

Poland

GBV Sub-Sector Strategy & Work Plan (2022/2023)

Introduction

The Gender-Based Violence Sub-Sector Working Group (GBV SWG) is a coordination body with the objective to strengthen GBV prevention, risk mitigation and response in Poland with a focus on emergency settings. It works to facilitate multi-sectoral, interagency action and it aims to ensure coherent, coordinated and effective GBV prevention, risk mitigation and response approaches through the mobilization of relevant government agencies, international organizations, UN Agencies, national and international non-governmental organizations (NGOs), civil society networks, national refugee-led organizations, refugee women-led organizations.

The GBV Sub-Sector Group is part of the Protection Sector, but it has technical autonomy in the GBV area of responsibility. This strategy is developed in line with the Refugee Response Plan (RRP) for the Ukraine Situation (RRP) 2022 and in the development of this strategy and relative work plan, local and organizational members of the GBV SWG were consulted.

RRP Indicators:

- # (number) of refugees targeted with information-sharing activities (in their preferred language & format) on GBV at the onset of an emergency
- # (number) of women and girls attending structured psychosocial support and life skills sessions in a women's and girls' safe space (WGSS)
- # (number) of trained participants who increased their GBV knowledge and skills on prevention, risk mitigation and response

The GBV SWG will deliver on the 6 core functions of GBV Coordination: support service delivery, inform high-level humanitarian decision-making, plan and implement sub-sector strategies, monitor and evaluate performance, build national capacity in preparedness and contingency planning and support robust advocacy.

The GBV Sub-Sector will focus on strengthening national systems as the core of its response. Priority interventions will include:

Supporting service delivery

The GBV SWG will work on the development of key coordination documents that support service delivery such as the interagency SOPs, referral pathways, 4Ws...etc. to ensure proper and accessible response for GBV survivors. In terms of GBV prevention, the SWG will expand its reach to refugee and local communities through awareness and information campaigns to spread the knowledge about gender based violence and the availability of confidential and survivor centered services nationwide. It will also include working with the communities on shifting harmful social norms and promoting gender equality through advocacy campaigns, engaging with men and boys and women and girls empowerment programs.

Informing Strategic Decision-Making

The GBV WG will produce assessment and analysis reports such as; GBV gap analysis, GBV risk assessment, GBV programs map (4Ws) to improve the quality of services whether they are provided by GBV organizations or other humanitarian actors. Findings of all GBV products and recommendations will be disseminated broadly, in particular to other relevant sectors where GBV risks were prevalent and will serve the basis for advocacy on GBV risk mitigation. Moreover, the GBV WG will work on compiling and better sharing available GBV assessments, as provided by GBV actors.

Planning and Implementing Sub-Sector Strategies & Funding Appeals

The GBV SWG will advocate with donors and other key stakeholders using an evidence-based approach - mainly utilizing available tools such as; the coordination reporting system “Activity Info”, coordination key tools and GBV assessments - to provide clarity on GBV issues and priorities in Poland context and therefore advocating for more funds to support the GBV sub-sector.

Monitoring & Evaluation

The GBV SWG will have a focus on monitoring and evaluation (M&E) to feed into GBV coordination and response. This will entail contributing to the RRRP monitoring framework and therefore conducting analysis of GBV specific indicators and presenting them through a dashboard/factsheets, and regular revision of the SWG work towards achieving the coordination objectives and workplan.

Building National Capacity & Preparedness

The GBV SWG will work on collecting and developing advocacy tools such as; advocacy strategy, key messages strengthening the capacity of partners, especially national GBV actors and governmental entities, in order to: a) enable progressive development of the quality of GBV services, b) ensure inclusive service provision and c) ensure the sustainability of services.

Supporting Advocacy:

The GBV SWG will be collecting and building on existing resources as well as developing advocacy tools such as; key messages, advocacy materials, advocacy strategy...etc focusing on GBV priorities in collaboration with Women Led Organizations, Anti-trafficking and LGBTIQ+ organizations. The SWG will also coordinate advocacy campaigns on the occasion of the 16 days of activism and IWD.

