

<p>Facilitators :</p> <p>Jigme Choden, UNFPA ,Karma Tshering, UNFPA  Deki Dema,UNICEF Tshewang Lhamo,  UNDP,Bhawana Pradhan, WHO ,Yeshey Lham  NCWC,</p>	<p><b>Date:</b> 5-7<sup>th</sup> October and 10-12<sup>th</sup> October</p>
<p><b>Venue:</b>  Bumthang and Paro</p>	<p><b>Training:</b> RESPECT Women: Violence Against Women</p>
<p><b>Inclusive Travel Dates:</b>  From: 6<sup>th</sup> – 8<sup>th</sup> October &amp; 9-13<sup>th</sup> October, for  two batches in Bumthang and  Paro.</p>	<p><b>Participants:</b>  Gender and Child Focal, Thrizin and Officer  Commanding, Counsellors, Case managers, Protection  officers from 20 districts and 4 Thromdes</p>
<p><b>Background/Objective of Mission:</b></p> <p>NCWC , WHO, UN Women and partner UN agencies have worked together to advance evidence-based policy guidance on stopping violence against women (VAW), specifically intimate partner and sexual violence, before it occurs, <u>A Framework to Underpin Action to Prevent Violence against Women (2015) and RESPECT Women: Preventing Violence against Women (2019)</u>. To move policy to practice, a package of implementation materials for the RESPECT Framework has been developed to support governments, civil society organizations (CSOs) and UN agencies. The materials include guidance, promising practices and links to resources and tools for the design, implementation, monitoring and evaluation of comprehensive and evidence-based interventions to prevent VAW.</p> <p>To support increase understanding of violence against women and use of RESPECT implementation package among various prevention stakeholders, a 3-day in-person training was organized jointly by NCWC and UNFPA with funding support from WHO and co facilitated by UNICEF and UNDP, to the relevant participants drawn from all twenty districts and four Thromdes.</p> <p>The objectives of the training include:</p> <ol style="list-style-type: none"> <li>1. To reflect on participants’ experiences implementing programmes to prevent VAW</li> <li>2. To review key VAW prevention strategies and approaches outlined in the RESPECT Framework and implementation guidance</li> <li>3. To understand the core elements of successful VAW prevention programmes</li> <li>4. To analyse promising programme examples and look at how they can be adapted and implemented in specific contexts</li> <li>5. To understand the VAW programme design process – including developing an M&amp;E framework</li> <li>6. To become familiar with and use the RESPECT Framework implementation guidance</li> </ol>	
<p><b>Summary Report</b></p> <p><b>Participants</b></p>	

A total of 72 participants, comprising 40 males and 32 females, took part in a 3-day training program on the RESPECT Women framework. This diverse group included individuals in roles such as Gender and Child Focal Points, Thrizins, Officer Commanding, Case Managers, Protection Officers, as well as officials representing organizations like the UN, RENEW, NCWC, and Nazhoen Lamtoen.

The first batch of training occurred in Bumthang from October 5th to 7th and consisted of 26 participants, with 16 males and 10 females, representing 10 districts and one thromde. The second batch included 46 participants, comprising 24 males and 22 females, representing 10 districts and three thromdes.

### **Session summary**

Yeshey Lham, representing NCWC, presented the VAW statistics drawn from the 2022 Annual report. Notable figures included a total of 565 offenses related to domestic violence and 112 suicide cases, with 12 of them involving individuals below 19 years, predominantly females (10). Additionally, there were 18 reported cases of child abuse and battery. Furthermore, in 2022, there were 3454 cases of Local Government (LG) dispute resolutions, with 26% (896) of them classified as matrimonial cases. In the same year, the Court Mediation Unit registered 1474 cases, of which 66% (986) were also related to matrimonial issues.

