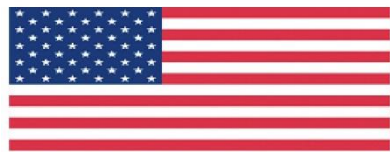


Presentation on

Addressing Threats towards Female Staff and Volunteers in Humanitarian Response
through Strengthening Accountability

Supported by



Gift of the United States Government

The Global
Women's Institute

THE GEORGE WASHINGTON UNIVERSITY



Outline of the Presentation

Brief on JNUS

Mission, Vision and Focus Area

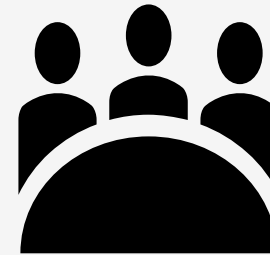
Project Brief

- ❑ Objective, Outcome and Methodology
- ❑ Research Objectives and Questions
- ❑ Research Findings
- ❑ Recommendations



Brief on JNUS

- 1** Women-led Community Based Organization
Established in 2009
- 2 Partners:** Women groups and networks, local community actors, NGOs, government and development organizations.
- 3 Activities:** Campaign, training, research and advocacy, livelihood activities and right-based intervention
- 4 Core Values:** Gender Equality, Impartiality, Humanity, Dignity, Human Rights, and Respect for Diversity
- 5 Target Group:** The poor, marginalized and vulnerable women and girls



JNUS Vision, Mission and Focus Area

Vision

To bring an end of all forms of violence and discrimination against women and girls irrespective of gender, race, religion and culture.

Mission

To promote a just, inclusive and democratic society where the women and girls will take the leadership for sustainable development.



Project Brief

Name: "Enhancing Protection to Female Staff and Volunteers in the Humanitarian Response in Cox's Bazar."

Duration: **First Phase: 1 May 2021 – 31 August 2021**

Second Phase: 1 September 2021-31 August 2022

Third Phase: 1 September 2022 – 31 August 2023

Target Group: **Female Volunteers and Staff**

Project Outcome

- **Guideline for Strengthening Protection of the Female Staff and Volunteers in Humanitarian Response in Cox's Bazar, Bangladesh**
- **Research Report to Contribute to GBV Evidence**

Methodology: **Qualitative Method (40 Key Informant Interviews (KIIs) and 16 Focus Group Discussion (FGD), Analysis through Dedoose**

Scope of the Study

Limits its scope by only focusing on the external aspects of risks, threats and vulnerabilities facing by the female staff and volunteers but did not focus on any internal issues of the respective organizations for respecting the privacy issue

Research Objectives and Questions

Objectives

- To develop a better understanding of the trends in vulnerability, risks and threats towards female staff and volunteers
- To generate actionable recommendations for the stakeholders with an aim to contributing to a sustainable community support for ensuring safety and security of female staff and volunteers

Research Questions

- What are the current vulnerabilities, risks and threats towards female staff and volunteers?
- What measures need to be taken to mitigate these problems?
- Which stakeholders and actions need to be engaged in the prevention efforts? How?
- What are the gaps available in the existing mechanisms to provide security for female staff and volunteers? How should these gaps be addressed?
- In what ways can stakeholders play an effective role strengthening accountability to ensure their safety and security?

Safety and Security Threats towards Female Staff and Volunteers

Physical Threats

- Verbal Abuse and Physical Assault and torture, pressure and intimidation from organized criminal groups/gangs and victims of drug and human trafficking;
- Victim of extortion
- Victim of Armed Conflict

Harmful Gender Norms and Values

- IPV, Force for adopting gender-stereotyped roles,
 - Control and domination (restrictions on the freedom of movement)
- Negative attitudes towards working women

Feeling of Insecurity

- Harassment while using wash facilities.
- - Feeling of fear while leaving refugee camps after work.
- - Travelling local transports after sunset.
- -Anxiety while crossing security check-posts

Harassment and Bullying

- -Incidences of Harassment and Bullying in the Local Transport
- Gender insensitive behavior from responsible and important actors
- Conservative attitudes towards dress-up
- Character Assassination and Bullying - Pressure and Intimidation from powerful elites and personalities,

Target Groups and their Exposure to Vulnerability

- Mostly holding upper managerial post.
- Availing the institutional protection but having limited capacity tackling risks at the local level independently.
- Moderately vulnerable to security challenges

Female Staff from Outside Cox's Bazar

- Mostly holding lower ranked managerial post and volunteer positions.
- Capable of managing risks and challenges leveraging local connections.
- Female staff Less vulnerable to security challenges but volunteers more prone to vulnerability.