Cross-Sector Collaboration

The GBV SWG will work with other sectors to advocate for GBV risk mitigation and mainstreaming of age, gender and disability sensitive service provision (AGD approach), offering technical support and guidance to national or international, governmental, or non-governmental partners in the field. The SWG will also ensure coordination with the PSEA network and interlinking SEA survivors with available GBV services.

The GBV Sub-Sector’s Work Plan seeks to realize the strategy and objectives of this coordination forum. It envisages the active participation and contribution by all members of this forum. The Work Plan applies to activities in all locations in Poland where refugees are present, including at border

crossing points, reception areas/sites, collective centres, temporary accommodation including private accommodation - whether in urban, peri-urban and/or rural settings - where refugees may be staying/hosted. It applies to locations where refugees enter Poland or transit in Poland to move to other destinations.

Activity	Output	Indicator	Q	Q	Q	Q	Responsible	Comment
			1	2	3	4		
I. Supporting Service Delivery								
Provide ready-made learning material for volunteers, new recruits and non-GBV specialists	Translate and disseminate basic learning material into Polish and Ukrainian Print and/or post key resource material	Micro-learning items (animations), GBV Basics (powerpoint presentation), GBV Pocket Guide, GBV Companion Guide translated and/ or disseminated (online/print form)		x	x	x	GBV Sub-Sector Coordinators & members	
Collect and share information on the presence of relevant actors on the ground.	Develop and conduct a joint Prot. GBV, Child Protection (CP) and Mental Health & Psychosocial Support Working Group (MHPSS WG) mapping on Who does What and Where @3Ws (Protection Response Service Mapping).	Info collected and disseminated <u>Periodic updates collected and disseminated</u>		x	x	x	Protection Sector, GBV & CP Sub-Sectors, MHPSS WG & Information Management Working Group	
Share key information relevant to service delivery	Compile local mandatory reporting requirements. Develop GBV referral pathway	Mandatory reporting requirements shared. GBV referral pathway is developed, uptodate and functioning.	x	x	x	x	GBV Sub-Sector Coordinators GBV SWG members	
Activity	Output	Indicator	Q 1	Q 2	Q 3	Q 4	Responsible	Comment

II. Informing Strategic Decision-Making								
Maintain sector information on UNHCR portal (external)	Share information with various coordination forums, decision makers and platforms	Key coordination tools are uploaded (workplan, MoM)	x	x	x	x	GBV Sub-Sector coordinators	
Conduct interagency risk assessment (safety audit)	Safety audit is conducted and results is shared with related sectors	GBV safety audit is conducted			x	x	GBV Sub-Sector in coordination with PSEA network.	
III. Planning and Implementing Sub-Sector Strategies & Funding Appeals								
Support the development of the Refugee Response Plan (RRP) through a dedicated GBV sub-chapter integration of GBV interventions/considerations throughout the RRP.	Draft the GBV sub-chapter & provide key inputs elsewhere within the RRP Specify GBV financial requirements	Sub-chapter included Funding appeal on GBV included	x	x			UNHCR GBV Sub-Sector Coordinator	
Develop GBV indicators for the RRP monitoring & evaluation framework	Develop and agree upon common RRP indicators (and for a harmonized approach at the regional level) Provide training on <i>ActivityInfo</i> (5ws) Collect and compile inputs from RRP partners on GBV indicators on a monthly basis	RRP indicators selected Members trained <u>RRP indicator results shared</u>			x	x	GBV Sub-Sector Coordinators Information Management Working Group Coordinators Members to submit <i>ActivityInfo</i> inputs on a monthly basis	Deadline for all members: 10th of every month
Develop Terms of Reference for the GBV Sub-Sector	Develop and share the terms of reference (ToRs) with members for feedback.	ToRs adopted Co-lead nomination					GBV Sub-Sector Coordinators	

