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The material was developed by Sara Siebert and Heather Cole in close collaboration with the International Rescue Committee's GBV Technical Unit.

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Introduction

As professionals working with Gender-Based Violence¹ know, GBV is a global issue, with an impact on millions of women and girls worldwide. The scale and scope of these violences are enormous, with long-lasting consequences.

GBV takes many forms. It includes rape, sexual exploitation, sexual assault and abuse, forced sex and other types of sexual violence, domestic violence, trafficking of women and girls, forced prostitution, sexual harassment and discrimination, and denial of rights. It also encompasses forms of violence that are specific to cultures and societies, such as female genital mutilation and forced marriage. It also includes the appropriation of money, labour and other resources, denial of inheritance and property rights, denial of education and abandonment.

Armed conflict increases exposure to violence and heightens life-threatening risks to women and girls, and women’s bodies often become the vehicles through which fighting forces terrorise communities, reward soldiers, ‘contaminate’ enemy groups, and so forth. In addition, women and girls are often abducted to provide the ‘domestic’ servicing of fighting forces; cooking, fetching water and firewood, sexual services.

When conflict ends, violence against women and girls most often does not. During conflict, many of the violences against women and girls which have been ‘private’ and largely undiscussed and invisible, become ‘public’ and perpetrated by strangers rather than known men. All too often, violences against women fall back into the ‘private’ domain, and become invisible once again. Violence against women and girls within families and communities continues both during and after conflict, where it is often accepted due to social and cultural attitudes and beliefs that condone and perpetuate it.

¹ Gender-Based Violence (GBV) in this training manual is defined as the material (economic), physical, sexual or emotional/psychological abuse, including acts attempted or threatened, committed with force, manipulation or coercion and without the informed consent of the survivor – against a person because of their gender in a society or culture. This definition is summarised from definitions presented in UNHCR guidelines and in CEDAW.
Global Statistics on Women and Girls

- One in five women will become a survivor of rape or attempted rape in her lifetime
- In a number of countries, a rapist can go free under the penal code if he proposes to marry the victim
- More than 130 million women and girls alive today have undergone female genital mutilation, mainly in Africa and the Middle East
- An estimated 5,000 women are murdered each year in so-called “honour killings” carried out by members of their families or communities
- At least one in three women has been beaten, coerced into sex, or otherwise abused in her lifetime
- More than 90 million women are missing from the world due to sex-selective abortion and infanticide
- An estimated 700,000 women and girls are trafficked out of their region into prostitution every year; many more are trafficked within their own countries and between neighbouring countries

Staff Capacity

In order for us to develop programming and interventions that have a sustainable and durable impact on the lives of women and girls, we need to understand the dynamics, assumptions and beliefs that allow these violations to be so prevalent, so relentless and so widely tolerated. We also need to recognise that we are not ‘outside’ the societies that raised us; we have our own beliefs and assumptions that shape how we understand and explain GBV. We also need to understand how systems and institutions codify and give shape to ideas and attitudes that make women vulnerable and fail to protect them.

“Abuses against women are relentless, systematic and widely tolerated, if not explicitly condoned. Violence and discrimination against women are global social epidemics”

– HRW Women’s Rights Division

Because GBV is a relatively new and highly specialised area of work, it is often the case that we need to ‘grow our own’ staff within programmes and projects. We may begin working with varying experiences of working with GBV, widely divergent views on how best to develop interventions and very different professional backgrounds.

This training manual has been developed in West Africa with IRC GBV teams to support a depth of understanding that will underpin quality programming and advocacy. It is designed to support staff to locate their work in a wider context of gender inequality and discrimination and to help them ground their

Citations for “Global Statistics on Women and Girls”
Sen, A. in Tinker, I. Persistent Inequalities; Women and World Development. 1990.
understanding of GBV in a way that promotes best practice. It can be used with staff who are new to GBV work as an introduction, and it can also be used with more experienced staff as an opportunity to reflect on their own learning and attitudes around GBV. This training is designed to be the foundation upon which skills- and competency-based training may follow; the starting point through which staff may develop a conceptual base that will guide them in their work.

**Methodology**

Because this training is intended to enable the exploration of GBV concepts and core principles, the training methodology is designed to help you use your previous experience, knowledge and learning. In this way it may feel different to other training you have had. You may find yourself doing activities and exercises that you have not done before. The emphasis is on helping you to engage with your own learning and make sense of the underlying dynamics of GBV. We would strongly encourage you to ask questions, and to respond to other people’s questions. We would also strongly encourage you to learn from your peers and colleagues, as well as from the facilitator.

This training is intended to focus on core concepts around GBV and therefore it will involve thinking about our own beliefs, attitudes and values, and where they come from. It is not always easy to question ourselves, or to be open to changing our minds! To get the most out of participating in this training, it will help you to be prepared to challenge yourself, to be willing to look with new eyes and to be honest about your thoughts and judgements. It will also help you to be mindful of the moments when you feel uncomfortable, defensive or resistant to something that another person is saying and to ask yourself where those feelings are coming from.

**Using This Handbook**

By the end of the training this handbook will be your guidance around working with GBV. The training is structured so that as a group, you will generate together the content; you will see that the handbook has a structure related to the sessions and the learning, but also has a lot of blank space. You will be working with your colleagues and peers to generate the content that goes into the blank spaces. There will be time allocated each day for you to make notes and record the learning you have generated. You will get the most out of this training if you engage with the activities and discussions in the sessions and make your notes in the allocated time. You do not need to make notes of everything as you go along.

In your handbook, there is also space for you to keep a learning journal. At the beginning of the training you will be asked to think about your own learning objectives for the week and to make note of these. These do not have to be the same as the learning objectives for the training; you may have other things you want to learn, or concentrate on, or think about. Use this space to think about what is important to you in relation to GBV and what you want to understand better.

At the end of each day, there is a page with guiding questions to help you reflect on the day and what you have learned. Take some time to think about these questions and record your answers. This will help you consolidate your learning, track your progress towards your learning objectives and clarify the questions you want to ask.
Thinking About GBV and Staying Safe

It is not easy to think about and talk about violence and abuse, and the widespread nature of GBV means it is likely that all participants in training have been touched by it in some way, through work, through people we know, even ourselves. It is important to think about how we look after ourselves and each other in this training, and how we make sure that we are safe to learn.

This training is not about personal disclosures; you may want to give examples that you know about from experience, and it is suggested that you do this in the 3rd person (e.g. ‘I heard about…’, ‘I worked with someone…’, ‘what if a person…?’), so that we are talking about an issue rather than a person.

