



GENDER-BASED VIOLENCE TRAINING TOOLKIT



A PSYCHOSPIRITUAL COUNSELLING APPROACH DESIGNED BY THE COUNCIL OF RELIGIONS

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ABOUT THE GBV TRAINING TOOLKIT:

The Council of Religions has spearheaded a four years' research on GBV. As a result of the scientific research, the book “***Bio-psycho-social-spiritual approach to counselling victims and perpetrators of violence***” was published.

“***Combatting gender-based violence through the enhancement of cultural norms, and beliefs conducive to human values and human rights***”, is the title of the training which aims at dealing with root causes of GBV within the Mauritian society.

This Master trainers' manual follows concomitantly with the book “***Bio-psycho-social-spiritual approach to counselling victims and perpetrators of violence***.” The purpose of this toolkit serves as an instructional tool to deliver training to faith leaders, social workers and most specifically non-GBV specialised actors on how to use the book and appropriately take a holistic approach to respond effectively to GBV cases where there is a lack in the overall support system.

The overall purpose of this training toolkit is designed to improve participants' understanding of the notion of GBV and tech-based violence in an artificial intelligence (AI) era, using a survivor-centered approaches, and learning how to respond to GBV cases involving both children and adults.

The content of this training manual has been informed by research conducted in relation to the publication of the book “***Bio-psycho-social-spiritual approach to counselling victims and perpetrators of violence***”.

It should be noted that the training toolkit is only meant to support and build the capacity of faith leaders, social workers, and community members in responding to disclosures of GBV by providing appropriate psychosocial support and connecting GBV survivors with the appropriate institutions for specific services or referrals.

This training toolkit does **NOT** provide direct GBV services to victims or perpetrators.

ACKNOWLEDGEMENTS:

The implementation of the program “***Combatting gender-based violence through the enhancement of cultural norms, and beliefs conducive to human values and human rights***” as an addendum to the book “***Bio-psycho-social-spiritual approach to counselling victims and perpetrators of violence***” has been fully sponsored by the National Social Inclusion Foundation (NSIF).

The training programme is an emanation of the Council of Religions, Gender Committee chaired by Me. Aleeyah Lallmahomed who has designed the overall capacity building framework.

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WHO CAN BENEFIT FROM THIS TRAINING ON GBV?

The book “**BIO-PSYCHO-SOCIAL-SPIRITUAL APPROACH TO COUNSELLING VICTIMS AND PERPETRATORS OF VIOLENCE**” should be used by faith leaders, social workers and certified master trainers after they have completed their master trainer training, who will then in turn facilitate trainings at the level of their local community on how to use the book and apply its content.

Informal counsellors – are non-professionals who are not qualified as therapists or psychologists, but they remain part of the support system of GBV victims. The circle includes such as friends, family, peers, or mentors, faith leaders, social workers, volunteers—who provide **ad-hoc emotional support**, advice, and guidance. Unlike professional therapy, this support is often used in informal setting as opposed to a paid contract. However, key skills such as non-judgemental approach, empathy, compassion, confidentiality, mandatory disclosures, and active listening but the pitfalls remains that informal counsellors lack depth and basic notions on how to better support victims and perpetrators who wish to avail of the available guidance to break free from the vicious cycle of violence.

Faith leaders/Religious community leaders

The participants for the training will be faith leaders, religious community leaders who may not necessarily be GBV specialists, but they share the knowhow on how to respond to GBV cases and disclosures. The community leaders hold the soft power to engage with people of the local regions and beliefs are usually shared as common values which shape the mindset of people and influence their behaviour as human being.

Social workers/case managers/educators/support groups

Social workers, case managers, support groups who work at the frontlines in providing services to impacted victims or affected communities. Other members of the community, volunteers and or youth support groups are also targeted as audience to the training sessions.

HOW TO USE THE BOOK “*BIO-PSYCHO-SOCIAL-SPIRITUAL APPROACH TO COUNSELLING VICTIMS AND PERPETRATORS OF VIOLENCE*”?

PURPOSE

The capacity building programme seeks to address gender-based violence at its roots by fostering positive social transformation within Mauritian society. The training aims at upskilling, equipping, and enhancing basic knowledge of participants/end users to respond appropriately to a GBV cases.