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		endorsed by members								
Develop a GBV Sub-Sector Strategy & Work Plan	Develop and disseminate GBV Sub-Sector strategy and work plan	GBV Sub-Sector strategy and work plan developed and disseminated				x			GBV Sub-Sector Coordinators	
Engage government institutions in the refugee response coordination including on GBV.	Reach out to/engage key government institutions on GBV related matters (Ministry of Family & Social Policy, Ministry of Justice, local government...)	Government actors reached			x	x	x		GBV Sub-Sector Coordinators & members	
Ensure participation of women-led organizations in coordination structures, including the participation of refugee-women led organizations.	Reach out to existing platforms and networks of women led and refugee women-led organizations at all levels (local/area-based and national) Provide simultaneous interpretation/general interpretation services at GBV Sub-Sector meetings.	Participation of women-led and refugee women-led organizations within the GBV Sub-Sector membership and the RRP increased Simultaneous interpretation/general interpretation services provided	x	x	x	x			GBV Sub-Sector Coordinators & members	
Activity	Output	Indicator	Q 1	Q 2	Q 3	Q 4			Responsible	Comment
IV. Monitoring & Evaluation										
Measuring progresses against results and performance	Conduct self-evaluation assessment	1 survey conducted and recommendations discussed	X			X			GBV Sub-Sector Coordinators & members.	

Review and contribute to the Protection Monitoring Tool	Review and provide inputs to the Protection Monitoring Tool. Disseminate the results to inform existing and future interventions.	Protection Monitoring Tool reviewed and inputs provided for revision. Enumerators trained on how to handle disclosures. <u>Results shared</u>		x	x	x	GBV Sub-Sector Coordinators	
Contribute to the inter-agency Site Mapping Monitoring Tool	Disseminate the tool, train members on how to use the tool. Collect and disseminate the findings/results.	Link shared and members trained <u>Results shared</u>		x	x	x	GBV Sub-Sector Coordinators, Info Management WG Coordinators & members	
V. Building National Capacity & Preparedness								
Activity	Output	Indicator	Q 1	Q 2	Q 3	Q 4	Responsible	Comment
Provide inputs to the RCF/ISCG Contingency Plan in the event of further outflows from Ukraine	Share the RCF's Draft Contingency Plan with members for inputs. Develop and submit inputs on behalf of the Sub-Sector.	The framework for interventions reflect specific needs/considerations related to GBV			x		GBV Sub-Sector Coordinators and members	
Develop and/or adapt a common set of Inter-Agency GBV Standard Operating Procedures (SOPs) applicable during the <i>acute phase</i> of the refugee response to support the delivery of multi-sectoral survivor-centred care in line with GBV Guiding Principles.	Establish a GBV SOPs Reference Group, Develop/adapt and adopt GBV SOPs; translate, disseminate Inter-Agency GBV SOPs.	Inter-Agency GBV SOPs developed/adapted; <u>Training on SOPs provided.</u>		x	x	x	GBV SOPs Reference Group, GBV Sub-Sector Coordinators & members	
Ensure adequate number and coverage of Women & Girls Safe Spaces (WGSS)	Mapping of WGSS included in <i>ActivityInfo</i> (5Ws) and localized referral pathways. Guiding principles related to WGSS disseminated	# of WGSS functional and accessed by the refugee population and host community		x	x	x	Members, Information Management WG, & GBV SOPs Reference Group	

