_Gender\\_and\\_Recovery\\_Toolkit.pdf](https://www.undp.org/sites/g/files/zskgke326/files/publications/undp-bpps-gender-UNDP_Gender_and_Recovery_Toolkit.pdf), p. 32

<sup>19</sup> *Emerging promising practices from integrating GBV prevention into economic empowerment initiatives in Lebanon*. UNDP Lebanon, 2021. [https://medium.com/@UNDP\\_Lebanon/emerging-promising-practices-from-integrating-gbv-prevention-into-economic-empowerment-initiative-s-128e61c9f77](https://medium.com/@UNDP_Lebanon/emerging-promising-practices-from-integrating-gbv-prevention-into-economic-empowerment-initiative-s-128e61c9f77)

<sup>20</sup> Ibid

<sup>21</sup> Ethical considerations must be taken into account when engaging in community dialogues on VAWG, and ensuring safe spaces for survivors is paramount. Refer to the [Spotlight Initiative knowledge product on Embracing Healthy Masculinities](#) for more information.

- Workplaces can provide information and support, such as peer support groups and community referrals.
- Transition from the informal to the formal economy can be an important step in reducing women workers' exposure to violence and harassment, providing them with opportunities for effective representation, protection and support. Furthermore, programmes are encouraged to examine how measures can be adapted to meet those being served where they are at - such as meeting their direct needs and through universal social protection and infrastructure.
- The results of early studies suggest that financial literacy and economic empowerment programmes are effective in assisting survivors with improving their financial knowledge, increasing confidence about managing their financial affairs, and enhancing financial behaviors that can improve their financial safety and security long-term.<sup>22</sup>
- **Freedom of association and collective bargaining are crucial** in protecting women from violence and harassment.<sup>23</sup>

**Ensure front-line practitioners engaged in WEE initiatives are sufficiently equipped to deal with and refer cases of VAWG.**

- Front-line professionals, practitioners, banks and financial institutions that implement or are engaged in WEE initiatives should be able to **detect cases of violence against women and girls**, offer appropriate support and/or support referrals as needed.
- Women may require more time and resources to access and participate in projects due to the risk of or reality of facing violence, burden of care work, and social and structural barriers to their mobility. It is helpful to schedule activities to take place during the day and in safe locations that are easily accessible, provide safe transport alternatives, and if possible, childcare.
- Tracking progress on women's economic empowerment should include indicators that capture violence, including different forms of violence.
- VAWG practitioners can provide those engaged in WEE with information on the prevalence and acceptance of VAWG, insights on the links between WEE processes and VAWG, VAWG risk mitigation training, and information on local referral systems<sup>24</sup>.

**B. Apply this to Programming: Examples of interventions and sample actions**

*\*The following are sample actions that can be implemented across the six Pillars of the Initiative. However, it is important that Spotlight Initiative programmes are very selective and try to implement select activities that address a critical need in each context and would further efforts on EVAWG.*

**Pillar 1: Laws and Policies**

Sample actions	Examples
<p>Support <b>revision of relevant discriminatory laws</b> (e.g. property, family law) removing restrictions on women's rights, including <b>adoption of relevant regulations</b>.<sup>25</sup></p> <p>Support <b>ratification and implementation of international conventions</b> such as CEDAW, ILO conventions (Equal Remuneration, employment and occupation, Domestic workers).</p> <p>Support <b>revision of discriminatory customary laws</b>.</p>	<p>In Lesotho, Namibia and South Africa, laws recognizing husbands as the heads of households have been abolished.</p> <p><b>Mandatory joint titling</b> has increased land ownership by married women in Ethiopia, Rwanda and Viet Nam following legal reforms.</p> <p>In 2014, the Nigerian Supreme Court voided Igbo customary law as <b>unconstitutional</b>, which prevented girls from inheriting their father's estate.</p>

<sup>22</sup>Applied Research on Economic Empowerment of Domestic Abuse survivors. (VAWnet, October 2010). [https://vawnet.org/sites/default/files/materials/files/2016-09/AR\\_EcoEmpowerment.pdf](https://vawnet.org/sites/default/files/materials/files/2016-09/AR_EcoEmpowerment.pdf)

<sup>23</sup>Ending Violence And Harassment Against Women In The World Of Work. (UN Women, ILO, 2018) <https://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2016/essentials-for-addressing-vaw-at-work-en.pdf?la=en&vs=244>

