



LEARNING FROM PRACTICE: PREVENTION SERIES

TRAINING FOR BEHAVIOUR CHANGE TO PREVENT VIOLENCE AGAINST WOMEN AND GIRLS

LESSONS FROM CIVIL SOCIETY ORGANIZATIONS FUNDED
BY THE UN TRUST FUND TO END VIOLENCE AGAINST WOMEN

PHR partners Clinical Officer Sylvester Mesa and Senior Nursing Officer Emily Kiragu testing MediCapt at Kenya's Naivasha Hospital. Credit: Adriane Ohanesian/Physicians for Human Rights (Kenya)

The design phase on preventing violence against women and girls (VAW/G) is critical, complex and needs to be participatory. Designing trainings for behaviour change are a crucial component of most UN Trust Fund-supported projects aimed at preventing VAW/G. Prevention projects are often good at raising short-term awareness but have mixed success in effecting longer-term behavioural or social norm change. Training needs to support learning as well as unlearning certain norms, attitudes and behaviours by ensuring that the power dynamics do not replicate what the interventions are attempting to dismantle.

This paper, part of the Learning from Practice: Prevention Series, draws together lessons learned by seven UN Trust Fund-supported organizations in Democratic Republic of Congo/Kenya (one project), Guatemala, India, Madagascar, State of Palestine, Turkey and Uganda who effectively used training for behaviour change as a pathway to prevention against VAW/G.

Key lessons learned include:

1. Design training to support learning

Training should be designed so that participants are able to engage critically with the subject matter and apply it to their lives. For example, Breakthrough Trust in **India** trained youth social change activists in video-based storytelling to bridge theoretical knowledge with contextually relevant learning.

2. Training tools and resources

Manuals, lexicons, toolkits, apps and websites are vital to codify best practices and streamline procedures. These are especially relevant when created in collaboration with stakeholders and centred in training sessions. For instance, Physicians for Human Rights in the **Democratic Republic of the Congo** and **Kenya** received feedback from participants that a lexicon of medical

terms would be useful. The resulting creation of the *Common Medical Terms Concerning Sexual Violence* meant legal professionals were more willing to engage deeply in understanding sexual violence crimes, and improved cross-team relationships between doctors, law enforcement agents and legal professionals.

3. Networks and communities of practice in training

Networks and informal shared spaces that emerge around training are a valuable space where participants can continue the process of learning and sharing their experiences beyond the end of the training sessions. For example, with the project of Raising Voices in Uganda, where over 65 organizations use the SASA! model,¹ communities of practice have organically emerged that also serve as additional forms of training. Raising Voices connects partners to shared online resources and supports discussions on practice, which was specific and tailor-made to improve efforts in preventing VAW/G.

Key recommendations for practitioners include:

- Design training through practitioners that fosters safe spaces where participants can reflect and learn.
- Prioritize training that supports the participants to work at a pace that suits them and that uses the resources available locally.
- Advocate for adequate budgets for designing and piloting training formats prior to roll out.

For the full set of conclusions and recommendations, please read the paper through the QR code below:



¹ The SASA! model consists of four phases of community mobilization – Start, Awareness, Support and Action – that focus on changing power imbalances between men and women through community-based activities.

About the Prevention Series

As part of its commitment to elevating practice-based knowledge, the UN Trust Fund commissioned a prevention series of 10 papers on “Learning from Practice”, produced in collaboration with almost 100 grantees and external researchers. Each paper in the series draws on the monitoring and evaluation reports of 10 civil society organizations that are implementing prevention projects funded by the UN Trust Fund in different countries and contexts. The findings identified 10 key pathways to prevent violence against women and girls. Each theme is explored in conversations with 10 grantees, resulting in one detailed report per theme.

Scan the QR code below to listen to a podcast about this topic.



About the UN Trust Fund

The UN Trust Fund, managed by UN Women on behalf of the UN system, remains the only global, multilateral grant-giving mechanism exclusively dedicated to supporting efforts to prevent and end violence against women and girls. Since its establishment in 1996 by UN General Assembly [resolution 50/166](#), the UN Trust Fund has awarded USD 215 million to 646 initiatives in 140 countries and territories. Focusing on preventing violence, implementing laws and policies, and improving access to vital services for survivors, the UN Trust Fund invests in life-changing initiatives for millions of women and girls around the world.

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