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Ensure quality, compassionate care, and survivor-centred GBV case management services are available and accessible to GBV survivors.	<p>Conduct GBV case management service assessment, including in under-served locations.</p> <p>Organize inter-agency capacity-development initiatives that are contextualized, incorporating national and international case management guidelines</p>	<p># of joint assessments conducted on GBV case management services</p> <p># of member organizations providing GBV case management services in accordance with international guidelines</p>				x	GBV Sub-Sector Coordinators, Members providing GBV case management services.	
Promote systems for monitoring and evaluation of the quality of GBV specialized services	Disseminate the Inter-Agency Minimum Standards on GBV in Emergencies, develop/adapt standardized tools for joint monitoring/evaluations.	<u>Existence of standardized tools</u>				x	GBV Sub-Sector Coordinators, GBV SOPs Reference Group	
Jointly develop key messages on GBV prevention, risk mitigation and response	Develop and use joint key messages in various forums/events (e.g. 16 Days of Activism against Violence Against Women)	<p># of modalities used to disseminate key messages</p> <p># of forums where key messages were disseminated</p>				x	GBV Sub-Sector Coordinators, members, Accountability to Affected People Working Group (AAP WG).	
Activity	Output	Indicator	Q 1	Q 2	Q 3	Q 4	Responsible	Comment
Information sharing								
Identification of gaps	Gaps analysis conducted on a periodic basis	Gap analysis report is produced				x	GBV Sub-Sector Coordinators	
GBV Sub-Sector Fact Sheet	Jointly develop a GBV Sub-Sector Fact Sheet and periodically update it	Fact sheet reports are produced and shared			x	x	GBV Sub-Sector Coordinators, Members	
Capacity development (with a focus on national capacity development)								
Coordinate capacity-building activities	Jointly identify capacity building needs, develop training calendar, share tools, provide support to fill gaps	Training tracker in place Majority of trainings coordinated		x	x	x	GBV Sub-Sector Coordinators.	

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Ensure non-specialized GBV actors are equipped with survivor-centered attitudes and skills to safely and compassionately respond to GBV disclosures and refer to specialized services with the survivor's informed consent	Safe referrals training for non-GBV specialist (including volunteers, community-based organizations, members of other humanitarian sectors, and other actors according to identified training needs)	# of non-specialized actors trained on GBV		x	x	x		GBV Sub-Sector Coordinators, Members	
GBV service provision capacity building	Coordinate the development and roll out of GBV capacity building for GBV services (social services, legal, health, police, etc.) in the response, including for survivor centered GBV case management	# of service providers trained on GBV		x	x	x		Coordinators, members providing training on service provision	
VI. Supporting Advocacy (incl. Joint Advocacy)									
Coordinate advocacy activities	Develop an overview and calendar of advocacy (opportunities, briefings donors, briefing notes, and government stakeholders etc.)	<u>Common calendar created</u> # of advocacy interventions		x	x	x		GBV Sub-Sector Coordinators	
Advocate for the active participation and leadership of local women's organizations and refugee-women led organizations/groups in the GBV interventions.	Advocate for direct and flexible funding for local women's organizations and refugee women-led organizations. Amplify the voices of local women-led and refugee women-led organizations/groups in key stakeholder forums.	# of advocacy interventions		x	x	x		GBV Sub-Sector Coordinators & members	

Activity	Output	Indicator	Q 1	Q 2	Q 3	Q 4	Responsible	Comment
VII. Cross-Sector Collaboration (GBV Prevention, Risk Mitigation & Response)								
Health Sector								
Mapping of - Clinical management of rape (CMR) protocols and services	<u>GBV Health Referral Pathway developed, including information about SRH services.</u>	Mapping updated and presented (Y/N)		x	x	x	Health Sector Coordinators; GBV Sub-Sector	

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<ul style="list-style-type: none"> - PEP Kits/components for GBV survivors - Sexual & reproductive health services (i.e. access to sexual and reproductive health care services and information on services, implementation of the minimum initial service package for sexual and reproductive health in crisis situations, addressing the SRHR needs of LGBTIQ+ communities) 	<u>Disseminate information about available services through GBV actors and other sectors specially in unserved areas</u>	# individuals received information about health services and SRH.					Coordinators	
MHPSS WG								
Map MHPSS services & engaged MHPSS WG's support on GBV capacity-building needs Capacity building on basic MHPSS, GBV, PSEA principles for service providers, protection staff, frontline workers.	MHPSS service mapping Update mapping quarterly (decide depending on context) and presented by Health WG to GBV Sub-Sector	Mapping updated and presented (Y/N) # of male/female received training on PFA.		x	x	x	MHPSS WG Coordinators, IMC	
Psychological First Aid (PFA) training	PFA training for frontline workers	# of trainees received the training		x	x	x	MHPSS WG Coordinators; GBV Sub-Sector members	
Protection Sector								
Share information, updates and recommendation on the GBV risks and response with Protection Sector, and on wider protection concerns which relates to GBV prevention and risk mitigation	Regular recommendation provided by GBV Sub-Sector Coordinators at Protection Sector meetings	# of reports/outcomes/recommendation shared on GBV risks and response	x	x	x	x	GBV Sub-Sector & Protection Sector Coordinators	
Include GBV analysis to the protection assessment	Written inputs provided by the GBV Coordinators on protection analyses	GBV analysis included (Y/N)	x	x	x	x	GBV Sub-Sector Coordinators	