You may find that at times you want to step out for a moment and you are encouraged to do that. You are also encouraged to talk to your facilitator if there are things you are finding difficult. They may not be able to engage fully with you but they can help you make an appointment to talk to someone else.

You will also be expected to generate a working agreement at the beginning of the training and to be bound by it in how you work with other people. It might be helpful to think about what you need from others and to be ready to contribute this when you are making the agreement.

It can sometimes be uncomfortable to think about our own beliefs and attitudes, and we would encourage you to be brave! Learning that means something to us and has an impact on us is not necessarily easy, and can give us growing pains. This is an opportunity to spend some supported time on our own learning and development; it is also an opportunity to support and be supported by your colleagues and peers and you are encouraged to make the most of that.

Continuing Learning

This training is intended to provide the foundation for your on-going professional development; it is the reference point for our understanding of GBV and is designed to inform how we think about the work we are doing.

There may be skills and competencies that are relevant to your particular role and these can be addressed in future training that is specific to the work that you are involved in. At the end of this training, think about the skills and competencies that you would like to develop further and work with your colleagues and supervisor to develop a training plan that will help you to meet these learning needs.

You may also want to develop your learning in relation to what you have been doing in this training. You are encouraged to continue the dialogue and conversations with your colleagues and supervisors, and to keep asking the questions!
Background

The GBV Regional Coordinator previously developed a training manual for GBV staff to ensure that all staff have the skills and competencies to work with a GBV programme in a way that is safe for beneficiaries and safe for themselves.

This training was an opportunity to field test this manual and update the skills of current staff. It was also an opportunity for staff to have some time out of service delivery and reflect on their practice with a view to identifying their upcoming training needs.

In the time since the manual was originally written, GBV programmes in all three West African countries have made a significant shift in approach under the auspices of Woman and Girls Rebuilding Nations and the pillars that provide the framework for all activities and interventions.

This training then was also an opportunity to consider the manual in the light of these changes and to think about whether and how we need to restructure the training as it stands to more appropriately support staff in the shifts in focus.

The following material is the work generated within the group and the learning that came out of our 5 days together. This will form a handbook of the learning and serve as a reference point both for staff and in relation to the adaptation of the training materials.

Training Agenda

Day 1: GBV Concepts; Power, Status, Sex, Gender, Types of GBV
Day 2: Causes and Consequences of GBV, Where We Stand, Our Beliefs
Day 3: GBV and Human Rights, Impact on Survivors
Day 4: What do Survivors Need From Us? Listening, Reflecting, Asking Questions
Day 5: What do We Need? Self-care
Learning Objectives

You have come to this course with some objectives and expectations, some of them personal and some of them professional. In order for you to get the most of this opportunity for learning, it is helpful for you to identify what you want to achieve, both personally and professionally. As the course progresses, you will be writing a learning journal which will help you to think about your progress towards your objectives and to what extent you have been able to reach your personal learning goals.

At the end of the course you will have the opportunity to record new actions that you want to engage in as a result of your learning and reflection.

Write down 3-5 learning objectives that you want to achieve this week. Make each objective specific and write in them in a way that will help you think about the extent to which you have met it at the end of the course. It might be helpful to write the objective with the reason for it so it is clear in your mind, for example; “to understand better my own beliefs about GBV so that I can support my team with their understanding”

My Learning Objectives Are:

1

2

3

4

5
Day 1

GBV Capacity Building

Taken from "Talking Tools: Images Promoting Awareness of Gender Based Violence in Liberian Communities." IRC Liberia Program, 2005
1. Sex and Gender

Participants stood in a circle and mimed everyday activities, and others agreed whether these are activities usually done by men or women. We noted these activities and divided them into men’s tasks and women’s tasks as follows;

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**Reproductive work** means the work that has to be done to keep us alive and ready to do productive work. This means providing food, washing clothes, enabling rest for example. This work is continuous, repetitive and does not generally earn money. It is also not usually recognised as needing skills.

**Productive work** means the work that people do that earns money, that is their job, that produces something in the world. This work can be many things, and is usually recognised as using skills. It may be repetitive but it is often work that has an output or an end product, so does not usually feel continuous in the way that reproductive work does.
Mr. Kpakiwa Goes to the Doctor

“What is your job?” asked the doctor.
“I am a farmer” replied Mr. Kpakiwa.

“Have you any children?” the doctor asked.
“God has not been good to me. Of the 15 born, only 9 alive,” Mr. Kpakiwa answered.

“Does your wife work?”
“No, she stays at home.”

“I see. How does she spend the day?”
“Well, she gets up at 4 in the morning, fetches water and wood, makes the fire, cooks breakfast and cleans the house. Then she goes to the river and washes the clothes. Once a week she walks to the grinding mill. After that she goes to the township with the two smallest children where she sells tomatoes by the road side while she braids the girl’s hair. She buys what we need from the shops. Then she cooks the midday meal.”

“You come home for lunch at midday?”
“No, she brings lunch to me about 3 miles away.”

“And after that?”
“She stays in the field to do the weeding, and then goes to the vegetable garden to water.”

“What do you do?”
“I must go and discuss business and drink with the men in the village.”

“And after that?”
“I go home for supper which my wife has prepared.”

“Does she go to bed after supper?”
“No, I do. She has things to do around the house until 9 or 10.”

“But I thought you said your wife doesn’t work.”
“Of course she doesn’t work. I told you she stays at home.”

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Key Learning

• Men’s work and tasks are usually paid and recognised as skilled, while women’s tasks are often domestic, reproductive and not recognised as skilled

• We see the difference when we look at activities that both men and women do – sewing and fishing, for example – where women’s work is about feeding and clothing their families and children and is unpaid, and men’s work is about selling their work for money.

• There are very few tasks that can only be done by men or women (pregnancy, breast-feeding, giving birth), so we have a question about how other tasks are divided.

Key Question;

What would happen if women stopped doing their domestic and reproductive tasks?

Definitions

Sex is …

Gender is …

It is important to be clear about the differences as many of women’s activities are socially defined. There is no biological reason why men cannot do domestic and reproductive work, or why women cannot do productive work. We need to ask questions, then, about how the rules are made and who makes them, especially as we have seen that there are threats to women for not doing the jobs that communities and societies think they should do.
2. Status

Participants played a game where they each had a number between 1 and 17 on their forehead; the numbers were visible to other participants but not the person. The numbers represented their status – low numbers indicated low status and high numbers indicated high status. Participants were asked to walk around the room and greet each other according to the status of the person they were greeting. For example, meeting a person of high status, they would need to bow very low and avoid eye contact, or meeting a person of low status they would need to offer only the tips of their fingers.