OBJECTIVES

The initiative is guided by the following key objectives:

- To eliminate the root causes of violence by addressing harmful social norms and beliefs through knowledge enhancement.
- Train faith leaders and social workers, by enhancing their ability to support both victims and perpetrators of gender-based violence.
- To promote spirituality as the fourth dimension and protective force against the ills of violence.
- To deepen the understanding of core religious values that can improve the standard of care provided to victims.
- To integrate insights from human psychology into human development, thereby enriching religious teachings.
- To share essential knowledge on laws related to gender-based violence and the legal avenues available for redress.
- To provide an understanding on tech-based Gender-based violence and most specifically, artificial Intelligence and GBV.

By the end of the training, participants should be able to:

- Develop a better understanding of GBV and its multifaceted impact on society at large
- Understand the essentials of the laws related to protecting victims of GBV
- Comprehend the tenets of human development and child psychology in the midst of religious teachings
- Understand the role of informal counsellors to support GBV survivors
- Know the steps to responding appropriately to GBV cases

- Understand the use of referral pathways in the event of case GBV disclosures
- Know how to support victims and children if they are victims of GBV

QUESTIONS TO BE ADDRESSED

The training will address the following questions:

- What is GBV?
- What are the types of GBV?
- What are the causes of GBV?
- What are the consequences of GBV?
- What are the root causes of GBV?
- What are social norms and beliefs and how do they impact our society?
- What are the ways we can support survivors of GBV?
- Why is it important to respond appropriately?
- What are the avenues to seek redress?
- What are the legal protections victims can avail of?
- How does human psychology relate to the religious teachings?
- How to use the “***Bio-psycho-social-spiritual approach to counselling victims and perpetrators of violence***” as a model?

METHODOLOGY FOR TRAINING

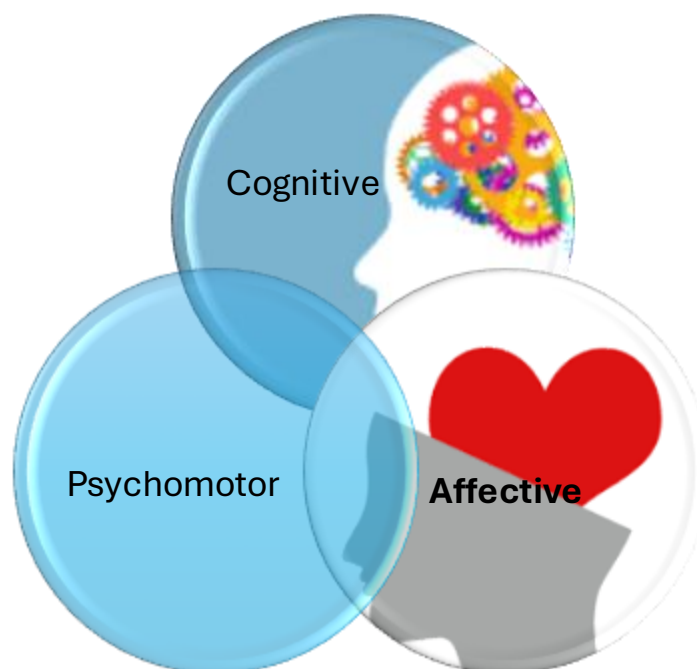
➤ Domains for learning

From a background perspective, in 1956, an educational psychologist Dr. Benjamin Bloom created a system to classify learning objectives into a series of **learning domains** that encourage trainers to think holistically about education. The learning system is known as the **Bloom's Taxonomy**.

The bloom taxonomy identified three main learning domains, or categories, of educational activities listed as per below:

- Cognitive Knowledge or Mental Skills/intellectual abilities (Knowledge)
- Affective Attitude or Emotions/emotional growth (Attitudes)
- Psychomotor Skills or Physical Skills

The three domains of learning—cognitive (knowledge), affective (attitudes), and psychomotor (skills) comprise a framework which can be used to foster holistic learning. In this training, these domains are utilized to create comprehensive learning objectives, assessments, and effective teaching methods to the targeted audience.