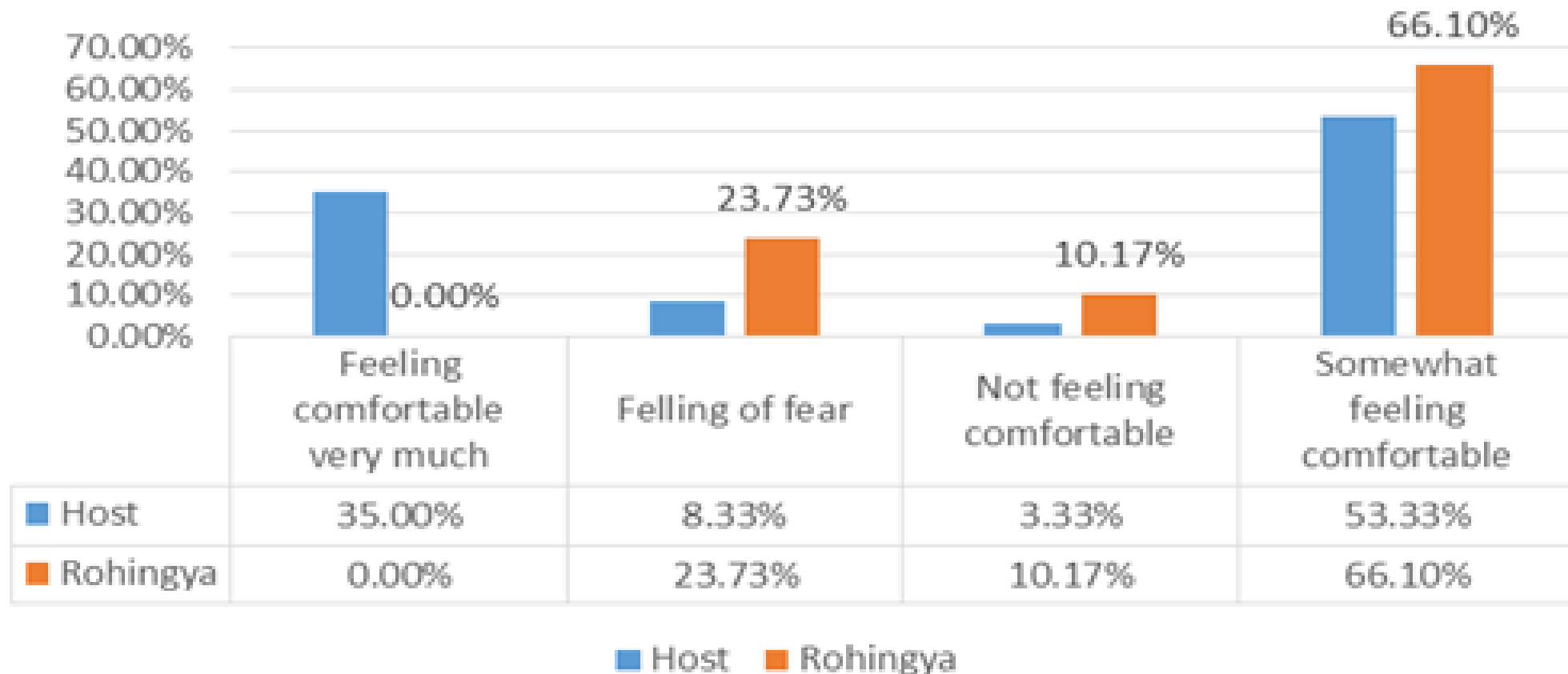
Female Staff and Volunteers from the Host Community

- Engaged as volunteers in the humanitarian response.
- Limited capacity to tackle risks and challenges at the local level.
- Highly vulnerable to security challenges.

