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ANNEX 1
TERMS AND CONCEPTS

The following list has been prepared to help all those working on women's safety in rural spaces to gain a common understanding of major terms and concepts used in the global framework. It is not intended to impose or even suggest 'universally agreed definitions'. This would be very difficult because many agencies and organizations, even at the highest international levels, have their own terminology and they are different.

Gender[26]

Gender – the social attributes and opportunities associated with being male and female, the relationships between women and men and girls and boys, as well as the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. They are context/time-specific and changeable.

Gender Based Violence

Gender-Based Violence (GBV) is defined as "violence that is directed against a woman because she is a woman or that affects women disproportionately, thereby underlining that violence against women is not something occurring to women randomly, but rather an issue affecting them because of their gender. It includes acts that inflict physical, mental or sexual harm or suffering, threats of such acts, coercion and other deprivations of liberty." General Recommendation 19 of the Convention on the Elimination of All Forms of Discrimination against Women specifies that GBV may constitute a violation of women's human rights, such as the right to life; the right to equal protection under the law; the right to equality in the family; or the right to the highest standard attainable of physical and mental health.

Gender Inequality

The gender norms, roles, cultural practices, policies and laws, economic factors and institutional practices that collectively contribute to and perpetuate unequal power relations between women and men. This inequality disproportionately disadvantages women in most societies.

Gender Equality

The concept that all human beings, regardless of sex, are equal in dignity and rights and free to develop their personal abilities, pursue their professional careers and make choices withoutdiscrimination and the limitations set by stereotypes, rigid gender roles and prejudices.

Intimate Partner Violence

Intimate partner violence (IPV) – refers to any behaviour by a man or a woman, or a boy or a girl, within an intimate relationship, that causes physical, sexual or psychological harm to the other person in the relationship. This is the one of the most common forms of

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26 Office of the Special Advisor on Gender Issues and the Advancement of Women (2001)

violence against women. IPV may sometimes be referred to as "domestic violence" or "family violence," although these terms also encompass violence by and against other family members.

Protective Factors
Refers to a series of internationally recognized and research-based factors (e.g. women's economic autonomy and access to skills training, credit and employment, access to support groups, social norms that promote gender equality) that help to reduce the probability of the occurrence of crime and victimization of women and girls.

Public Spaces
This refers to streets and other public neighbourhood spaces (e.g. neighbourhood squares, alleys and public spaces of work, both in terms of women's productive and reproductive roles and responsibilities (e.g. markets, water distribution sites). It also refers to pedestrian paths between different parts of the district, which go through unlit and unsettled wooded areas; public transportation (e.g. buses, taxis, trains); routes to and from schools and educational institutions; temporary public spaces (e.g. carnivals, festivals); Internet cafes, public parks and other recreational and sports facilities (soccer fields, including for girls' games); school grounds (essentially large open spaces, unfenced), which potentially could be used for recreation; and other public recreational spaces, such as key public facilities and infrastructure (e.g. public sanitation areas, toilets, washrooms).

Risk Factors
Refers to a series of internationally recognized and research-based factors found to increase the chances that someone will become involved in offending or victimization. They include a range of individual (e.g. low levels of education, attitudes accepting of unequal gender roles and violence, exposure to intra-parental violence and/or physical and/or sexual abuse as a child), community (e.g. acceptance of traditional gender roles, and environmental characteristics (e.g. poor housing, weak legal sanctions against violence/VAW), or services provision (e.g. lack of access to social services).

Sexual Harassment
Generally, it includes unwelcome sexual comments, attention, actions, or gestures. Sexual harassment includes non-contact forms, like: sexual comments about a person's body parts or appearance, whistling while a woman or a girl is passing-by, demands for sexual favors, sexually suggestive staring following, stalking, and exposing one's sexual organs at someone. Sexual harassment also includes physical contact forms, like someone purposely brushing up against someone else on the street or public transportation, grabbing, pinching, slapping, or rubbing against another person in a sexual way. Some elements of sexual harassment may be covered within criminal law; however, may elements may require civic remedies, educational and administrative responses.[27]

Sexual Violence
Refers to any sexual act committed against the will of the other person, either in the case when the victim does not give the consent or when consent cannot be given because the person is a child, has a mental disability, or is severely intoxicated or unconscious as a result of alcohol or drugs. It encompasses both sexual harassment and other forms of sexual assault such as attempted rape, and rape.

[27] UN Women (2011)

It includes acts such as genital mutilation/ cutting, forced sexual initiation, forced prostitution, trafficking for the purpose of sexual exploitation, and other sexually motivated forms of violence.

Social Norms[28]
Social norms are a contributing factor and social determinant of certain practices in a community that may be positive and strengthen its identity and cohesion or may be negative and potentially lead to harm. They are also a social rule of behaviour that members of a community are expected to observe. This creates and sustains an expectation that conditions the behaviour of individual community members, even if they are not personally in agreement with the practice. If individuals reject the social norm they can risk ostracism, shunning, and stigmatization. This marginalization may include the loss of important economic and social support and social mobility. If individuals conform to a social norm, they expect to be rewarded, for example, through inclusion and praise. Changing social norms that underlie and justify violence and harmful practices requires that such expectations are challenged and modified.