The training sessions are designed in promoting a holistic approach to dealing with GBV victims and perpetrators.

➤ Teaching Methods

For each of the training session, an instructional method is used. For the purpose of conducting this training, a mixed methodology is used to ensure that the right pedagogy is adopted with the targeted audience. The table below provides for a description of each method to be applied:

Pedagogics	Description
Lecture format	Lecture-like format given to the participants with handouts. Lecture will be conducted in English medium language with reference to both creole and French. Lecture slides will be projected via visual aid presentation such as PowerPoints.
Group discussion/ activity	The group discussion includes the following: • Group discussion on a thematic area. • An activity that involves having participants split up into small groups of 2 to 4 people to discuss a topic, question, or problem and deliberate in a short presentation. • Be interactive during the small group discussion • Enhance group reflection about the topics
Short questions/answers	Questions & Answers session The Q&A will allow participants to raise any concerns, queries and questions they may have for the trainer to clarify.
Skills building activity using case studies exploring real life examples and how to deal with them	A training activity will be proposed to participants, such as completing a simulation of a counselling session with GBV victims and perpetrators.

➤ **Teaching strategies**

The training sessions shall count as part of the advocacy programmes of the Council of Religions on the elimination of gender-based violence and tackling GBV at grassroot levels. This capacity building programme seeks to share knowledge with laymen, faith leaders, and social workers and it has been designed in a pedagogical manner with an insight on both the theoretical aspects and the practicalities.

Overall, the training sessions seeks to improve participants' engagement and learning outcomes. To meet the specific learning goals, the capacity building framework rests primarily on the following teaching mixed strategies:

(i) Active learning

The training is designed through an interactive model which promotes learning as a process, thus putting the participants at the center as opposed to being passive listener during the sessions.

(ii) Collaborative learning

Group work is encouraged to enable students to work together to improve their understanding of a topic. Small activity sessions will be conducted during the training to allow the students to learn from their peers.

(iii) Inquiry-based learning

The training sessions encourage participants to adopt a curious approach by posing questions and raising concerns. Scenarios will be deployed rather than simply presenting established facts without analysis and depth of understanding.

(iv) Trainer centered instruction

The trainer will also act as the primary source of knowledge throughout the sessions (e.g., lecture, demonstration). Lecture handouts will be shared by email with participants after each session.

(v) Role play & case studies

During the training sessions, active techniques designed to promote critical thinking and apply theoretical knowledge to practical situations will be used. For instance, how deal with GBV cases and how to refer matters to the police, professional psychologists, and faith-based organisations.

OVERVIEW OF THE TRAINING SCHEDULE

The agenda below provides a high-level overview of the topics covered during the six days of training, along with suggestions for how long each session or activity will take, with the total training time tallied up for each day. More detailed agendas that include the time for breaks and energizers are provided for each day separately throughout this training manual.

You can expect each training day to take approximately 6 hours (including breaks).

Sessions	Topics	Number of hours
Day 1	<i>Gender-Based Violence (GBV)</i>	7 hours with 1 hour break
Session 1	▪ Basic Concepts and the types of violence ▪ Galtung Triangle of violence ▪ What is Gender?	3 hours
Session 2	▪ Power dynamics and violence ▪ Mechanisms to address GBV ▪ Causes of violence ▪ Why does it matter to tackle violence?	3 hours
Day 2	<i>Protection from the Domestic Violence Act</i>	
Session 1	▪ Scope of protection under the PDVA ▪ Legal protection under the PDVA ▪ Definition of Domestic violence under the PDVA	3 hours
Session 2	▪ Protection Order under the PDVA ▪ Protection order against a person living under same roof PDVA ▪ Tenancy Order	3 hours