<sup>24</sup>Emerging promising practices from integrating GBV prevention into economic empowerment initiatives in Lebanon. UNDP Lebanon, 2021. [https://medium.com/@UNDP\\_Lebanon/emerging-promising-practices-from-integrating-gbv-prevention-into-economic-empowerment-initiative-s-128e61c9f77](https://medium.com/@UNDP_Lebanon/emerging-promising-practices-from-integrating-gbv-prevention-into-economic-empowerment-initiative-s-128e61c9f77)

<sup>25</sup>This can include women's ability to work, own and administer a property, inheritance, divorce, child custody, access to resources, maternity leaves, social protection benefits, recognizing sexual harassment in the workplace as a form of discrimination, equal remuneration, etc.

Pillar 2: Institutions	
Sample actions	Examples
<p>Support <b>studies on the economic costs of violence against women and girls</b> to inform public policy and programmes.</p> <p>Support <b>public policy and programmes to ensure safety</b> on the way to work and in the marketplace.</p> <p><b>Integrate WEE in Gender Responsive Budgeting (GRB) initiatives</b> to address VAWG, and support capacity development of key government, civil society and other stakeholders.</p>	<p><b>Creating safe spaces and a safe city for women entrepreneurs in Papua New Guinea:</b> UN Women/AusAid’s <i>A Safe City for Women and Girls</i> programme works to create safe and equal participation of women in local economies. The Safe Cities project in Port Moresby, PNG plans to increase public safety for women in marketplaces through infrastructure and council policy improvements. Support is also provided to women vendor associations by advocating for better services in the marketplace, including toilets, lighting, and police protection.</p> <p>In partnership with the University of Zimbabwe, <b>the Spotlight Initiative supported the capacity building of public officials from the Ministry of Finance on Gender and Macroeconomics</b>, aiming to enhance GRB within Government ministries and departments. Courses included, among others, a focus on women’s unpaid work; employment, decent work and social protection; gender, income inequality and poverty; gender, public finance, and investing for gender equality; and gender, trade, value chains and economic policy making - important areas of work for WEE in the context of EVAWG.</p>
Pillar 3: Prevention	
Sample actions	Examples
<p>Support <b>norms change campaigns and community-level norm change programmes in support of WEE</b> through the following:</p> <ul style="list-style-type: none"> <li>• Workshops and trainings that <b>engage men and boys and challenge gender stereotypes and norms</b> aimed at promoting alternative, more equitable narratives of masculinity (positive role models), gender equitable roles including care roles and ultimately promoting women’s economic empowerment.</li> <li>• (positive role models), gender equitable roles including care roles and ultimately promoting women’s economic empowerment</li> <li>• Support awareness initiatives targeting children and adolescents to break entrenched and discriminatory gender norms (household tasks, marriage, education, GBV... etc) passed down across generations.</li> <li>• Engage both women and men in community dialogue and mobilization, <b>supporting women’s discussion groups as key instruments of women’s economic</b></li> </ul>	<p><b>Promundo -Programme H</b> promotes a critical reflection of rigid norms related to manhood.</p> <p><b>HeForShe campaign</b> aims to engage men and boys as agents of change. Impact 10x10x10 is a high-profile campaign led by many male CEOs and government leaders targeting governments, businesses and universities to become instruments of change.</p> <p><b>Raising Voices’ SASA!</b> and other similar community mobilization programmes that involve both men and women in gender dialogue groups for wide social norms change.</p> <p><b>The #LeanInTogether Initiative</b> has more than 500 corporate partners globally that engages men and gives them an opportunity to advocate for gender equality in the workplace, family and society.</p> <p><b>In Peru</b>, the Ministry of Women’s affairs developed a “Safe Business” seal of recognition awarded to businesses that implement VAWG prevention and awareness-raising activities<sup>27</sup>.</p> <p><b>UN Global Compact</b> encourages companies to support women’s economic development and is working with UN Women on gender equality initiatives and zero tolerance towards violence. The WEPs are <b>global principles offering guidance</b> to businesses on empowering women in the workplace, marketplace and community.</p>

<sup>27</sup>Gender and Recovery Toolkit Advancing Gender Equality and Women’s Empowerment in Crisis and Recovery Settings  
<https://www.paho.org/hq/dmdocuments/2017/violence-against-women-2017-03ws-vawg-resource-guide-finance-enterprise-dev-brief.pdf>

**empowerment.**

- Support **awareness and advocacy programmes**, with campaigns using different media platforms that challenge traditional gender norms with healthier counter-narratives that support women’s economic empowerment.