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Activity	Output	Indicator	Q1	Q2	Q3	Q4	Responsible	Comment
Child Protection (CP) Sub-Sector								
Work closely with the CP Sub-Sector on cross-cutting and mutually reinforcing areas of interventions related to GBV prevention, risk mitigation and survivor-centered response for children.	Gaps jointly identified; Coordinated approach developed on GBV prevention, risk mitigation that is child-focused and child-friendly as well as specialized response services for child (and adolescent) survivors. Training/capacity-building provided to child protection actors on GBV and GBV actors on child protection.	Joint gaps analysis conducted # number of GBV and Child Protection services providers trained		x	x	x	GBV Sub-Sector Coordinators, CP Sub-Sector Coordinators	
Ensure GBV referral pathways include dedicated services/service providers for child survivors	Referral pathways include service providers that are trained in child survivor case management services	# of GBV referral pathways that include child survivor case management services		x	x	x	GBV Sub-Sector Coordinators, CP Sub-Sector Coordinators	
Counter-Trafficking In Persons Working Group								
Mapping Anti-trafficking services	Sharing information about available GBV services for survivors of Anti-trafficking	GBV referral pathway is shared		x	x	x	CTIP WG Coordinators; GBV Sub-Sector Coordinators. Members of both forums.	
Activity	Output	Indicator	Q1	Q2	Q3	Q4	Responsible	Comment
Third Country Nationals Working Group (non-Ukrainian)								
Ensure IEC material of GBV is translated to languages of other refugees.	GBV IEC material available in other languages (other than Ukrainian)	# of material translated		x	x	x	TCN WG Coordinators & GBV Sub-Sector	

							Coordinators, members of both forums	
Shelter/Accommodation Sector								
<p>Safety audits are conducted at various sites with GBV actors; Results are shared to inform risk reduction plans and CwC materials on safety are disseminated</p>	<p><i>General (GBV)Tip Sheets</i> for monitoring reception areas/centres/sites shared with the Shelter/Accommodation Sector.</p> <p><u>Safety audit reports are regularly conducted and shared. Risk mitigation plans are coordinated with the Accommodation Sector</u></p> <p><u>share guidelines for monitoring shelters and give ratings.</u></p> <p><u>Host families to receive prevention, mitigation and assistance materials.</u></p>	<p><u># of safety audits reports shared</u></p>			x	x	x	<p>GBV Sub-Sector Coordinators, Accommodation Coordinator</p>