Female Volunteers from the Rohingya Community

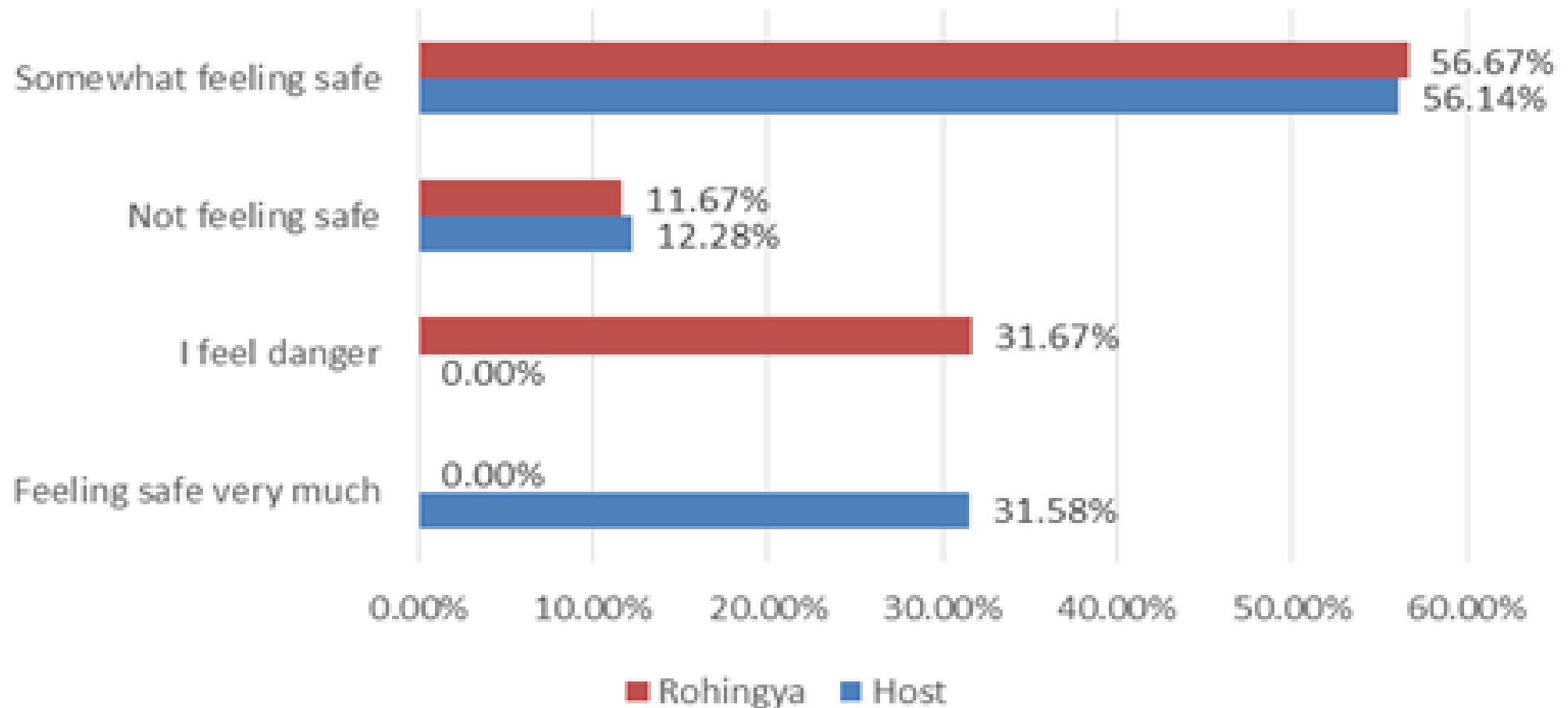
Findings on the Vulnerability of Volunteers in the Rohingya and Host Community

