



# Spotlight Initiative Country Programme Document

**Belize 2019**



Spotlight  
Initiative



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## COUNTRY PROGRAMME DOCUMENT

<p><b>Programme Title:</b> <b>Spotlight Initiative to End Violence Against Women and Girls</b></p>	<p><b>Recipient UN Organizations (RUNOs):</b> UNDP, UNICEF, UNFPA</p>															
<p><b>Programme Contact:</b> Name and Title: Ms. Birgit Gerstenberg - UN Resident Coordinator</p> <p>Address: Lawrence Nicholas Building South Ring Road Belmopan</p> <p>Telephone: +5018222171 and +50322093503</p> <p>E-mail: <a href="mailto:erika.gerstenberg@un.org">erika.gerstenberg@un.org</a></p>	<p><b>Programme Partner(s):</b> <b>Government</b> Ministry of Human Development Ministry of Health Ministry of National Security Ministry of Economic Development Ministry of Education, Youth and Sports Ministry of the Attorney General Ministry of Local Government National Women's Commission National Committee for Families and Children Judiciary</p> <p><b>UN Agencies/UN Programme Partners<sup>1</sup>:</b> European Union UN Women ILO PAHO/WHO UNHCR</p>															
<p><b>Programme Country:</b> Belize</p>	<p><b>Programme Location (provinces or priority areas): All six districts of Belize</b></p>															
<p><b>Programme Description:</b> <i>The Spotlight Initiative will contribute to ending family violence by strengthening policy and legislations that will guarantee increased protection of women and girls, building capacity of state and non-state actors to respond to family violence, expanding the range of services available and addressing social norms and behaviours that promote violence against women and girls. Under Outcome 1-critical gaps in the legislative and policy framework will be addressed to ensure Belize's legal and policy frameworks are responsive and offers the greatest level of justice and protection to women and girls, while Outcome 2 will facilitate for strengthening the capacity of key coordinating and implementing agencies to better respond to family violence. Outcome 3 actions will seek to address critical social norms and other root causes of violence family violence, while Outcome 4 will ensure the scale up and delivery of critical services to women</i></p>	<p><b>Total Cost</b> of the Spotlight Country Programme (including estimated Unfunded Budget): <b>\$4,346,882</b></p> <p><b>Total Funded Cost</b> of the Spotlight Country Programme (Spotlight Phase I<sup>2</sup> and UN Agency contribution): <b>\$2,948,751</b></p> <p><b>Breakdown of Total Funded Cost by RUNO:</b></p> <table border="1" data-bbox="826 1585 1458 1823"> <thead> <tr> <th>Name of RUNOs</th> <th>Spotlight Phase I (USD)</th> <th>UN Agency Contributions (USD)</th> </tr> </thead> <tbody> <tr> <td><b>UNDP</b></td> <td><b>901,278</b></td> <td><b>129,400</b></td> </tr> <tr> <td><b>UNFPA</b></td> <td><b>592,602</b></td> <td><b>143,971</b></td> </tr> <tr> <td><b>UNICEF</b></td> <td><b>981,119</b></td> <td><b>200,380</b></td> </tr> <tr> <td><b>TOTAL</b></td> <td><b>2,475,000</b></td> <td><b>473,751</b></td> </tr> </tbody> </table>	Name of RUNOs	Spotlight Phase I (USD)	UN Agency Contributions (USD)	<b>UNDP</b>	<b>901,278</b>	<b>129,400</b>	<b>UNFPA</b>	<b>592,602</b>	<b>143,971</b>	<b>UNICEF</b>	<b>981,119</b>	<b>200,380</b>	<b>TOTAL</b>	<b>2,475,000</b>	<b>473,751</b>
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<sup>1</sup> See Country Programme Development guidance for a definition of Associated UN Agencies/UN Programme Partners.

<sup>2</sup> Funding from the Spotlight Initiative will be allocated by the Operational Steering Committee in two distinct phases: Phase I will entail allocating 70% of the funding envelope, Phase II will only be allocated depending on the Country Programme's overall needs and performance towards achieving results.



and girls while Outcome 5 will strengthen Monitoring and Evaluation system and support strong evidence base for the design and delivery of interventions. And finally, under Outcome 6, actions will ensure strengthened network of CSOs as well as capacities to advocate and design, implement, monitor and evaluate programmes on family violence.