Support **businesses to address discrimination, bias, abuse and violence in the workplace.**

- Build knowledge and understanding of **gender equality, women’s rights, and non-tolerance of discrimination and VAWG.**
- **Develop company policies and leadership** (champions) that support the above.
- **Design practices that combat biases** in hiring, promotion and pay processes that discriminate against women, including the adoption of the Women’s Empowerment Principles (WEPs).
- **Support unions, collective action and social dialogue** to address VAWG and gender inequality in the workplace.

Support **capacity and skills development, access to resources and business development services** for women and girls, including financial literacy in conjunction with awareness raising initiatives on women’s rights, gender equality and discrimination (to increase right awareness and legal literacy)

Support women and girls’ **access to financial services** to address financial exclusion.

- Implement activities that develop skills for safe and decent employment opportunities, including mentorship, soft skills and life skills development. Enhance women and girls’ knowledge of their rights and access to resources, in particular for vulnerable groups.<sup>26</sup>

Expand and improve business development services, enterprise support and skills and resources for **market development and value chain inclusion for women and girls.**

**Intervention for Microfinance for AIDS and Gender Equity (IMAGE) Project in South Africa:**

IMAGE is a microfinance intervention that integrates a curriculum on gender and HIV into women-only loan meetings, including discussions on gender roles, cultural beliefs, relationships, VAWG and HIV. It uses participatory methods to increase women’s communication, critical thinking and confidence.

**Business development, women’s empowerment and microfinance in Nepal:**

The WORTH programme combines business, banking and literacy for women to become social activists, social entrepreneurs, and effective leaders in their communities. The programme has seen a decrease in gender-based violence; size increases of village banks; improvements in self-confidence; and an increase in community participation and literacy, among other results. Most of the groups and village banks continued to function long after the project ended.

The “Together to End Violence Against Women” programme in Tanzania supported **savings and lending groups for women and gender-equality workshops for men and community leaders.** Women received training in business skills, financial literacy, and HIV and violence prevention. Male partners participated in workshops exploring gender norms, power dynamics, violence prevention and HIV prevention, and community leaders participated in community dialogues exploring similar topics. Results indicate positive changes in attitudes and a lower frequency of IPV in the three months since the intervention ended. Participants noted positive changes in their relationships, including improved communication and greater equity in decision-making.<sup>28</sup>

**Spotlight Initiative Country Examples**

The **Spotlight Initiative in Uganda** engaged in economic empowerment as a preventive measure against VAWG. 1,079 people, 1010 of which were women, were **supported with livelihood and business startup kits**, and 6 groups were trained in Village Savings and Loan Association (VSLA) **methodologies and financial literacy.** Women participants now have economic independence and **do not need to stay in abusive relationships for financial support**, and the ability to pay their children’s school fees is protecting their daughters from early marriages.

**In Mozambique, the Spotlight Initiative** has invested in economically empowering at-risk women, contributing to reducing their financial dependence and exposure to violence. **4,957** women and young girls benefited from economic empowerment initiatives through the establishment of **152 Village Saving Groups**, supporting **1,888 women survivors of VAWG** who face multiple forms of discrimination. Community facilitators delivered training in business management,

<sup>26</sup> Women with disabilities, women living with HIV/AIDS, sex workers, migrant workers, domestic workers, rural women, girls, etc.