Jigme Choden, representing UNFPA, provided an introductory overview of the RESPECT training on VAW prevention programming. During her presentation, she explained the reasoning behind the RESPECT framework and outlined its components, which encompass a series of action-oriented steps for designing, planning, implementing, and evaluating interventions and programs using 7 strategies to prevent VAW. The sessions also briefly introduced the guiding principles of effective programming and emphasized the importance of strengthening the enabling environment. Participants were informed that the 3-day training would primarily focus on preventing VAW, with a particular emphasis on intimate partner violence and non-partner sexual violence. The training included eight sessions, followed by an action planning segment, and Bhawana conducted a pretest before commencing the session.

The first session, which focused on comprehending violence against women, was led by Tshewang Lham from UNDP in the first batch and by Karma Tshering from UNFPA in the second batch. During this session, the participants were introduced to the international definition of violence against women, main forms of VAW, their prevalence both globally and nationally with reference to VAW 2017 study, site and consequences of VAW. To encourage active engagement and group discussion, the participants were then divided into small groups of 5-6 people. Each group was tasked with reflecting on three types of violence against women that were prevalent in their respective communities: intimate partner violence (IPV), non-partner sexual violence, and child sexual violence, using the VAW 2017 report as a reference. The participants subsequently presented their findings regarding the prevalence of these types of violence, breaking it down by region, age, and the specific forms of violence involved. Additionally, they discussed the common perpetrators of such violence and its consequences on women, their families, households, communities, and the nation as a whole.

In the second session, led by Deki Dema from UNICEF, the focus shifted to understanding the root causes of Violence Against Women (VAW). Deki highlighted how violence arises from a multitude of factors, indicating that effective prevention strategies must address these interconnected causes, risk factors, and triggers. The session explored risk factors and protective factors associated with both intimate partner violence (IPV) and non-partner sexual violence, using a socio-ecological model to illustrate the factors at the individual, interpersonal, community, and societal levels. She explained how VAW can be prevented by addressing risk factors and enhancing protective factors. Following the presentation, participants who had

been grouped together in the previous session were tasked with analyzing the risk factors within various levels of the socio-ecological model under different forms of violence, including IPV, non-partner sexual violence, and child sexual violence, within the context of their own communities. They subsequently presented their findings.

In the third session, Jigme Choden provided an overview of the global, regional, and national responses to Violence Against Women. She explained the reasoning behind such a framework and underscored the significance of a country's ratification and domestication of international frameworks. Participants were introduced to various global and regional frameworks, followed by group discussions focused on international frameworks related to VAW that Bhutan has ratified.

Session 4 was conducted by Karma Tshering, who emphasized the significance of preventing Violence Against Women (VAW) from occurring in the first place. She introduced participants to various types of prevention methods, including the prevention-to-response continuum. During the group exercise, participants were reshuffled into new groups and tasked with choosing one program example. They were then instructed to conduct an analysis of the program's key prevention interventions and the risk factors it addressed.

In Session 5, the focus was on unpacking the 7 strategies summarized in R.E.S.P.E.C.T., with each letter signifying a distinct strategy. The delivery of each strategy was done in a "speed dating" format, with each facilitator conducting two sessions. Participants were then organized into groups according to their respective districts and assigned one of the 7 strategies. Within these groups, participants were asked to analyze the critical interventions and consider potential entry points within their unique contexts, while also addressing any challenges they might encounter.

Sessions 6 through 8 were dedicated to the development of Violence Against Women (VAW) prevention programs in session 6. These programs could involve either the enhancement and expansion of existing initiatives or the adaptation of effective programs. The participants were guided in using guiding principles for the safe and effective design of such programs. In Session 7, participants were introduced to the components that constitute a successful prevention program. Then, in the last session, Session 8, the focus turned to monitoring and evaluation, with participants learning about the essential steps in creating a Monitoring and Evaluation (M&E) framework. Throughout each of these three sessions, the same groups formed during Session 5 were tasked with selecting a program example and thoroughly analyzing the types of violence and risk factors it addressed, main interventions and how programs could be replicated in their district. Furthermore, the groups were tasked with identifying an element of successful programming and developing M&E framework.

In the concluding session, the National Commission for Women and Children (NCWC) presented the Local Government (LG) Acts and other pertinent regulations that supported the implementation of VAW prevention programs in the districts. Participants were encouraged to formulate action plans, and in both Thimphu and Paro, the participants expressed their intent to return to their districts to discuss and subsequently submit their action plans.