	▪ Effect of tenancy order under the PDVA	
Day 3	<i>Transforming negative cultural norms and beliefs</i>	
Session 1	▪ Basic concept of cultural norms and beliefs ▪ Negative social norms, beliefs, and practices ▪ Discriminatory practices	3 hours
Session 2	▪ Link between religion and social norms and beliefs ▪ Religion and gender norms ▪ Human rights as the basis for social norms and beliefs	3 hours
Day 4	<i>Technology-facilitated GBV</i>	
Session 1	▪ Artificial intelligence (AI) and GBV ▪ AI facilitated GBV ▪ Types of digital violence	3 hours
Session 2	▪ Mitigation of tech-based GBV ▪ Harmful stereotype and addressing tech-facilitated GBV ▪ Protecting victims from tech-based violence ▪ Ethical challenges of AI detection and GBV	3 hours

Day 5	<i>Informal Counselling</i>	
Session 1	▪ Definition of informal counselling ▪ Role of informal counsellors – faith leaders, social workers and volunteers ▪ Rational Emotive Behaviour Therapy Model	3 hours
Session 2	▪ Religion and GBV ▪ Counselling skills ▪ Ethics of counselling	3 hours
Day 6	<i>The Bio-Psycho-Social-Spiritual Framework for Counselling</i>	
Session 1	▪ Psychospiritual approach ▪ Healing through the lens of spirituality ▪ Transformation journey of victims and perpetrators – three stage process	3 hours
Session 2	▪ Referral pathways ▪ Cases referred for assessment to registered psychologists, and doctors ▪ Services of the Ministry of Gender Equality & Family Welfare ▪ Hotlines and application Lespwar	3 hours

DAY 1 – GENDER-BASED VIOLENCE

Session 1 – Objectives

The session 1 will inform the participants on the following:

- Understand the basic concepts of violence and the umbrella term of Gender-based violence.
- The notional aspect of gender will be explained since gender does not mean 'sex' either male or female.
- Participants will be able to define and describe what is GBV and the different types of violence which occur.
- The Galtung triangle of violence will give an example of the different dimensions of violence.

Session 2: Objectives

The session 2 will inform the participants on the following:

- The essentials of power dynamics and how it impacts a relationship.
- The different mechanisms to address GBV and the avenues to seek redress which the victims can avail of. Example, the psychosocial support forms part of the overall support system that victims have access to.
- The root causes of GBV and that of its contributing factors will be analysed and explained.
- The consequences of violence and its impact on victims will also be explored.
- Why does it matter to tackle violence?

Outcome of Day 1:

- By the end of Day 1, participants will appreciate the multidimensional aspect of violence and understand that violence is indeed cross-cutting.
- Participants will understand the concept of "gender".
- Participants will also be able to define GBV and differentiate between the three types of violence, direct, indirect and cultural types of violence.
- Participants will also have the chance to do some case studies which will allow them to better understand how violence takes place in different settings, be it at home, in a relationship or at the workplace.
- The participants will be able to identify root causes of GBV and raise red flags when the need arises to do so.
- Participants will be able to discuss the consequences of GBV and explore the various avenues to seek redress.

DAY 2 – LEGAL FRAMEWORK FOR PROTECTING VICTIMS OF VIOLENCE: PERSPECTIVE ON THE PROTECTION FROM THE DOMESTIC VIOLENCE ACT

Session 1 – Objectives

The session 1 will inform the participants on the following:

- Take cognizance of the Protection from Domestic Violence Act (PDVA) a landmark piece of legislation which affords protection to victims of violence living under the same roof.
- Understand the notion of domestic violence within the scope of application of the legislation
- Understand the scope of protection under the PDVA and the different legal avenues that victims can avail of under the PDVA
- Legal protection under the PDVA and how to proceed to get access to justice. W
- The participants will also have the chance to understand the legal mechanisms that are protective for victims of violence.

Session 2: Objectives

The session 2 will inform the participants on the following:

- The different types of legal protection under the PDVA such as the Protection Order and the appropriate procedures which necessitate its activation in real cases.
- The Protection order against a person living under same roof under its section 3A of the PDVA.
- The Tenancy Order under section 5 of the PVDA and what is the right procedures to avail of a tenancy order from the Court.
- Participants will also understand the effect of tenancy order under the PDVA
- The other types of legal protections under the PDVA, for instance, ancillary orders for household effect under its section 8.
- The protection of liability of informers under section 12 of the PDVA.