<sup>28</sup> Messersmith, L.J., Halim, N., Kawemama, P., Steven, E. & Reich, N. 2016. A mixed methods study to test the preliminary effect of World Education’s Together to End Violence Against Women (TEVAW), a program to address intimate partner violence in northern Tanzania

<p>This can include modules on VAWG prevention, conflict resolution strategies, negotiation skills, etc. within activities such as financial literacy, business development services, and other economic empowerment projects.</p>	<p>revolving savings and credit tools. In addition, <b>157 small-business start-up kits were provided</b> for women to start their own businesses, technical and vocational training was provided to <b>64 women and girls, and 75 mobile-banking female operators</b> were licensed. By strengthening these skills, those engaged in the initiative shared that they regained hope and confidence. With improved livelihoods, they can now make their own financial decisions, provide for their families and secure their children’s education.</p>
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**Pillar 4: Essential Services**

Sample actions	Examples
<p>Capacity development of law enforcement institutions on relevant laws and policies that promote women’s economic empowerment (such as family law, property law, equal pay)</p> <p>Increase <b>women’s access to justice</b> through increasing legal awareness, providing legal aid and legal advice and creating simplified or special procedures and specialized courts and dispute resolution bodies for civil claims.</p> <ul style="list-style-type: none"> <li>Expanding legal aid to civil matters (e.g. divorce, inheritance, property law...etc)</li> </ul> <p>Support <b>long term recovery and livelihood opportunities</b> for survivors of violence as part of essential services provided.</p> <p>Map VAWG <b>safety risks</b> in WEE initiatives and <b>referral pathways</b>.</p>	<p>The Allstate Foundation and National Network to End Domestic Violence designed a <b>survivor-centric curriculum</b> on strategies to address <b>financial and safety challenges</b>, and how to build a strong financial base through budgeting, saving, building credit and managing debt. This led to smarter financial behavior and less financial stress among domestic violence survivors over time<sup>29</sup>.</p> <p>The Pacific Women Shaping Pacific Development project, a 10-year \$320 million programme funded through Australian Aid, <b>mainstreams VAWG into “spaces”</b> such as markets, skills acquisition centres and training centres, where there is <b>counselling</b> for women who have experienced violence. The <b>police and social welfare services are invited to talk about violence prevention and referral</b>. The programme also provides support for “safe houses”, which provides temporary accommodation for women and children that have been exposed to violence and abuse and provides skills in business and related fields, including start-up business kits for those being repatriated.<sup>30</sup></p> <p>UNDP in Lebanon, in collaboration with partners such as ABAAD and CTED, mapped potential risks of violence facing women involved in the WEE project at household, community, and market levels. While recruiting women for the WEE project, the individual assessment included questions related to <b>VAWG risks or safety concerns</b>. Based on the key risks identified, a <b>risk mitigation plan</b> was developed and is revisited regularly. <b>VAWG survivors or women at-risk of GBV were referred to other relevant services</b>.<sup>31</sup></p>

**Pillar 5: Data**

Sample actions	Examples
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<sup>29</sup>POSTMUS, J., HETLING, A., & HOGE, G. (2015). Evaluating a Financial Education Curriculum as an Intervention to Improve Financial Behaviors and Financial Well-Being of Survivors of Domestic Violence: Results from a Longitudinal Randomized Controlled Study.(The Journal of Consumer Affairs,2015) <http://www.istor.org/stable/43861594>

<sup>30</sup>The interactions between women’s economic empowerment and ending violence against women – Insights from the Pacific Women project. (itad,2018). <https://www.itad.com/article/the-interactions-between-womens-economic-empowerment-and-ending-violence-against-women-insights-from-the-pacific-women-project/>

<sup>31</sup> *Emerging promising practices from integrating GBV prevention into economic empowerment initiatives in Lebanon*. UNDP Lebanon, 2021. [https://medium.com/@UNDP\\_Lebanon/emerging-promising-practices-from-integrating-gbv-prevention-into-economic-empowerment-initiative-s-128e61c9f77](https://medium.com/@UNDP_Lebanon/emerging-promising-practices-from-integrating-gbv-prevention-into-economic-empowerment-initiative-s-128e61c9f77)