### **Pretest and post-test analysis**

From a total of 72 participants, 65 participated in a pre and post-test survey. The analysis of the pre and post assessments demonstrated a notable increase in the knowledge and skills acquired from the training.

The three useful training sessions in both the batches were (i) understanding VAW (II) understanding the causes, risk factors and triggers of VAW and (iii) unpacking the 7 RESPECT strategies. The details are provided under respective batches training program, and pre and posttest analysis reports attached.

### **Batch I: Bumthang**

Out of the 26 participants in the survey, 22 took part, with 13 having prior training or experience in the areas of gender equality, girl's or women's rights, and the remaining 9 lacking such background. Both the pre and post-tests revealed an increase in knowledge and skills. Initially, 41% of the participants demonstrated a good comprehension of gender equality, which subsequently surged to 68% after the training. Notably, there was a significant increase in their understanding of the prevalence and patterns of Violence Against Women (VAW) in Bhutan, with a rise from 32% before training to 77%, signifying a transition to a good-to-expert level of understanding.

Before the training, only 32% of the participants had a substantial grasp of key VAW prevention approaches. Following the training, this figure grew to 64%, indicating a marked improvement. Furthermore, a substantial increase in knowledge and skills related to implementing evidence-based approaches for VAW prevention programs was observed, jumping from 9% to 68%.

In the overall assessment, the RESPECT training received ratings of 54.5% as excellent, 31.8% as good, and 13.6% as satisfactory.

### **Batch II: Paro**

Out of a total of 46 participants, 44 took part in the pre-test, while 43 completed the post-test. Among them, 33 participants had prior experience or training related to gender equality, women's and girls' rights, and the prevention of Violence Against Women (VAW), while 9 had no such background.

Before the training, only 16% of the participants possessed good knowledge about the prevalence and patterns of VAW in Bhutan. After the training, this figure increased significantly to 58%. Similarly, prior to the training, only 27% had awareness of the policy and legal frameworks relevant to gender equality and VAW at both the global and national levels. This knowledge increased to 63% after the training. When it came to designing evidence-based VAW prevention programs, there was a substantial increase in knowledge, rising from 4% to 60% after the training. A similar boost in knowledge and skills related to monitoring and evaluating VAW prevention programs was observed, with an increase from 11% to 58%.

In summary, 23.3% of the participants rated the training as excellent, 67.4% as good, and 9.3% as satisfactory.

### **Certificate award**

Dr. Bhupinder Aulakh, the WHO Representative to Bhutan, graced the closing ceremony of the 3-day training held in Paro for the 2nd batch. During her closing speech, Dr. Bhupinder Aulakh urged the participants to put their newfound knowledge and skills into action within their homes, workplaces, and communities to ensure that women receive the respect they rightfully deserve. She also encouraged them to engage in informal discussions in their respective districts, emphasizing the importance of offering women equal opportunities, as they are equally capable as men. Dr. Bhupinder Aulakh extended her congratulations to all the participants for their successful completion of the 3-day training program and personally presented them with their e-certificates.

## Outcomes from the Mission

Following were the expected outcomes of the workshop among participants:

- Have a good understanding of the types and causes of VAW
- Develop knowledge on various different prevention strategies and the evidence on specific programmes in terms of their impact on reducing VAW.
- Be familiar with the RESPECT framework + implementation guide
- Also, that participants understand that through solid investment in the right interventions, that VAW can be prevented and feel inspired and equipped to support programmes to prevent VAW in their own countries.

## Pictures from the training programs



Gender and Child Focal, LG Chairperson and Officer Commanding in 1<sup>st</sup> Batch, Bumthang





WHO Representative with Officer Commanding in 2<sup>nd</sup> batch of training held in Paro



WHO Representative with Local Government Chairperson in 2<sup>nd</sup> batch training held in Paro.





Gender and Child Focal in 2<sup>nd</sup> Batch training held in Paro



WHO Representative with the UN, CSO and Govt. agencies working on VAW prevention, Paro