Activity	Output	Indicator	Q 1	Q 2	Q 3	Q 4	Responsible	Comment
Cash Technical Working Group								
Support Cash & Voucher Assistance (CVA) Risk Analysis and provide guidance on GBV considerations in CVA as well as cash for protection (including GBV survivors)	<p><i>Guidelines on Key GBV Considerations in Cash Assistance</i> shared with the Cash Technical Working Group.</p> <p>Join monitoring missions of CVA conducted</p> <p>Provide inputs on key tools used including Post Distribution Monitoring Tools (monitoring tools)</p> <p>Cash enrolment teams including support staff are trained on basic GBV principles (dos and don'ts) and how to handle disclosures.</p> <p>GBV referral pathways disseminated.</p>	<p># of tools reviewed and GBV considerations integrated</p> <p># of joint monitoring missions of CVA conducted</p> <p># of training sessions conducted on basic GBV principles and how to handle disclosures</p>	X	X	X	X	GBV Sub-Sector Coordinators and Cash Technical Working Group Coordinators	
Education Sector								
Work closely with the Education Sector to integrate GBV prevention and risk mitigation measures within their work plan.	<p>GBV interventions is integrated into the Education Sector's work plan</p> <ul style="list-style-type: none"> - strengthen cooperation with education sector - look at indicators - current state of knowledge 	GBV integrated in Education strategy			x	x	GBV Sub-Sector Coordinators, Education Sector Coordinators	
Disseminate the GBV referral pathways through the Education Sector	<p>Referral pathways and reporting mechanisms for the education system are communicated</p> <ul style="list-style-type: none"> - need more information coordination and cooperation 	GBV referral pathway is disseminated			x	x	GBV Sub-Sector Coordinators, Education Sector Coordinators	
NGO Forum								

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<p>Work closely with the NGO Forum on GBV prevention and risk mitigation measures as well as on GBV response.</p>	<p>Periodic consultations and information-sharing on opportunities and gaps</p> <ul style="list-style-type: none"> - info on feedback received, - template on information sharing - mapping other actors working in the area - provide feedback opportunities more often - training needed - common understanding and clear goal for working 			x	x	x	<p>GBV Sub-Sector & NGO Forum Coordinators, members</p>	
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Activity	Output	Indicator	Q	Q	Q	Q	Responsible	Comment
			1	2	3	4		
Information Management Working Group (IM WG)								
Coordinate activities according to needs and capacities	<i>ActivityInfo</i> (5Ws) completed by all GBV Sub-Sector members and results compiled by the IM WG and shared back with members	# of member organizations that submit their <i>ActivityInfo</i>			x	x	GBV Sub-Sector Coordinators, members, IM WG	Deadline on 29 th of every month
Information-sharing on general trends and the broader humanitarian response by the IM WG	Regular sharing of general trends and the broader humanitarian response		x	x	x	x	GBV Sub-Sector Coordinators, members, IM WG	
Accountability to Affected Persons (AAP) Working Group								
Work closely with the AAP WG to ensure GBV prevention and risk mitigation measures as well as GBV response services are inclusive and accountable to all affected.	Jointly develop/contribute and disseminate Communicating with Communities (CwC) material on GBV prevention, risk mitigation and response. This includes material targeting refugees (and the host community) on staying safe, reducing risks on the journey and in host areas, and on how to access support	# of persons reached through GBV awareness material		x	x	x	GBV Sub-Sector Coordinators, members, & AAP WG	

Activity	Output	Indicator	Q	Q	Q	Q	Responsible	Comment
			1	2	3	4		
Protection from Sexual Exploitation and Abuse (PSEA) Network								
<p>1. Close coordination with the PSEA network in order to guarantee that PSEA is mainstreamed in the GBV referral pathway and the sub-sectoral work and the info is widely disseminated.</p> <p>2. The GBV subsector and the PSEA network work together on planning and delivering awareness-raising and capacity-building activities on the GBV referral pathway and reporting mechanisms in close coordination with the AAP working group, with a focus on Communication with Communities (CwC).</p>	<p>1. Survivor-centered assistance is available and accessible to victims / survivors including providing child safeguarding measures, as per the GBV referral pathway, avoiding the creation of parallel systems for SEA cases.</p> <p>2. The GBV referral pathway is agreed upon and widely disseminated amongst responders.</p> <p>3. GBV visibility materials are disseminated targeting different audiences, with a focus on Communication with Communities (CwC)</p>	<p>National PSEA Network Action Plan developed</p> <p>Strategy of engagement and accountability on PSEA developed</p> <p>SOPs on Recording and Processing SEA Complaints developed</p>	x	x	x	x	GBV Sub-Sector & PSEA Network Coordinators	Lack of clear data on GBV and PSEA including sex violence in conflict and within hosting/ refugee communities will pose a challenge for this.