<p>Support <b>data generation, analysis and disaggregation</b> by sex and other relevant characteristics on issues of importance to WEE within VAWG data generation</p> <p>Support <b>generation and dissemination of knowledge and evidence</b> on the linkages of WEE and EVAWG, including possible risks</p> <ul style="list-style-type: none"> <li>● Capturing transformative change in WEE programs should be done simultaneously on interconnected aspects: gender equity, potential risks (e.g. increased GBV) and economic advancement. Since transformative change requires working with diverse actors on a variety of levels, learning should be perceived as a comprehensive process that captures change on all levels.<sup>32</sup></li> </ul>	<p><b>BMC Women’s Health conducted a secondary data analysis</b> of the cross-sectional Demographic Health Surveys in Sub-Saharan Africa on <b>economic empowerment and intimate partner violence</b>. How household wealth, men’s and women’s education and employment status, decision making on women’s income, differences in education and employment of women and their partners and women’s cash income are associated with physical and/or sexual IPV were analysed. Findings provided helpful insights into the intersections of WEE and VAWG, such as women’s and men’s higher levels of education and increased household wealth associated with a decrease in IPV, and women’s employment, especially if only the woman worked, and women earning more than her partner associated with an increase in IPV. Most patterns did not differ across urban and rural settings and age groups, but notable differences emerged regarding household wealth, women’s and men’s employment in the last 12 months and relative employment and education.<sup>33</sup></p> <p>The <b>International Monetary Fund</b> is examining the impact of gender budgeting on reducing gender gaps in education, health and unpaid work. It will continue data collection related to gender budgeting efforts and, when appropriate and macro-critical, use the analysis to disseminate key messages in surveillance to member countries. The World Bank Group is collaborating with the private sector to develop better sex-disaggregated data by banks.<sup>34</sup>This example could have strengthened linkages to VAWG by incorporating EVAWG efforts in gender budgeting, including violence and harassment in the world of work while addressing unpaid work, and including sex-disaggregated data on VAWG.</p>
Pillar 6: Women’s Movement	
Sample actions	Examples
<p>Build <b>women’s collective action, business associations and unions</b> to support women and girls in enterprise, markets and employment.</p> <ul style="list-style-type: none"> <li>● Protect and promote the right to organize and collectively bargain of all women, particularly the most marginalized, and support the creation of safe and women-only spaces to</li> </ul>	<p><b>The Spotlight Initiative Safe and Fair programme</b> organized 2,975 women migrant workers into workers’ unions, associations or as peer networks and community advocacy platforms so that women can jointly advocate and meet with the government and access information to better demand their rights, thereby reducing their risks of employment in poor and exploitative working conditions, of trafficking and of violence. The Initiative has also engaged in capacity development for 18,892 people (8,188 women) on women migrant workers’ rights, skills and collectivism to address violence against women migrant workers</p>

<sup>32</sup> Bringing Gender Equality Closer to Women’s Economic Empowerment. (CARE Regional Applied Economic Empowerment Hub, 2019) [https://www.care.org/wp-content/uploads/2020/05/bringing\\_gender\\_equality\\_closer\\_to\\_womens\\_economic\\_empowerment\\_final.pdf](https://www.care.org/wp-content/uploads/2020/05/bringing_gender_equality_closer_to_womens_economic_empowerment_final.pdf)

<sup>33</sup> Economic empowerment and intimate partner violence: a secondary data analysis of the cross-sectional Demographic Health Surveys in Sub-Saharan Africa. (BMC Women’s Health, 2021) <https://bmcwomenshealth.biomedcentral.com/articles/10.1186/s12905-021-01363-9>

<sup>34</sup> Leave No One Behind: A Call To Action For Gender Equality And Women’s Economic Empowerment. ( UN Secretary-General’s High-Level Panel on Women’s Economic Empowerment, 2016) <https://www2.unwomen.org/-/media/hlp%20wee/attachments/reports-toolkits/hlp-wee-report-2016-09-call-to-action-en.pdf?la=en&vs=1028%20p.%20100>

<p>strengthen women’s collective action and power<sup>35</sup></p> <p>Support <b>representative organizations</b> (in particular those representing the most marginalized) to <b>negotiate with local and national government</b> and other bodies and amplify their voices.</p> <p>Support awareness raising and capacity development among civil society of relevant laws and policies, and advocacy on women’s rights, including access to resources.</p>	<p>and for the prevention of trafficking, including 977 representatives of women’s rights organizations and groups representing those facing multiple and intersecting forms of discrimination. Organizing and networking empowers women to demand their rights, reducing the risks women face with regard to employment in poor and exploitative working conditions, trafficking and violence.</p> <p><b>Oxfam Canada’s programme, “Creating Spaces to Take Action on Violence Against Women and Girls” uses an integrated, multifaceted and holistic approach, including through increasing economic skills, knowledge and capacity among women and girls who have experienced violence.</b><sup>36</sup> The programme strategically works with civil society, feminist and women’s rights organizations, governments and private sector actors that offer <b>social and legal support services and economic opportunities</b> to increase their awareness of economic right and lifting barriers to realizing those rights. In Pakistan, training has focused on understanding women’s economic participation in the country, the importance of women’s economic rights, and international conventions on economic rights.</p> <p><b>Avon and Fundo ELAS</b>, a Brazilian women’s fund, are funding capacity building for grantees. The <b>Center for Women’s Global Leadership (CWGL)</b> engages with the Global 16 Days Campaign. In 2020, the Campaign <b>increased its efforts to amplify the voices of women workers in the informal economy</b> while continuing to call for the <b>ratification of ILO Convention 190</b> and to <b>end all forms of VAWG in private and public spaces.</b><sup>37</sup></p>
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**Controversial approaches to WEE include:**

