



# **GENDER BASED VIOLENCE (GBV) AND GENDER BASED SAFETY**

## **1. Introduction to GBV and Safety Documents**

### **1. BACKGROUND**

Early in 2017, the National Association of Social Housing Organisations in South Africa (NASHO) and Rooftops Canada initiated a process to develop a gender equality strategy for the social housing sector in South Africa. This was done as part of the *Equal Spaces: Social Housing to End Spatial Apartheid Project 2016-2020* funded in part by the Government of Canada through Global Affairs Canada. The Social Housing Regulatory Authority (SHRA) also participated and assisted with workshop costs.

A local consultant, Marinda Weideman, was engaged to help design and lead a process in partnership with NASHO staff and Rooftops Canada technical advisers. Different versions of a very comprehensive report and strategy were produced. These were first workshopped with social housing sector stakeholders in July 2017. Version 2 of the strategy was reviewed with stakeholders in November 2017, and the final *Gender Equality Strategy for the Social Housing Sector* was produced and then distributed in April 2018.

(<https://www.nasho.org.za/wp-content/uploads/1.1-Gender-Equality-Strategy-for-Social-Housing-Final.pdf>)

The Strategy is based on seven Key Intervention Areas (KIAs). Two of these are addressed in this Introduction and the accompanying documents:

- Responding to and Preventing Gender Based Violence (GBV)
- Improving Security

### **2. RESPONDING TO AND PREVENTING GENDER BASED VIOLENCE**

Tshwaranang Legal Advocacy Centre to end Violence against Women (TLAC) was engaged as a consultant in August 2018 to develop a package of support for SHIs to address GBV in their communities. Yeast City Housing agreed to be the pilot SHI and worked very closely with TLAC. This included workshopping different elements of the support package with YEAST staff especially guidelines for how different groups of management and front line employees should respond to GBV. TLAC's work resulted in several documents including the following:

**2.1 Gender Based Violence Policy and Procedures Template:** This template is based on Yeast needs and experience, so any other SHI wishing to use it must adapt it to meet its own needs. The template includes two very important Appendices:

- **Guidance Notes by Staff Position:** This suggests what the following groups of SHI staff could do to help prevent and respond to GBV in their social housing community: management, housing managers, security personnel, general workers and shelter coordinators.
- **Community Resources Related to GBV:** This is a template for the many categories of resources that may be available in the community and municipality where the SHI is located including: police, courts, legal services, government and non-governmental agencies.

**2.2 Suggested Clauses for Tenant Leases Related to GBV:** If included in social housing tenant leases, these clauses are designed to facilitate responses to GBV up to and including termination of the lease and occupancy of a tenant that commits an act of GBV.

Tshwaranang Legal Advocacy Centre to end Violence against Women (TLAC) has also adapted their extensive in-house training materials to provide in-depth training for SHI staff, directors and other social housing stakeholders. This training is designed so people can take leadership roles on GBV related issues and responses. For more information about this training, please contact either [info@nasho.org.za](mailto:info@nasho.org.za) or <https://www.tlac.org.za/contact/>

### 3. GENDER BASED SECURITY FOR SHIS

Johannesburg Housing Company (JHC) were engaged as consultants in August 2018 to look into security issues in social housing projects. Two SHIs agreed to be case studies and JHC also drew on their own experience. Case study reports were produced and shared with the two SHIs to take action on recommendations. Based on these experiences, JHC produced two key documents:

**3.1 Women and Children Policy and Procedures Example** (<https://www.nasho.org.za/wp-content/uploads/3.1-Women-and-Children-Policy-for-SHIs-JHC-FINAL-JG1bp1.pdf>): This example policy developed by JHC explains and guides how SHIs can implement good management practices that build healthy communities for all of its residents, especially women and children. It has policies, protocols and procedures that, when implemented, support SHIs achieving the intention and impact that a social housing institution desires in their communities. If you would like to use this example to develop a policy for your own SHI, you must contact JHC's Records and Information Officer: [info@jhc.co.za](mailto:info@jhc.co.za) or Tel: 010 593 0200.

**3.2 Gender Based Security for SHIs:** This presentation summarizes the results of the case studies carried out by JHC with SHIs. It is a very useful example of the type of work that an SHI can replicate in its own community following the study methodology in the presentation.

SHIs that want to carry out community safety audits can also take advantage of these two documents:

**3.3(a) How to Conduct a Safety Audit** (<https://www.nasho.org.za/wp-content/uploads/3.3a-HOW-TO-CONDUCT-A-SAFETY-AUDIT-Imizi-Housing.JG2-compressed.pdf>): This presentation was adapted by Imizi Housing from materials prepared by the Australian Capital Authority Community Services. The checklist in the presentation is included below in MSWord format so it can be adapted for use by individual SHIs.

#### 3.3(b) Women's Safety Audit – Events Checklist

### 4. ONGOING FOLLOW UP – PILOT PROJECT AND BEYOND

In July 2019, NASHO and the Equal Spaces Project selected four SHIs that responded to invitations to participate in a pilot project to train two “champions” from each SHI to take the lead on gender based violence and security issues. Both online and in person workshops were held using many of the materials referenced above. Training was provided by TLAC and the Tshwane Leadership Foundation which has strong links to Yeast.

The “champions” have been working in their own SHIs and based on feedback sessions with them, there is on-the-ground progress. NASHO and the SHRA are continuing to follow up these pilots with the intention of implementing similar experiences sector wide. It is also expected that the documents sited above will be updated and new ones added to the NASHO web site.

## **5. LEGAL NOTICE**

This introduction and the related documents are the intellectual property of the National Association of Social Housing Organisations (NASHO) in South Africa and Rooftops Canada with the exception of Document 2 (©JHC), and Documents 3(a) and 3(b). The documents were developed as part of the *Equal Spaces: Social Housing to End Spatial Apartheid Project 2016-2020* funded in part by the Government of Canada through Global Affairs Canada.

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