Graph 1: I feel comfortable expressing any opinion in my family



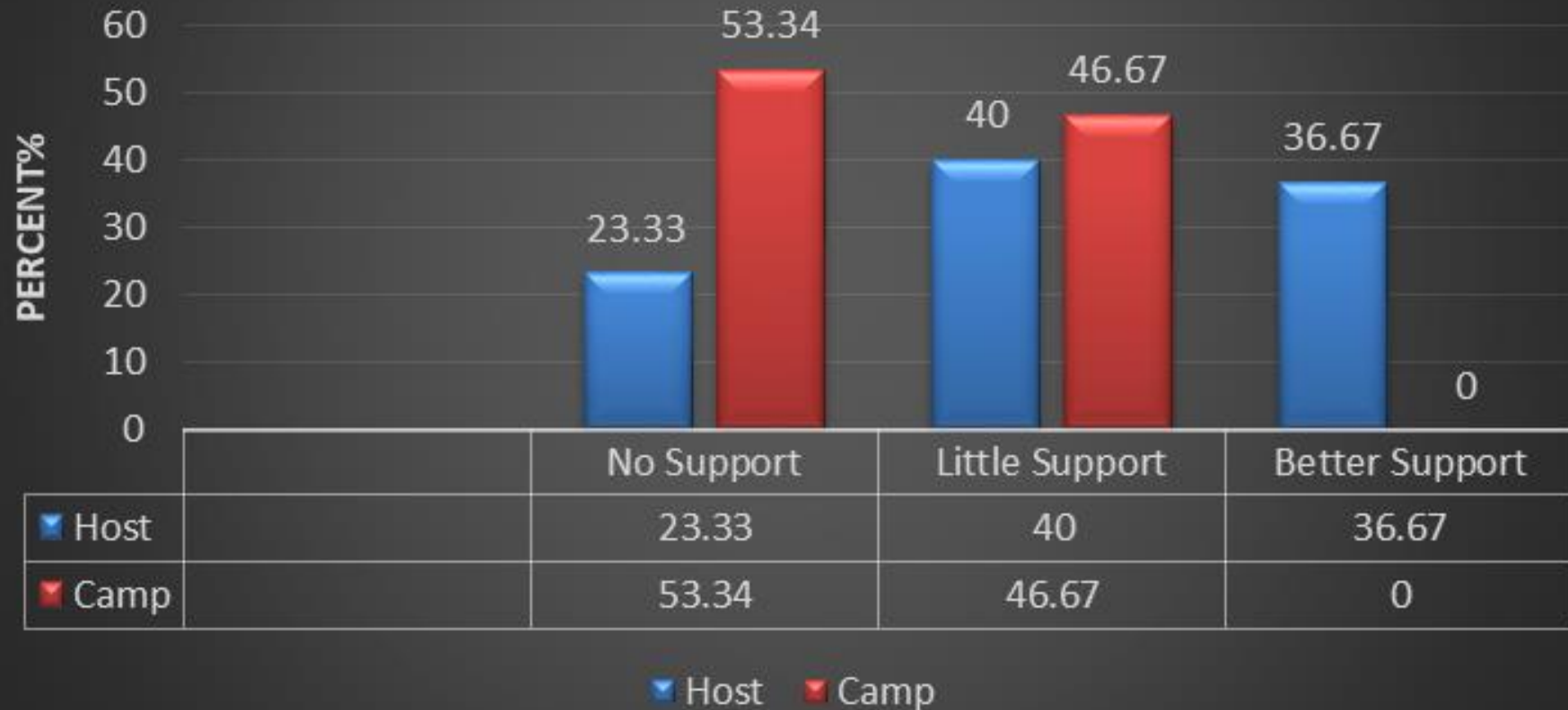
Findings on the Vulnerability of Volunteers in the Rohingya and Host Community