At the end of the exercise participants were asked to make a line from highest to lowest status depending on how people had behaved towards them, to see whether they were able to guess their status in relation to others from how they had been greeted.

Key Questions;

How did it feel to be a person of high status and to be treated very well? What happens to us when this is our normal experience?

How did it feel to be a person of low status and to be treated dismissively? What happens to us when this is our normal experience?

How does this relate to real life?

How do we learn our status as children? How do we understand our status as adults?

What kinds of things influence the status we have?
3. Power

In small groups, participants were asked to discuss the following questions;

What kinds of power are there?

Who has power?

How can power be used?

Power OVER

Power TO

Power WITH
**Power OVER** is the use of your influence, access to resources and decision-making in a way that makes someone else’s life smaller, and does not pay attention to their needs, wishes or boundaries. We see this in GBV when perpetrators do not respect survivors and pay no attention to the survivor’s wishes, needs and boundaries. Perpetrators will try to make survivors meet the perpetrator’s wishes, even if doing so is harmful to the survivor.

**What kinds of ‘power over’ might you have and where does the opportunity to use your ‘power over’ come from?**

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**Power TO** is the power that we all have to have our own thoughts and opinions, even when our lives are constrained and made smaller by someone using ‘power over’. When we are working with beneficiaries, this what we are helping them to find – their own definition of what is happening, their own thoughts about their lives and their own opinions about how they would like it to be. This is what we mean when we talk about *agency*, and that is what working with survivors focuses on. Whenever we work with survivors we must keep in mind that survivors, though their lives may be very difficult and their circumstances may seem to be limiting their choices to almost nothing, they do still have ‘power to’ and the potential to understand their lives on their own terms.

**What kinds of ‘power to’ do you recognise in yourself? How do you use your ‘power to’?**

---

**Power WITH** is when we use our power as workers and as professionals in collaboration with survivors, beneficiaries or service users. We recognise our own access to resources, decision-making and our opportunities to mobilise and influence others, but we do not use this to tell survivors or beneficiaries what they should do or what choices they should make. As we recognise the ‘power to’ in the person in front of us, we work together to think about how we can use our power to support them. It is critical that we do this; if we are not mindful and careful, we risk our power in a ‘power over’ way.

**Give an example of how you have used ‘power with’ in your work...**

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**What is our definition of ‘Empowerment’?**
4. Types of GBV
Participants engaged in an activity to look at gender in communities. People took roles as either men or women and everyone started in a level line. As statements were read out, people took a step forward if the statement applied to them.

At the End of the First Round;

Who had moved forward?

Who hadn’t moved much?

What did it feel like to be moving forward?

What did you think about the people behind you? Who did you pay most attention to?

What did it feel like to be not moving?

How much attention did the people at the front give you?

What were these statements about?
Round 2

Who moved forward?

Who didn't move much?

What were the feelings at the end of this round?

What were these statements about?

Key Learning;

Gender and Violence

Violence is ...

“an act (actual, attempted or threatened) that has been perpetrated by an individual or a group through economic, sexual, physical or emotional means which results in harm or suffering to another person or group”

What is your response to this definition?
## Types of GBV

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Types of GBV

Physical
- Hitting
- Punching
- Slapping
- Throwing things
- Pulling hair
- Breaking things
- Damaging her possessions
- Throwing her to the ground
- Hurting her with sticks, chains, bars, locking someone in a house
- Neglecting girl children because they are not valued
- Withholding medical care and attention from women and girls
- Giving women & girls medical interventions without their consent or understanding
- Not telling her how much money is in the household
- Excluding her from decisions about how to use resources
- Refusing to allow her to wash herself or her clothes
- Making women homeless through denial of property or inheritance rights

Emotional
- Telling her she is stupid, ugly, useless
- Threatening her with abandonment
- Threatening to get another wife
- Making her beg for essentials
- Making her beg for money
- Making her eat with animals or off the floor
- Telling her no-one cares about her
- Telling her no-one will believe her
- Making her keep harmful secrets
- Humiliating her
- Making her keep harmful secrets
- Humiliating her in front of others
- Telling her she is a bad mother
- Threatening to kill her
- Threatening to kill or hurt others (children, family members, anyone who helps her)
- Stopping her seeing her friends & family
- Making her afraid all the time
- Threatening to withhold food
- Sexual humiliation through a ‘bad’ reputation
- Sexualised name-calling and
- Disregarding her privacy and dignity
- Using abusive language to be unkind
- Talking about her private business without her consent
- Persuading a woman to stay with an abusive husband
- Tell her the violence is her fault

Sexual
- Rape
- Attempted rape
- Coerced/forced anal penetration
- Coerced/forced attempted anal penetration
- Digital penetration
- Oral, anal, vaginal penetration with objects
- Sexual harassment
- Stalking
- Making comments about her body and her sexuality
- Making someone watch pornography
- Making someone act out pornography
- Abusing women through prostitution
- Forced nakedness
- Forced childbearing
- Forced sex in front of others
- Enabling others to sexually abuse a woman
- Selling & buying women and girls to others for sexual exploitation
- Early marriage
- Forced marriage
- Any sexual activity with children
- Refusal to allow women to choose their own partners
- Sexual exploitation and abuse
- Grooming
- Incest
- Forcing a widow to marry her brother-in-law
-KNOWINGLY transmitting an STI
- Refusing to allow her to use contraception

Economic/Material
- Taking control of her money
- Not supporting her or her children
- Denial of opportunities for education or income-generating activities
- Not telling her how much money is in the household
- Excluding her from decisions about how to use resources
- Denial of inheritance rights
- Denial of property rights
- Making a woman responsible for children without the means to be so (eg telling her she must pay their school fees when she has little or no opportunity to generate income)
- Making women responsible for others’ debts
- Paying a woman less for similar work
- Refusing to employ women
- Giving women jobs that are below their potential and capability and denying promotion
- Misusing her resources
- Taking the profit from her labour without her permission
- Withholding of money and other resources
- Giving preferential treatment to other wives and children
- Denial of children born outside marriage
Talking About GBV with the Community

What words could you use to talk about the ideas we have discussed today so that the community will recognise and understand it?