Outcome of Day 2:

- By the end of Day 2, participants will appreciate the overall legal protection that victims can avail of under the current PDVA. The participants will also learn how to bring a case for protection order or tenancy order under the Act.
- The scope of protection that the PDVA offers to victims is well explored and participants will appreciate the notion of domestic violence and people living under the same roof which can benefit from such legal protection under the PDVA.
- The participants will have a general understanding of the PDVA and how victims can benefit from a legal protection from the Court provided that the right procedures are complied with.

DAY 3 – TRANSFORMING NEGATIVE CULTURAL NORMS AND BELIEFS

Session 1 – Objectives

The session 1 will inform the participants on the following:

- Developing an understanding of the basic notion of the cultural norms, beliefs, practices shaping our behaviour within our society.
- Understand that cultural norms, beliefs and practices which are instrumental to shaping people's values, attitudes and behaviours are intrinsically linked to GBV.
- Develop an understanding on the so-called, negative social norms, beliefs, and practices that are not conducive to human rights.
- Participants will be able to distinguish between the so-called, positive norms and negative norms and the overall impact on society at large.
- Participants will also understand the types of discriminatory practices which are against the principle of gender equality.

Session 2: Objectives

The session 2 will inform the participants on the following:

- Understand the intersectionality of religion and gender and relate to the gender norms which shapes human behaviour.
- The link between religion and gender norms and how religion hold a soft power to influence cultural, social norms, and practices.
- Develop an overall understanding of human rights as the basis for social norms and beliefs.
- Identify the positive social, and cultural norms that promote gender equality.
- Assess how to eliminate cultural barriers that blocks women empowerment from a faith-based perspective.

Outcome of Day 3:

- By the end of Day 3, participants will understand the basic notions of social norms, cultural norms, and beliefs.
- Participants will be able to distinguish between social norms, cultural norms, gender norms and beliefs that shape human
- Participants will also be able to identify between positive and negative social, cultural norms and beliefs.
- Able to identify beliefs that emanates from a conditioned mindset which setting standards do not conform with human rights.
- Participants will also learn to break barriers which hampers women and girls' empowerment and devise methods how to circumvent such hurdles.

DAY 4 – TECHNOLOGY-FACILITATED GBV

Session 1 – Objectives

The session 1 will inform the participants on the following:

- Developing an understanding of the basic notion of tech-based GBV which emanates from the current digital world largely impacted by artificial intelligence (AI)
- Exploring the ways gender-based violence (GBV) occurs in digital spaces and examines the dual role of Artificial Intelligence (AI) in both enabling and combating violence.
- Identifying the different types of digital violence and how it impacts society and most specifically, women and girls.
- Understand the different technologies that may deepen social harms and the ways to combat those social ills.
- Develop an understanding on the hate speech and racism via social media platforms
- Participants will be able to distinguish between the different abuse methods and learn how to circumvent those negative practices.

Session 2: Objectives

The session 2 will inform the participants on the following:

- Understand the mitigation of tech-based GBV and bringing in effective solutions to curb the social scourge of GBV through emerging technologies.
- Learn about the harmful stereotype and addressing tech-facilitated GBV through advocacy campaigns
- Devise methods on how to go about protecting victims from tech-based violence
- Understand the ethical challenges of AI detection and GBV
- Protection the younger generation from the tech-based pitfalls and encouraging them to make use of technology safely.

Outcome of Day 4:

- By the end of Day 4, participants will understand the basic notions of emerging technologies such as artificial intelligence, and tech-based facilities that can also be used to harm people by preserving anonymity.
- Participants will be able to distinguish between the different types of tech-based violence that are detrimental to the wellbeing of people.
- Participants will be able to identify the causes of hate speech on social media platforms.
- Participants will increase their awareness about the use of digital technologies to initiate unconscionable behaviour such as cyberbullying, online grooming, tech-based harassment amongst others.