Graph 2: I feel safe moving around in the locality

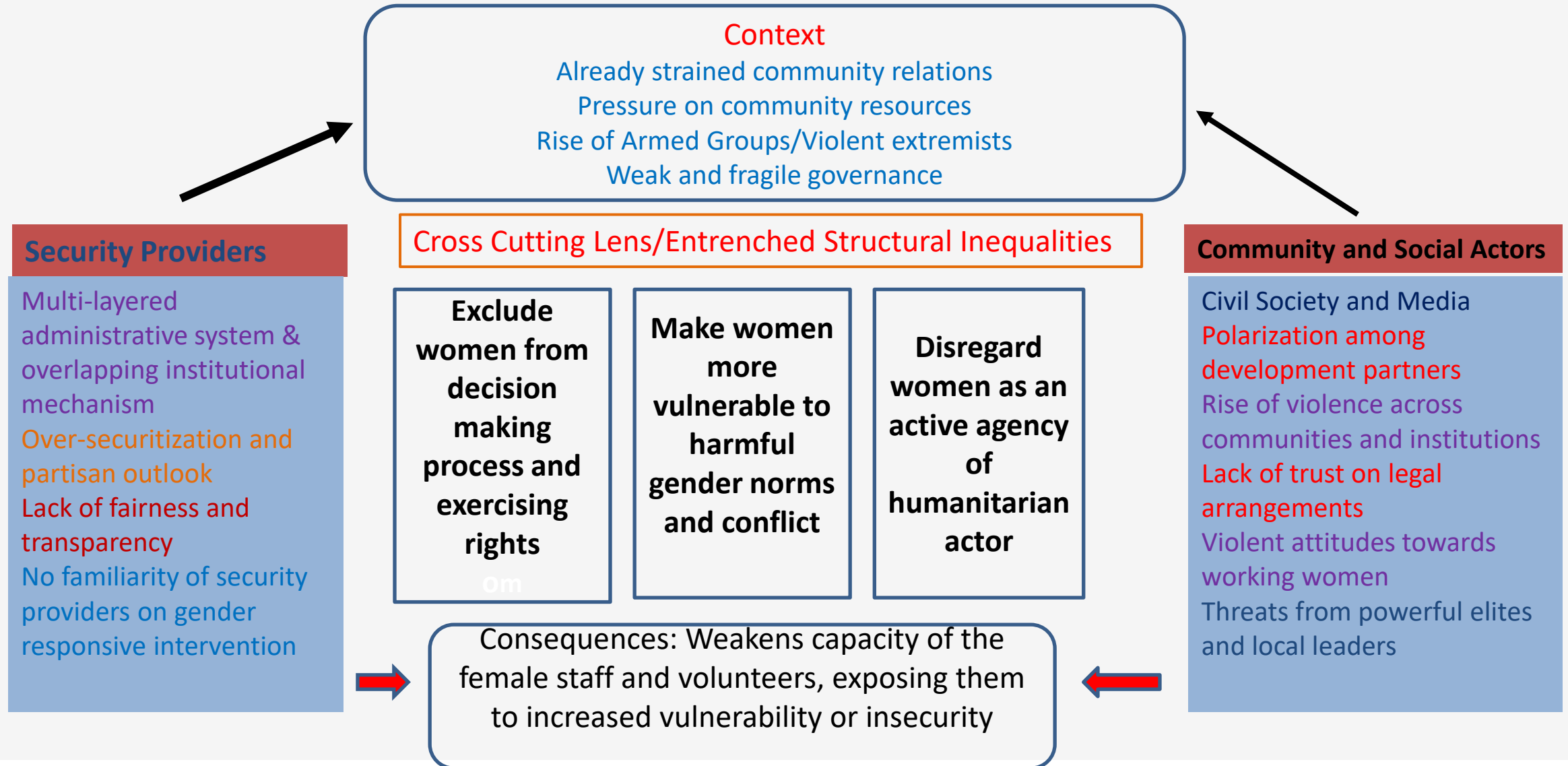


Findings on the Vulnerability of Volunteers in the Rohingya and Host Community

Functional Community Support to Female Volunteers



Aggravating the Vulnerability of the Female Staff and Volunteers



Risk and Challenges of Doing Research

Safeguarding Issues

Debate among development partners regarding safeguarding matter as internal: Raising the privacy issue.

Keeping the confidentiality of the information in a conflict prone environment

Bureaucratic Hurdles

Securing permission from the appropriate authority

Resistance from the Sectors

Polarization

Lack of support and appreciation

Challenges at the Community Level

Lack of trust on enumerators of host community

Rising violence and threat towards female volunteers

Carefulness while interviewing GBV Staff and Volunteers

Recommendations for Strengthening Accountability

Need for a whole of society approach:

Inclusive Platform and responsible actors, holistic perspective.

Strengthening collaboration through multi-Sectoral platform: GBVSS, PSEA and Other Sectors.

Promotion of gender responsive decision making process: Accountability of the local authority and development partners.

Familiarization with multi-layer administrative and legal procedure

Gender responsive orientation for security providers

Strengthening Community, Feedback and Response Mechanism

Enhancing Trust and Confidence across Communities and Institutions.

Strengthening early warning and response mechanism

Increasing capacity of development organizations straightening their capacity and CFRM mechanism

Strengthening the effort of PSEA Network in promoting safe work environment

Recommendations for Strengthening Accountability

- Strengthen coordination and collaboration among various government and non-government actors.
- Research, Capacity Building Initiatives and Strengthening Policy Consultations to operationalize the protection regime.
- Provide concerted support toward female staff and volunteers victims of any forms of risks and challenges.
- Strengthening the Community Based Conflict Resolution Mechanism both in Rohingya and Host Community.
- Building Confidence on the Functionality of the Protection Mechanism increasing its familiarity among all actors.
- Preventing Gender-stereotyped Messages against Female Staff and Volunteers with Alternative Set of Positive Messages

.

*Thank
You*



Thank you