Status

Power

Sex

Gender

Violence against women and girls

Domestic violence

Rape
Reflection and Daily Learning Journal

1. My Experience of Today

What happened today?

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2. My Understanding

Which of my strengths have been affirmed?

What are the challenges for me?

What questions do I have from what I have learned today?
3. Making Sense For Me

How does this learning affect me and how I do my work?

What do I need to learn more about?

What am I going to do differently?

What support might I need to apply what I have learned?

Where might this support come from?
Day 2

Where Do You Stand?
Where Do You Stand?

Participants were asked in small groups to read the story below and rank the characters according to how offensive they were, with 1 being the most offensive and 5 being the least offensive, and to discuss the reasons why they thought those characters were so offensive.

Crocodile-River Story\textsuperscript{1}

Once upon a time, there was a woman named Aminatta, who was in love with a man named Abdul. Abdul lived on the shore of a river. Aminatta lived on the opposite shore of the river. The river which separated the two lovers was filled with man-eating crocodiles. Aminatta wanted to cross the river to be with Abdul. Unfortunately, the bridge had been washed out. So she went to ask Mensah, the riverboat captain, to take her across; however, the look in his eyes frightened Aminatta. So she went to her friend Yassah and explained her plight to her. Yassah did not want to be involved in the situation at all. Aminatta felt that her only alternatives were to stay home, or to take the ferry, even though she did not trust Mensah.

After leaving the river shore, Mensah told Aminatta that he couldn’t control himself and that he had to have sex with her. When Aminatta refused, he threatened to throw her overboard. He also said that if she complied he would deliver her safely to the other side. Aminatta was afraid of being eaten alive by the crocodiles, so she did not resist Mensah. Mensah then delivered her to the shore where Abdul lived.

When Aminatta told Abdul about what happened to her, he ended their relationship because she had been with another man and told her to leave. Heartsick and dejected, Aminatta turned to her friend Leonce, who was a black belt in karate. Leonce felt anger for Abdul and compassion for Aminatta, and so sought out Abdul and beat him up. Aminatta was gratified that Abdul got his due. As the sun sets on the horizon, we hear Aminatta laughing.

After you read the story, have your group rank the five characters from the most offensive to the least offensive. You must reach consensus: each member of the group must agree on the final ranking.

Rank the five characters, making the most offensive number one:

1  
2  
3  
4  
5  

Rankings of the main characters by group

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In discussion we discovered that our judgements about everyone were based in the following beliefs and assumptions;
Participants were asked to listen to the statements and stand along a line below to show their opinion. When everyone had given their opinion, we heard from people why they felt the way they did and what the reasons were for their decisions;

<table>
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<tr>
<th>Agree □</th>
<th>Not Sure □</th>
<th>Disagree □</th>
</tr>
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1) Women have a right to make decisions in all matters that affect them;

**Reasons for agreeing;**

**Reasons for disagreeing;**

**Other comments;**

2) Girls should have the choice of being educated by women teachers and being in girls-only classes or schools

**Reasons for agreeing;**

**Reasons for disagreeing;**

**Other comments;**

3) Women should tell their husbands if they are using injectable contraception

**Reasons for agreeing;**

**Reasons for disagreeing;**

**Other comments;**
Are You Asking For It?²

Participants read the following story and discussed in small groups how this relates to GBV survivors. They also thought about the consequences for women of refusing to continue in their gender roles, doing gender tasks.

The below mock interview has been adapted slightly from the training materials of a rape crisis centre in the U.S. The original article found in the Journal of the American Bar Association declared that few rapists are punished for their crimes. In a dialogue to demonstrate why most rape survivors prefer not to press charges, the article asks us to imagine a robbery victim undergoing the same sort of cross-examination a rape survivor does:

“Mr. Forna, you were held at gun point on the corner of First and Main?”
“Yes.”

“Did you struggle with the robber?”
“No.”

“Why not?”
“He was armed.”

“Then you made a conscious decision to comply with his demands rather than resist?”
“Yes.”

“Did you scream? Cry out?”
“No. I was afraid.”

“I see. Have you ever been held up before?”
“No.”

“Have you ever given money away?”
“Yes, of course.”

“And you did so willingly?”
“What are you getting at?”

“Well, let’s put it like this, Mr. Forna. You’ve given money away in the past. In fact, you have quite a reputation for philanthropy. How can we be sure you weren’t contriving to

have your money taken by force?”
“Listen, if I wanted –”

“Never mind. What time did this hold up take place?”
“About 11 p.m.”

“You were out on the street at 11 p.m.? Doing what?”
“Just walking.”

“Just walking? You know that it’s dangerous being out on the street that late at night. Weren’t you aware that you could have been held up?”

“I hadn’t thought about it.”
“What were you wearing?”

“Let’s see – a suit. Yes, a suit.”
“An expensive suit?”

“Well – yes. I’m a successful lawyer, you know.”
“In other words, Mr. Forna, you were walking around the streets late at night in a suit that practically advertised the fact that you might be a good target for some easy money, isn’t that so? I mean, if we didn’t know better, Mr. Forna, we might even think that you were asking for this to happen, mightn’t we?”
The group brainstormed all the ways in which women survivors are blamed for the violence and abuse they experience, the things that services, communities and individuals say about women;

We could have kept going with this list! But we can see that there are many, many ways of blaming women for the violence and abuse they experience.
Sexual Abuse and Exploitation

What is our definition of Sexual Abuse and Exploitation?

Case Study 1
A staff member is known to have accessed pornographic websites via his work laptop and the office internet. His defence (which he doesn’t really think he needs) is that it is culturally acceptable in his country, and the country where he is working. He also tells you that pornography is not a serious issue, that it is something men do to relax, and that no-one is harmed by it. He also tells you that ‘everyone’ is doing it.

What are the issues in this instance?

What are your obligations
a) As his manager?

b) As a colleague?

What actions would you take?
Case Study 2
You are invited to the wedding of a teacher from a school where IRC works. At the wedding you learn that the teacher is marrying one of his students, who is leaving school because of her marriage. This teacher receives supplemental income from IRC, and the education programme has a focus on encouraging girls to stay in education. The girl’s friends tell you that it is normal for male teachers to have relationships with students.

What are the issues in this instance?

What are your obligations
a) As a manager in the education programme?

b) As the facilitator of the school improvement committee?