- **Cash transfers (CTs)** have demonstrated a reduction in IPV across certain contexts. However, there is little evidence on whether positive impacts **continue after the transfer programmes end and whether this depends on other programme features.**<sup>38</sup> Programme framing and **complementary activities**, such as those shifting household power relations (such as ‘cash plus’ programming with gender-transformative approaches)<sup>39</sup> are likely to be important design features for understanding how to maximize and leverage the impact of CTs for reducing IPV and mitigating potential adverse impacts.<sup>40</sup> Researching how cash transfers impact VAWG across different age groups and the potential of

<sup>35</sup> *Emerging promising practices from integrating GBV prevention into economic empowerment initiatives in Lebanon.* UNDP Lebanon, 2021. [https://medium.com/@UNDP\\_Lebanon/emerging-promising-practices-from-integrating-gbv-prevention-into-economic-empowerment-initiative-s-128e61c9f77](https://medium.com/@UNDP_Lebanon/emerging-promising-practices-from-integrating-gbv-prevention-into-economic-empowerment-initiative-s-128e61c9f77)

<sup>36</sup> A Feminist Approach to Women’s Economic Empowerment. (Oxfam Canada, 2019) [https://www.oxfam.ca/wp-content/uploads/2019/01/a-feminist-approach-to-womens-economic-empowerment\\_FINAL.pdf](https://www.oxfam.ca/wp-content/uploads/2019/01/a-feminist-approach-to-womens-economic-empowerment_FINAL.pdf)

<sup>37</sup> Global 16 Days Campaign. (Centre for Women’s Global Leadership) <https://16dayscampaign.org/>

<sup>38</sup> 6 Buller, A.M., Hidrobo, M., Peterman, A. & Heise, L. 2016. The way to a man’s heart is through his stomach?: A mixed methods study on causal mechanisms through which cash and in-kind food transfers decreased intimate partner violence. BMC Public Health. 16(488). DOI: 10.1186/s12889-016-3129-3. 7 Pettifor, A., Selin, A., MacPhail, C., Kahn, K. & Gomez-Olive, X. 2015. The impact of a conditional cash transfer study (HPTN 068) and a community mobilization intervention on experiences of intimate partner violence: Findings from rural Mpumalanga, South Africa. SVRI Forum 2015. 15-17 September 2015. Stellenbosch, South Africa. Available: <http://www.svri.org/forums/forum2015/presentations/Impact.pdf> [2017, May 26].

<sup>39</sup> *Are we missing a game changer? Gender-based violence and social protection.* Sanjay Wijesekera, UNICEF, 24 November 2020. <https://blogs.unicef.org/blog/missing-game-changer-gender-based-violence-social-protection/>

<sup>40</sup> A mixed-method review of cash transfers and intimate partner violence in low and middle-income countries. (Unicef, 2018) [https://www.unicef-irc.org/publications/pdf/CT%20%20IPV\\_Review\\_Innocenti%20WP%202018-02.pdf](https://www.unicef-irc.org/publications/pdf/CT%20%20IPV_Review_Innocenti%20WP%202018-02.pdf)

various forms of social protection may also be beneficial.<sup>41</sup> Furthermore, in certain cases, insufficient adaption of ideas to the context of women's lives and availability of start-up funding, equipment, supplies and markets hindered the empowerment of economic initiatives as part of EVAWG efforts.<sup>42</sup>