Tea Sector[29]
It includes a focus on the tea work setting, including: public and private spaces in tea gardens, places where the worker is paid, or takes a rest break or meal, commuting to and from work, work related meetings outside of the estate, travel, training, events or social activities, and work-related

communications enabled by information communication technologies (email).

Theory of Change[30]
A tool for developing solutions to complex social problems. A basic TOC explains how a group of programme's activities produces early and intermediate accomplishments which sets the stage for producing long-range results.

Victim/Survivor[31]
Victim / survivor refers to women and girls who have experienced or are experiencing gender-based violence to reflect both the terminology used in the legal process and the agency of these women and girls in seeking essential services.

Violence against Women[32]
Any act of GBV that results in or is likely to result in physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty whether occurring in public or private life.

Women's Safety[33]
Encompasses the range of preventive approaches which can be used to promote the safety of women whether in public or private spaces, and reduce fear and insecurity in a range of contexts.

Worker[34]
A worker is defined as a person in any employment or occupation, irrespective of their contractual status.

[28] Adapted from UN Prevention Framework on Prevention, adapted from United Nations, 2014, p. 14
[29] Adapted definition from the ILO definition of the World of Work (UN Women and ILO, forthcoming)
[30] Adapted from Anderson, A. (2005).
[31] UN Women (2015)
[32] United Nations (1993)
[33] Shaw and Capobianco (2004)
[34] UN Women and ILO, 2018, p.97

ANNEX 2
LINKS TO USEFUL RESOURCES

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ANNEX 3
LIST OF SOME ORGANIZATIONS WORKING ON ISSUES RELATED TO WOMEN'S SAFETY IN THE TEA SECTOR

Some United Nations agencies are currently working to support the safety of women, youth and children in the tea sector (e.g. UNICEF, UN Women, UNDP). A list of other organizations working on issues related to women's safety, gender and the prevention of VAWG in the tea sector is provided below. The GWSF is a living document, and the list will be updated regularly as work advances.

African Women's Development and Communication Network (FEMNET)
Website: https://femnet.org

BSR, a global non-profit organization
Website: https://www.bsr.org

Centre for Rights Education and Awareness (CREAW)
Website: https://creawkenya.org/ke/

Ethical Tea Partnership
Website: http://www.ethicalteapartnership.org/

Nairobi Women's Hospital: Gender Violence and Recovery Centre, Kenya
Website: https://healthmarketinnovations.org/program/nairobi-womens-hospital-gender-violence-recovery-centergvrc

North East Network (NEN), India
Website: https://www.northeastnetwork.org/about-us/

Sustainable Trade Initiative (IDH), Global
Website: https://www.idhsustainabletrade.com/impact/gender-equality-and-empowerment/

Women Working Worldwide
Website: https://www.women-ww.org

ANNEX 4
LIST OF PRODUCERS/ORGANIZATIONS IN EXPERT GROUP MEETINGS (KENYA AND INDIA)

Kenya

An Expert Group Meeting was organized by UN Women in partnership with Unilever Tea Kenya (UTK) on 27 September 2018. Twenty participants attended, including tea producers, women's right organization, associations and NGO partners working in Kenya.

Producer/Association/Organization
Gender Violence Recovery Centre (GVRC) Kenya
Unilever
Name Alliance
CREAW
James Finlay
GVRC Kenya
Kenya Tea Development Agency (KTDA)
Finlays
WE Charity
IDH
Eastern Produce Kenya (EPK)

India

The Expert Group Meeting held on 5 September 2018 was organized by UN Women in partnership with Hindustan Unilever. Twenty participants attended, including tea producers, tea associations, and NGO partners working in Assam.

Producer/Association/Organization
Indian Tea Association
Assam Tea Planters' Association
Bharatiya Chai Parishad
Makaibari Tea Estate
Amalgamated Plantations
Apeejay Tea
Goodricke Group Ltd.
Warren Tea Limited
Luxmi Tea Co.
James Warren Tea
Jalan Industries
McLeod Russel
IDH Sustainability Initiative
Ethical Tea Partnership
Unilever

The Consultation Meeting was organized on 30 October 2018 by UN Women in partnership with Hindustan Unilever in Bengaluru. The meeting was attended by 23 participants representing tea, coffee, spice, and rubber producers and a plantation association based in Southern India.

Producer/Association/Organization
Tata Coffee Ltd.
Kanan Devan Hilla Plantations Co. Pvt. Ltd.
Ksehablu Estate
Kairbetta Estates, Kotagiri, Nilgiris
Havukal Tea & Producer Company Pvt. Ltd
Halivee Estate
Kolegur Coffee and Tea Estates
Alampally Estate
AV Thomas (Plantations Division)
Parry Agro Industries Limited
Woodbriar Group
United Planters' Association of Southern India (UPASI)
United Nilgiri Tea Estates (UNTE) Company Limited, Chamraj Estate
Joint Secretary, UPASI, Nilgiris
Karikolli Estate
Chandragiri Estate
Havukal Estate
Agalatti Estate
Harrisons Malayalam
Hindustan Unilever Ltd.