What actions would you take?
Case Study 3
One of the drivers tells you that they regularly pick up one of your expatriate colleagues from a well-known bar in the city and that often he has a young woman with him. It is rarely the same woman twice. The driver thinks the women are exploited in prostitution and that your colleague is paying them to have sex with him. The driver is asking you what he should do as he is unhappy about having to drive them but is also worried about his job.

What are the issues in this instance?

What are your obligations

a) As the driver's confidante?

b) As the expatriate's colleague?

What actions would you take?
Case Study 4

One of the people you supervise asks if they can speak with you. They are friends with the wife of a staff member and have been worried about her for some time. She has been very withdrawn and has also been to the hospital several times. Last weekend, she said that her husband (the staff member) has beaten her more than once and has also raped her. She doesn’t want to tell anyone else about it.

What are the issues in this instance?

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Mandatory Reporting Policy

1. Policy Against Abuse and Exploitation of Beneficiaries

The IRC and IRC staff recognise the unequal power dynamic and the resulting potential for exploitation inherent in our work. The IRC and IRC staff further recognise that exploitation undermines the credibility of our work and severely damages victims of these exploitive acts and their families and communities. The IRC expects its entire staff to uphold the highest ethical standard of integrity, accountability and transparency in the delivery of goods and services while executing the responsibilities of their position.

IRC staff are prohibited from engaging in sexual relationships with beneficiaries.

1. Sexual activity with children (defined according to the Convention on the Rights of the Child (CRC) as all persons under the age of 18) is strictly prohibited regardless of the age of majority or age of consent locally. Mistaken belief in the age of a child is not a defence. This strict prohibition does not apply where the staff member is legally married to someone under the age of 18.

2. Given the inherently unequal power dynamics, IRC staff should avoid recruiting beneficiaries to work for them in a personal capacity (e.g., as domestic workers) whenever possible, because of the potential and/or perception of abuse or exploitation. This should be strictly adhered to in regards to employing younger children. An IRC staff member must never abuse his/her power or position in the delivery of humanitarian assistance, neither through withholding assistance nor by giving preferential treatment. Requests/demands for payment, privilege or any other benefit, including sexual favors or acts, are strictly prohibited.

3. IRC staff are prohibited from engaging in any forms of intimidating, humiliating, degrading or aggressive behavior towards beneficiaries.

2. Policy Against Harassment of IRC Staff

The IRC has a long-standing policy of ensuring a work environment that is free from all forms of harassment based upon a staff member’s race, gender, religion, color, national or ethnic origin, marital status, sexual orientation, age, disability or any other characteristic protected by law.

Unlawful harassment, including sexual harassment, will not be tolerated. For the purposes of this policy, prohibited harassment includes verbal, non-verbal or physical conduct, perpetrated by a supervisor, co-worker or third party with whom IRC does business, that discriminates against an IRC staff member because of his/her race, gender, religion, color, national or ethnic origin, marital status, sexual orientation, age, disability or any other characteristic protected by law. Examples of such discrimination can generally be separated into two categories: sexual harassment and other prohibited harassment:
a. Sexual Harassment

Sexual harassment includes, but is not limited to, unwelcome sexual advances, requests for sexual favors, and other verbal, non-verbal or physical conduct of a sexual nature when:

A staff member’s submission to such conduct is either explicitly or implicitly made a term or condition of that staff member’s employment; or

A staff member’s submission to or rejection of such conduct is used as a basis for employment decisions affecting the individual; or

Such conduct has the purpose or effect of unreasonably interfering with a staff member’s work performance or creating an intimidating, hostile or offensive working environment.

Some examples of what may constitute sexual harassment are: (1) threatening or taking adverse employment actions if sexual favors are not granted, or demanding sexual favors in exchange for favorable or preferential treatment, (2) unwanted remarks of a sexual nature, including those made as a part of any purported humorous conduct (such as off-color jokes), (3) persistent and unwanted sexual flirtations, propositions or requests for sexual favors, (4) unwanted physical touching of any kind, (5) open displays or unsolicited showings of nude or sexually explicit photographs, derogatory or demeaning e-mails, screen savers, posters, cartoons, cards, or graffiti.

Different considerations will arise regarding the enforcement of some of these principles for IRC staff hired from the beneficiary community. While sexual exploitation and abuse and the misuse of humanitarian assistance will always be prohibited, discretion may be used in the application of the principles regarding consensual and proper sexual relationships for this category of worker.

b. Other Prohibited Harassment

Other prohibited harassment includes verbal, non-verbal or physical conduct when such conduct is based upon a staff member’s race, gender, religion, color, national or ethnic origin, marital status, sexual orientation, age, disability or any other characteristic protected by law, and has the purpose or effect of unreasonably interfering with that staff member’s work performance and/or creating an intimidating, hostile or offensive working environment. Examples include: (1) offensive language or materials (such as epithets, slurs, e-mails, screen savers or jokes) that have the purpose or effect of creating an intimidating, hostile or offensive work environment; (2) employment decisions that have the purpose or effect of unreasonably interfering with a staff member’s work performance.
3. Reporting Violations of These Policies

These policies prohibit the above-mentioned abuses from occurring in any IRC work environment and apply to all IRC staff, all outside contractors contracted by the IRC and all third parties directly doing business with the IRC. IRC staff have the responsibility to report any known, reported or suspected cases of alleged violations of these policies by IRC staff, any other humanitarian or development workers, representatives of local or national government, police, military personnel, outside contractors who are associated with the IRC, and/or all third parties doing business with the IRC. IRC staff must report alleged violations immediately to their supervisor, the Regional/Resettlement/Country director, IRC’s vice president for Human Resources, or IRC’s vice president for the area in which he/she works. Under no circumstances is any IRC staff member required to report the alleged violation to a supervisor whom he/she believes to be involved in the violation. It is not the responsibility of the reporting member of staff to ascertain whether or not the complaint is true. It is his/her responsibility to report any concern in good faith, via the process outlined herein.

When a report of an alleged violation is made:

IRC senior management will conduct a full, fair, prompt and thorough investigation as appropriate under the circumstances. Steps taken will depend upon the nature of the allegation.

All IRC staff must cooperate fully in the course of any investigation. Confidentiality will be maintained throughout the investigation subject to the need to conduct a full and fair investigation.

If the IRC determines that a violation of these policies has occurred, prompt remedial action will be taken against the offending person(s), up to and including his/her termination from employment. Additionally, if appropriate, IRC management will alert the proper legal authorities as to the violation.