- A range of research suggests that access to **microfinance services** is proven to be effective in reducing VAWG and can reduce the prevalence of emotional and economic violence.<sup>43</sup> However, issues of coercion and control have been shown to be persistent as they relate to social norms and gender roles. Women with more financial progress in certain circumstances were more likely to experience IPV due to challenging traditional gender roles.<sup>44</sup> **More research is needed to assess the contextual conditions for a microfinance programme have exclusively positive impacts.**
- **The involvement of men in WEE and VAWG activities.** Involving men and boys in WEE programming can often be controversial and may imply considerable risks for women and girls for a myriad of reasons.<sup>45</sup> However, the evidence base suggests that, when carried out in the appropriate conditions, engaging men in some capacity in WEE programs is crucial to positively affecting VAWG-related outcomes. More robust evaluation of WEE programs that incorporate men is needed to ensure that the WEE programmes align with the principle of "Do No Harm".<sup>46</sup>

### For Further Exploration and Consideration

There are observed **gaps in the evidence-base** on the linkages between WEE and VAWG, and how WEE can most effectively be leveraged, integrated and implemented in support of efforts to end violence against women and girls. **There is a need for further research on the intersection of VAWG and WEE to ensure external validity of initial findings.**

- Future studies would benefit from more precisely **identifying the individual, interpersonal and sociocultural characteristics of the groups of women** exposed to domestic violence following their participation in an economic empowerment initiative. This would aim to **improve risk reduction strategies**.<sup>47</sup> More research is needed to understand why levels of violence change and **how this depends on context**.<sup>48</sup>
- Other studies could document **relations of gender, power and inequality from the perspective of women participants in economic empowerment initiatives and the strategies used by women to counteract them**.<sup>49</sup>
- It would be beneficial to further explore promising and good practices for **men partners' participation** in women's economic empowerment initiatives to minimize the risks of domestic violence and backlash.<sup>50</sup>

### Tools and Resources

#### Global Guidance and Tools

<sup>41</sup> Are we missing a game changer? Gender-based violence and social protection. Sanjay Wijesekera, UNICEF, 24 November 2020.

<https://blogs.unicef.org/blog/missing-game-changer-gender-based-violence-social-protection/>

<sup>42</sup> Effective design and implementation elements in interventions to prevent violence against women and girls. What Works to Prevent Violence, UKaid and partners, January 2020. <https://whatworks.co.za/documents/publications/373-intervention-report19-02-20/file>

<sup>43</sup> Associations between Women's Economic and Social Empowerment and Intimate Partner Violence: Findings from a Microfinance Plus Program in Rural North West Province, South Africa." *Journal of Interpersonal Violence* 36, no. 15-16 (2021;2019);

<https://journals.sagepub.com/doi/10.1177/0886260519836952>

<sup>44</sup> Microfinance Participation and Domestic Violence in Bangladesh: Results from a Nationally Representative Survey." *Journal of Interpersonal Violence* 31, no. 9 (2016): 1579-1596.

[https://journals-sagepub-com.virtual.anu.edu.au/doi/full/10.1177/0886260515569065?utm\\_source=summon&utm\\_medium=discovery-provider](https://journals-sagepub-com.virtual.anu.edu.au/doi/full/10.1177/0886260515569065?utm_source=summon&utm_medium=discovery-provider)

<sup>45</sup> Spotlight Initiative brief on masculinities; Falb, K. L., Annan, J., King, E., Hopkins, J., Kpebo, D. and Gupta, J. (2014). Gender norms, poverty and armed conflict in Côte d'Ivoire: Engaging men in women's social and economic empowerment programming. *Health Education Research*, 29(6), 1015-1027

[https://www.researchgate.net/publication/266569988\\_Gender\\_norms\\_poverty\\_and\\_armed\\_conflict\\_in\\_Cote\\_D'Ivoire\\_Engaging\\_men\\_in\\_women's\\_social\\_and\\_economic\\_empowerment\\_programming](https://www.researchgate.net/publication/266569988_Gender_norms_poverty_and_armed_conflict_in_Cote_D'Ivoire_Engaging_men_in_women's_social_and_economic_empowerment_programming)

<sup>46</sup> Exploring The Impacts Of Women's Economic Empowerment Initiatives On Domestic Violence. (Oxfam.2019 )

<https://oxfamlibrary.openrepository.com/bitstream/handle/10546/620867/rr-womens-economic-empowerment-domestic-violence-120919-en.pdf;jsessionid=4995B1A8D676D07E9A4274FF4645D846?sequence=2>