DAY 5 – INFORMAL COUNSELLING

Session 1 – Objectives

The session 1 will inform the participants on the following:

- Clarify the role of the registered counsellors and that of the unregistered counsellors also known as “informal counsellors” providing guidance and support to victims of GBV.
- Defining the role of an informal counsellor who has not received any training on how to deal with GBV victims and perpetrators. The parameters of an informal counsellors will also be explored, and it should not conflict or overlap with the competencies of registered psychologists.
- Explore how informal counselling that help GBV victims and the role of faith leaders, social workers and volunteers within the overall support system designed to help victims of GBV.
- Define the Rational Emotive Behaviour Therapy Model which is used as an approach to inform counselling of GBV victims and perpetrators

Session 2: Objectives

The session 2 will inform the participants on the following:

- Understand the link between Religion and GBV and how to use a spiritual approach to curb the social scourge of violence within the society.
- Develop the right counselling skills as informal counsellors and ensure that the victims and perpetrators of violence are at ease with sharing their stories and they are also open to make amends to their behaviour.
- Develop an insight on the cultural religious sensitive counselling model for GBV victims
- Understand the ethics of counselling even when they are acting as informal counsellors. Faith leaders must be acquainted with the overall gist of keeping confidentiality but making mandatory disclosures when the victims are at high risks of being harmed by the perpetrators.

Outcome of Day 5:

- By the end of Day 5, participants will understand the role played by informal counsellors and what does it entail to act in such capacity. They will be apprised of the importance of listening to the victims and perpetrators without any judgmental mindset and thus, keeping a very high level of objectivity.
- Participants will also learn how to give support to victims of GBV by complying with ethical standards and respect towards them.
- Participants will learn about the Rational Emotive Behaviour Therapy Model and see how to apply it whilst helping GBV victims.
- Participants will also learn to use cultural religious sensitive counselling model which promotes spirituality as the basis for giving advice to victims.

DAY 6 – THE BIO-PSYCHO-SOCIAL- SPIRITUAL FRAMEWORK FOR COUNSELLING VICTIMS AND PERPETRATORS

Session 1 – Objectives

The session 1 will inform the participants on the following:

- Explore the psychospiritual approach in the counselling framework and learn about the key attributes of such practice.
- Develop an understanding of healing through the spiritual lens and learning how to transform adversities into strength to build spiritual resilience of GBV victims.
- Learn about the transformative journey of victims and perpetrators – three stage process which explores the different steps to be taken in view of helping GBV victims and perpetrators to break free from the vicious cycle of violence.
- Learn about the different types of assessment (Biological, psychological, social, and spiritual).
- Learn how to keep record of the personal information of both the victims and perpetrators so that the history of the person is on record and it can be used as an audit wheel to assess the person prior to making any referral to institutions or registered psychologists and doctors.

Session 2: Objectives

The session 2 will inform the participants on the following:

- Learn about the different referral pathways which the GBV victims and can avail of.
- Learn how to refer cases for assessment to registered psychologists, and doctors depending on the gravity of the situations of both victims and perpetrators.
- Be acquainted with the services of the Ministry of Gender Equality & Family Welfare and make use of it whenever GBV victims needs imminent solutions.
- Keep record of the Hotlines and how to make use of the application *Lespwar*.
- Keep record of shelters for women and girls who are victims of violence and need a safe space

Outcome of Day 6:

- By the end of Day 6, participants will understand about the “bio-psycho-social-spiritual approach to counselling victims and perpetrators model and its application.
- Participants will also learn how to use the model by taking a holistic approach by making referrals to professionals rather than taking purely a spiritual stance in dealing with GBV victims and perpetrators.
- Participants will know when to make referrals and ensuring that appropriate guidance is given to GBV victims.
- Participants will raise their awareness about dealing with GBV cases.

CONCLUSION

This GBV training toolkit serves the purpose of providing guidance using a capacity building framework to faith leaders, social workers, and volunteers working in shelters.

It seeks to share knowledge and understanding about how to deal with GBV matters from a holistic perspective, blending spirituality as the fourth dimension to enable GBV victims and perpetrators to heal from past experiences.

It has been designed to enhance the standard of care given to GBV victims, but it also leaves room to deal with perpetrators when it is appropriate.

The training does not build capacities for faith leaders, social workers or volunteers to act as ‘psychologists’ but rather upskills them to deal with GBV cases in a manner which give the right guidance to those victims.