Individuals who report alleged violations of these policies or who are involved in the investigation of a violation of these policies, will not be subject to reprisal or retaliation in any form. Retaliation is regarded as a very serious violation of these policies and should be reported immediately. Retaliation against a complaining party by anyone will result in immediate dismissal.

All IRC staff are expected to report instances of violations truthfully and responsibly. IRC staff who fail to report allegations that have been brought to their attention or to act on information that they know or should know, will be subject to disciplinary measures.

Intentionally false reports of violations of these policies will result in termination from employment.
Reflection and Daily Learning Journal

1. My Experience of Today

What happened today?

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What did I learn?

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How did this affect me?

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What feelings did I have?

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2. My Understanding

Which of my strengths have been affirmed?

What are the challenges for me?

What questions do I have from what I have learned today?
3. Making Sense For Me

How does this learning affect me and how I do my work?

What do I need to learn more about?

What am I going to do differently?

What support might I need to apply what I have learned?

Where might this support come from?

Go back to the learning objectives you set for yourself at the beginning of the week:

a) Are these learning objectives still relevant?

b) What changes would you like to make?

c) What do you need to do in order to meet your objectives?
Day 3

Women's Rights Are Human Rights

GBV in Context
BEHAVIOURS:

ECONOMIC

ATTITUDES:

CONTEXT:
BEHAVIOURS:

PHYSICAL

ATTITUDES:

CONTEXT:
GBV and Human Rights

Simplified Version of the
Universal Declaration of Human Rights (UDHR)

1. All human beings are born free and equal. We are all the same in dignity and rights and have the same rights as anyone else. This is because we are all born with the ability to think and to know right from wrong, and so we should act toward others in a spirit of friendliness.

2. Everyone should have the same rights and freedoms, no matter what race, sex, or color he or she may be. It does not matter where we were born, what language we speak or what religion or political opinions we have, or whether we are rich or poor.

3. Everyone has the right to live, to be free and to feel safe.

4. The buying and selling of people is wrong and slavery should be prevented at all times.

5. No one should be put through torture or any other treatment or punishment that is cruel or makes the person feel less than human.

6. Everyone has the right to be accepted everywhere as a person according to law.

7. You are entitled to be treated equally by the law, and to have equal protection of the laws.

8. If your rights under the law are violated, you should have the right to fair judges who will see that justice is done.

9. You should not be arrested, held in jail or thrown out of your own country for no good reason.

10. In case you have to go to court, you have the same rights as anyone else to a fair and public hearing by courts that are open-minded and free to make their own decisions.

11. If you are blamed for a crime, you should be thought of as innocent until you are proven guilty. You shouldn’t be punished for something you did which was not illegal when it happened.

12. No one should butt into your privacy, family, home or mail, or attack your honesty or self-respect for no good reason.

13. Within any country you have the right to go and live where you want. You have the right to leave any country, including your own, and return when you want.

14. You have the right to seek shelter from harassment in another country.

15. No one should take away your right to the country where you’re from.

16. Grown men and women have a right to marry and start a family, without anyone trying to stop them because of their race, country or religion. Both man and woman have to agree to marriage and both have equal rights in getting married, during the marriage, and if and when they decide to end it.

17. Everyone has the right to have possessions that they can keep alone or share with other people, and no one should take your things away for no good reason.

18. You may believe what you want to believe, have ideas about right and wrong, and believe in any religion you want, and you may change your religion in you want without interference.

19. You have the right to tell people how you feel about things without being told to keep quiet. You may read the newspapers or listen to the radio, and you have the right to print your opinions and send them anywhere without having someone try to stop you.

20. You have the right to gather peacefully with people, and to be with anyone you want, but no one can force you to join or belong to any group.

These rights apply equally to both men and women everywhere.
Simplified Version of the
Convention on the Rights of the Child (CRC)

10 Rights All Children Have...

1. The right to affection, love, and understanding,
2. The right to adequate nutrition, housing and medical care.
3. The right to protection against all forms of neglect, cruelty and exploitation.
4. The right to free education and to full opportunity for play and recreation.
5. The right to a name and nationality.
6. The right to special care, if handicapped.
7. The right to be among the first to receive relief in times of disaster.
8. The right to learn to be a useful member of society and to develop individual abilities.
9. The right to a peaceful world.
10. The right to enjoy these rights, regardless of race, colour, sex, religion, national or social origin.

These rights apply equally to both boy and girl children everywhere.

Simplified Version of the
Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW)

1. Discrimination against women is the distinction, exclusion or restriction made on the basis of sex that impairs or eliminates the human rights of women.
2. Governments should eliminate discrimination against women.
3. Governments should take necessary measures to guarantee the development and advancement of women. States must revoke laws and practices that negatively affect women, even if they seem to be “gender neutral.”
4. Governments should adopt “positive measures” to accelerate equality between men and women. Affirmative action measures should not be considered discriminatory.
5. Governments should modify cultural and social patterns of conduct of men and women and practices, prejudices and customs, which are based on the idea of the inferiority or the superiority of either of the sexes.
6. All forms of trafficking in women and the exploitation of women in prostitution should be suppressed.
7. Governments should guarantee equality of political participation of both women and men.
8. Women should have equal participation in positions of government representation at the international level.
9. Women and their children should have equal rights with men in regard to nationality and a woman’s nationality should not automatically be changed by marriage or a changed in her husband’s nationality.
10. Governments should guarantee the economic, social and cultural rights of women.
11. Governments must recognize the equality of men and women before the law, especially in the fields related to the legal capacity of women, freedom of movement and choice of residence.
12. All forms of discrimination in all matters relating to the family and to marriage must be eliminated.
Simplified Version of the
Declaration on the Elimination of Violence Against Women

Violence against women means any act of gender-based violence resulting in physical, sexual, or psychological harm to women. This can include threats of violence, intimidation, and forced removal of freedom. This applies in both public and private life.

Violence against women includes:

Physical, sexual, and psychological violence in the home. This includes wife beating, sexual abuse of girl children in the home, dowry-related violence, raping your wife, female genital mutilation or other traditional practices that may bring harm to women.

Physical, sexual and psychological violence in the community. This includes rape, sexual abuse and harassment. This includes places like work, educational institutions, and any other public place. Trafficking in women and forcing a woman into prostitution is also considered violence against women.

Physical, sexual, and psychological violence done by or with the agreement of the government.