<sup>47</sup> Dalal, Dahlström and Timpka, 2013

<https://www.svri.org/sites/default/files/attachments/2020-07-21/EconomicEmpowermentInterventionsGBV-DMA.pdf>

<sup>48</sup> Dalal, 2011; Vyas and Watts, 2009

<sup>50</sup> <https://oxfamlibrary.openrepository.com/bitstream/handle/10546/620867/rr-womens-economic-empowerment-domestic-violence-120919-en.pdf;jsessionid=4995B1A8D676D07E9A4274FF4645D846?sequence=2>

- [Guidance Note for Action: Women as a Force for Accelerated and Inclusive Economic Recovery Post-COVID-19 in Asia-Pacific. \(UN Women, 2020\)](#)
- [Women's Empowerment Principles \(WEPS\). Toolkit for advancing gender equality in the workplace, marketplace and community. \(WE Empower, ILO, European Union & UN Women, 2020\)](#)
- [Measuring Women's Economic Empowerment: A Compendium of Selected Tools. \(Centre for Global Development, 2020\)](#)
- [Handbook: Addressing violence and harassment against women in the world of work. \(UN Women, 2019\)](#)
- [Oxfam's Conceptual Framework on Women's Economic Empowerment. \(Oxfam, 2017\)](#)
- [Toolkits to facilitate implementation of practical recommendations in the second report. \(UN Secretary General's High-Level Panel on Women's Economic Empowerment, 2017\)](#)
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- [Violence Against Women And Girls Resource Guide: Finance And Enterprise Development Brief. \(World Bank Group, The Global Women's Institute, IDB, 2015\)](#)
- [The United Nations Fourth World Conference on Women: Women and poverty. \(UN Women\)](#)

#### Reports and Case Studies

- [Policy Brief on Gender No. 1: Women's economic empowerment and the care economy in the ECE region. \(UNECE, 2021\)](#)
- [Effective design and implementation elements in interventions to prevent violence against women and girls. \(What Works to End Violence Against Women and Girls, 2020\).](#)
- [Microfinance Plus Program in Rural North West Province, South Africa. \(SAGEJournal, 2019\)](#)
- [Facts and Figures: Economic Empowerment. \(UN Women, 2018\)](#)
- [Violence and Economic Empowerment of Women in Pakistan: An Empirical Investigation. \(SAGE Journals, 2018\)](#)
- [Taking Action for Transformational Change on Women's Economic Empowerment. \(UN Secretary General's High-Level Panel on Women's Economic Empowerment, 2017\)](#)
- [Leave No One Behind: A Call to Action for Gender Equality and Women's Economic Empowerment. \(UN Secretary General's High-Level Panel on Women's Economic Empowerment, 2016\)](#)
- [Trade as a tool for the economic empowerment of women. \(UNCTAD, 2016\)](#)
- [Gender Toolbox, Supporting Women's Economic Empowerment: Scope for Sida's Engagement. \(Sida, 2015\)](#)
- [Microfinance Participation and Domestic Violence in Bangladesh: Results From a Nationally Representative Survey. \(ResearchGate, 2015\)](#)
- [Perspectives on Gender-Based Violence and Women's Economic Empowerment in Sub-Saharan Africa: Challenges and Opportunities. \(MEASURE Evaluation, 2014\)](#)
- [Economic Empowerment of Domestic Violence Survivors. \(VAWnet.org, 2014\)](#)
- [Understanding and measuring women's economic empowerment \(ICRW, 2011\)](#)
- [Skill Acquisition, Capacity Building And Women Economic Empowerment: A Case Study Of Women Education Center, Birnin Kebbi. \(ProQuest, 2011\)](#)
- [Challenging assumptions about women's empowerment: social and economic resources and domestic violence among young married women in urban South India. \(International Journal of Epidemiology, 2009\)](#)
- [Associations Between Women's Economic and Social Empowerment and Intimate Partner Violence: Findings From a Microfinance Plus Program in Rural North West Province, South Africa](#)

#### Articles

- [Emerging promising practices from integrating GBV prevention into economic empowerment initiatives in Lebanon. \(UNDP Lebanon, 2021\)](#)
- [Are we missing a game changer? Gender-based violence and social protection \(UNICEF, 2020\)](#)