Women are entitled to all of the rights outlined in the Universal Declaration of Human Rights. These include the right to life, equality, freedom and security, protection by the law, to be free from discrimination, the right to mental and physical health, the right to good work conditions, and the right to be free from torture or other inhuman treatment.

Government should condemn violence against women and should not use custom, tradition or religious beliefs to keep from eliminating it. The Government should put in place policies and laws to protect women from violence. All UN Agencies should support and promote this document in every way possible.

UN Security Council Resolution 1325

Un Security Council Resolution 1325 on women, peace and security, passed on 31 October 2000, was the first to acknowledge the impact of conflict, particularly sexual violence, on women and girls.

It focuses on four inter-related thematic areas:

- Participation of women at all decision-making levels and in peace processes
- Inclusion of gender training in peacekeeping operations
- Protection of the rights of girls and women
- Gender mainstreaming in the UN’s reporting and implementation systems
In What Ways is GBV a Violation of Women’s Human Rights…

1) … Economically?

2) … Physically?

3) … Psychologically?

4) … Sexually?
Yes, But … What Prevents Women From Exercising their Human Rights?

Objective; Women are Fully Able to Exercise Human Rights (direction of desired travel)

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Causes and Consequences of GBV
Consent

Key Question;
What are the necessary ingredients for full consent?

Key Question;
How often are women able to give full and informed consent? What kinds of things may influence her decisions, even when she seems to be giving consent?
How is a Woman’s Consent Affected By

**Persuasion?**
This is a subtle tactic used to change a woman’s mind and may use indirectly the threat of negative consequences. More likely though, the tactic will be to present women with positive reasons to change their minds and be accompanied by expressions of approval. The positive reasons may be said to be in the woman’s interests, but this is likely only to be on the surface.

**Manipulation?**
This is a tactic where women are not given all the relevant information and choices are presented to her without information about the true costs or consequences. She may only be given some of the information, or none of the information, or false information, designed to make her think she is making an informed choice when in reality she is not. Manipulation can also include threats, blackmail and the possibility of negative consequences for not complying.

**Coercion?**
This is a tactic where often women are indirectly forced to do things or to give consent to things against a threat of a highly negative consequence if they do not. The threat may not necessarily involve physical force, but it will often include the threat of public humiliation or shame, of private information being shared with a community, of children being hurt or affected and so on. It can be very difficult for women to disclose coercion as it will often mean they have to disclose the threat that has been made against them and this can be very embarrassing and humiliating.

How much of this is Visible (in ‘Behaviours’) and how much of this is Invisible (in ‘Attitudes’ and ‘Context’)?

*Violence* is also used against women to reduce their capacity to give consent.

**Key Question;**
What does this mean for how we plan our programmes?
What is the Impact on Survivors?

BLAME & REJECTION

STIGMA

EMOTIONAL DAMAGE

ISOLATION & SHAME
Reflection and Daily Learning Journal

1. My Experience of Today

What happened today?

What did I learn?

How did this affect me?

What feelings did I have?
2. My Understanding

Which of my strengths have been affirmed?

What are the challenges for me?

What questions do I have from what I have learned today?
3. Making Sense For Me

How does this learning affect me and how I do my work?

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What do I need to learn more about?

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What am I going to do differently?

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What support might I need to apply what I have learned?

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Where might this support come from?

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What do Survivors Need From Us?
What Do Survivors Need From Us?

1. LISTEN
- Help her find her 'power to' tell her truth
- Help her name her feelings
- Help her to open up
- Respect her confidentiality and her privacy
- Believe her story
- Give reassurance
- Be clear it wasn’t her fault
- Validate her experience
- Give her attention
- Show concern for her
- Show respect to maintain her dignity
- Restore her sense of self

2. CARE

3. FOLLOW THROUGH
- Help her find her 'power to'
- Identify her needs
- Offer options
- Make appropriate referrals
- Support her choices
- Provide escort, clothes, transport, advocacy
- Identify safe spaces, mediate & negotiate (not with perpetrator)
- Stay in touch with the survivor
Confidentiality, Respect, Safety and Security

In 3 groups participants were asked to think about confidentiality, respect and safety & security in relation to the following questions;

• Write a definition of this as it concerns a survivor.
• How could you explain this to a community?
• How will you show this to a survivor when you are working with them? How will they know that you are showing these things?

Confidentiality

We cannot promise absolute confidentiality as we may need to tell others about what has happened, for example if it is an Mandatory Reporting Policy issue or if the client is under 18. We can say that we will talk to her about who else will know the information, and negotiate with her about what information we share and who with. She may want us to tell some referral agencies some of what has happened to her so that she doesn’t have to tell her story over and over again. What is important is that she retains control over what information is shared and who knows about it, and this is the promise we can make.

Key Learning

We cannot promise absolute confidentiality as we may need to tell others about what has happened, for example if it is an Mandatory Reporting Policy issue or if the client is under 18. We can say that we will talk to her about who else will know the information, and negotiate with her about what information we share and who with. She may want us to tell some referral agencies some of what has happened to her so that she doesn’t have to tell her story over and over again. What is important is that she retains control over what information is shared and who knows about it, and this is the promise we can make.
In the context of everything we have discussed, and mindful of all the attitudes, beliefs and structures that surround GBV, what can help survivors to find their ‘power to’ and to heal?

**What helps survivors heal?**

- Keep a focus on safety
- Keep survivors details confidential
- Have same sex interviewers
- Listen, care and follow through
- Respect the views of the survivor
- Believe them
- Help them to identify their feelings
- Offer free services
- Reassure them they will recover
- Assess their needs form their explanations
- Think about potential/secondary victims
- Help them find ‘power to’
- Build a trusting and respectful relationship
- Make them feel that they belong

**What can obstruct healing?**

- Give advice to survivors
- Judge survivors for their acts
- Promise absolute confidentiality
- Jump from listening to action plans
- Ask ‘why’?
- Make promises we are not sure we can fulfill
- Take/use ‘power over’ survivors
- Express negative emotions to the survivor
- Interrupt when they are talking
- Ask multiple questions
- Force them to talk
- Talk about ourselves
Introduction to Listening Skills

Participants worked in pairs. They were asked for one person to talk for 5 minutes and for the other to listen without saying anything. Then they changed roles, and the other person spoke for 5 minutes while their partner listened.

In plenary debrief we discussed how it felt to be the listener, how it felt to be the speaker, how people knew the silent person was listening and some of the difficulties of listening in such a concentrated way.

Survivors need us to pay attention and to listen to their stories. When there is silence we can sit with it and the person we are listening to will start talking to again when they are ready. Sometimes they may be thinking, they may be deciding how much to tell us or they may be struggling with their feelings; if we maintain our eye contact and presence and wait, they will begin again when they are ready.

Listening properly is a difficult skill and takes practice. It is also very tiring to listen properly and pay full attention to what someone is telling us.
The Chinese language uses pictures to represent words, and the picture above is the symbol for listening. It is made up of other pictures representing ears, eyes, undivided attention and heart.

**What does this tell us about properly listening?**

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**What is so important about listening with our hearts when we are listening to survivors?**

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Reflecting Back and Concreteness

What kinds of feelings do survivors have?

Concreteness and reflecting back are ways to help a survivor identify their feelings, validating what they are telling you and clarifying for yourself and them what the specific issues are. For many survivors, their experiences can feel overwhelming, confusing and too difficult to make sense of; part of our support in helping survivors find their ‘power to’ is helping them to identify their feelings and be specific about their needs. We cannot offer good support if we are not clear what needs the survivor has and how we can help her meet those needs. In addition, we need to pay attention to feelings.

What kinds of questions can we ask to help survivors identify their feelings and show that we are paying attention to them?

- How are you feeling?
- I can see you are ... (sad, angry, upset, afraid etc)
- You seem...
- What is making you cry?
- What is hurting you?
- What is worrying you?
- What is making you afraid?
- What is making you quiet?
- I have a sense that you ...
- ... seems to be very important. Shall we talk about that a little bit?

When we reflect back, we are checking our understanding and clarifying for ourselves and the survivor what has been said. It can be very helpful to make sure we have really understood.

- Summarise what has been said
- Paraphrase it
- Check you have understood
“I heard you say that... “

“If I have understood, you are saying that... “

“If I can recall, we talked about... “

“You said ... is a problem, is that right?”

IT IS VERY IMPORTANT NOT TO ASK QUESTIONS THAT BEGIN WITH ‘WHY’. THESE ARE VERY DIFFICULT FOR PEOPLE TO ANSWER. TRY TO CHANGE YOUR QUESTION SO THAT THE ANSWER CAN BE MORE SPECIFIC AND CAN HELP TO OPEN UP THE CONVERSATION.

For example;

Why don’t you want to?

Why do you feel like this?

Why did you do that?

**Concreteness**

This means that you want make clear what the person is saying to you. You focus on the specifics and help her to feel more in control of her feelings, and also help to find a way to think about what is happening to her.

Participants were split into small groups and asked to think about what they might say in response to survivors’ statements that would help support the identification of feelings and concreteness.

1) **My husband will never change.**

2) **I need help. I want IRC to help me.**

3) **It’s all my fault.**
4) I cannot tell my mother what happened.

5) What if the bad man comes back? What if I see him again?

6) I don’t know what to do. I can’t make it through another week.

7) Where am I going to live? Where will my children sleep?

8) My husband knows where I am and he’s going to come after me.

These sorts of questions can help to break down things that feel overwhelming and make them more specific, so we can deal with one thing at a time and make them more manageable.
What Gets in the Way of Good Listening?
Reflection and Daily Learning Journal

1. My Experience of Today

What happened today?

What did I learn?

How did this affect me?

What feelings did I have?
2. My Understanding

Which of my strengths have been affirmed?

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What are the challenges for me?

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What questions do I have from what I have learned today?

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3. Making Sense For Me

How does this learning affect me and how I do my work?

What do I need to learn more about?

What am I going to do differently?

What support might I need to apply what I have learned?

Where might this support come from?
Day 5

What do We Need For Ourselves?
What Do We Need For Ourselves?

Listening to survivors and working with abuse can be very difficult and there is a high risk of secondary or vicarious traumatisation for the person listening. It is essential that we recognise what is happening to us as we are working with survivors and make efforts to care for ourselves. There is a delicate balance between what is coming to us from outside (survivors’ stories, horrible images, knowledge of what women experience) and the resources we have inside to cope with this knowledge and to be able to give support to others.

When we feel smaller than what is coming towards us from outside, it can be very difficult to offer survivors what they need, and we are at risk of being hurt and damaged by the work we are doing. This work is difficult and we are normal when sometimes we are angry or distressed by what we are hearing. Some of the common signs that we are becoming overwhelmed by the work we are doing and the stories we are hearing are the following:

However, we need to make sure that we take care of ourselves so that our anger and distress does not become our normal state and we are able to think about and support survivors.

It is right that we are shocked and distressed by what we are hearing; what is happening to survivors is shocking and depressing. It is important though that we are able to manage our shock and distress and support ourselves so that we do not become unable to function any more. Some of this support can come from peers and supervisors and the sense of solidarity we have when we are working together in this field. We can also pay attention to ourselves so that we boost our internal resources to meet what is coming towards us and have a good balance between our needs and the needs of the women we are working with.
Participants did a carousel exercise to hear from each other the kinds of things that can help to support our internal resources and to learn from each other the kinds of things that can help us look after ourselves.

**What can we do for ourselves?**

- ...
- ...
- ...
- ...

**What do we need from our colleagues?**

- ...
- ...
- ...
- ...

**What do we need from our managers and supervisors?**

- ...
- ...
- ...
- ...

**What is our commitment to ourselves and each other for specific things will do to help us?**

- ...
- ...
- ...
- ...

**How will you know whether these commitments are being upheld?**

- ...
- ...
- ...
- ...
Reflection and Daily Learning Journal

1. My Experience of This Training

What happened during the week?

What has been my most important learning?

How has this affected me?

What are my feelings at the end of this training?
2. My Understanding

What have I learned about my strengths?

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________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

What challenges are there for me?

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________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

What questions do I have now from what I have learned this week?

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________________________________________________________________________

________________________________________________________________________

________________________________________________________________________
3. Making Sense For Me

How does this learning affect me and how I do my work?

What do I need to learn more about?

What am I going to do differently?

What support might I need to apply what I have learned?

Where might this support come from?
My Learning Objectives

Go back to the learning objectives you set yourself at the beginning of the week. Write a short summary of how you feel in relation to these objectives now.

**Have they been met?**

________________________________________________________________________

**If yes, in what ways?**

________________________________________________________________________

________________________________________________________________________

**If no, what can you do to help meet them?**

________________________________________________________________________

________________________________________________________________________

1

2

3

4

5

What are your next steps to help you with meeting these objectives more fully?

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

**What are your next learning objectives?**

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________