**Estimated No. of Beneficiaries** *Total Population of Belize*

Indicative numbers	Direct Beneficiaries	Indirect Beneficiaries
<b>Women</b>	24,910	Total population of women 20 to 65+ years= 87,051
<b>Girls</b>	51,250	Total Population of Girls 0-19=74,175
<b>Men</b>	6,185	Total Population of men 20 to 65+= 85,975
<b>Boys</b>	35,300	Total Population of boys 0-19= 75,252
<b>Total</b>	<b>117,645</b>	<b>322, 453</b>

**Start Date:** 1 January 2020

**End Date:** 31 December 2022

**Total duration (in months):** 36 months

The duration of the Country Programme should be maximum of 3 years.



# Spotlight Initiative

To eliminate violence against women and girls

<p><b>Recipient UN Organization</b> <b>UNFPA</b> Ms. Alison Drayton, Director Signature: <u>[Signature]</u> Date: <u>15/1/2020</u></p>	<p><b>Government of Belize</b> Hon. Wilfred Elrington Minister of Foreign Affairs Signature: <u>[Signature]</u> Date: <u>06/03/20</u></p>
<p><b>Recipient UN Organization</b> <b>UNICEF</b> Dr. Susan Kasedde, Representative Signature: <u>[Signature]</u> Date: <u>14 January 2020</u></p>	
<p><b>Recipient UN Organization</b> <b>UNDP</b> Ms. Denise Antonio, Resident Representative Signature: <u>[Signature]</u> Date: <u>14 January 2020</u></p>	
<p><b>UN Resident Coordinator</b> Ms. Birgit Gerstenberg Signature: <u>[Signature]</u> Date: <u>13.01.2020</u></p>	
<p><b>The UN Executive Office of the Secretary General:</b> Ms. Amina J. Mohammed Signature: <u>[Signature]</u> Date: <u>21 Jan 2020</u></p>	



## List of Acronyms

<b>Acronym</b>	<b>Meaning</b>
BFLA	Belize Family Life Association
CEDAW	Convention on the Elimination of Discrimination Against Women
CHW	Community Health Worker
CSE	Comprehensive Sexuality Education
CSF	Critical Success Factor
CSO	Civil Society Organization
CRC	Convention on the Rights of the Child
CMEU	Child Marriage and Early Union
ECD	Early Childhood Development
EU	European Union
DV	Domestic Violence
FACA	Families and Children's Act
GSDS	Growth and Sustainable Development Strategy
ICSRG	Interim Civil Society Reference Group
GBV	Gender Based Violence
HIV	Human Immuno Deficiency Virus
ILO	International Labour Organization
LGBTI	Lesbians, Gays, Bi-sexual, Trans and Intersex
MHDSTPA	Ministry of Human Development Social Transformation and Poverty Alleviation
MICS	Multiple Indicator Cluster Survey
M&E	Monitoring and Evaluation
MOU	Memorandum of Understanding (MOU)
NCA	National Children's Agenda
NCSRG	National Civil Society Reference Group
NCFC	National Committee for Families and Children
NGGBVC	National Gender & Gender Based Violence Committee
NWC	National Women's Commission
RCO	Resident Coordinator Office
RUNO	Recipient UN Organization
SDGs	Sustainable Development Goals
SRH	Sexual and Reproductive health
SV	Sexual Violence
UN	United Nations
UNICEF	United Nations Children Fund
UNFPA	United Nations Population Fund
UNDP	United Nations Development Programme
UNMSDF	United Nations Multi-Country Sustainable Development Framework
VAC	Violence Against Children
VAWG	Violence Against Women and Girls



## I. Executive Summary

Spotlight presents an important opportunity for the UN system in Belize to partner with the European Union, state and non-state actors to advance SDG 5 (Gender Equality) and many other SDGs by bringing an end to family violence.

Spotlight is linked to several national development frameworks which allows the programme to be easily integrated into existing programmes and establish linkages with programmes at the national and local level. These key national frameworks include Horizon 2030<sup>3</sup>, the Government of Belize's overarching national development framework, the Growth and Sustainable Development Strategy 2017-2021 (GSDS)<sup>4</sup>, the government's plan of action towards achieving all 17 SDGs, in addition to the National Gender Policy<sup>5</sup>, the National Sexual and Reproductive Health Policy, the National Youth Policy<sup>6</sup>, the National Gender Based Violence Action Plan<sup>7</sup> and the National Children's Agenda<sup>8</sup>.

The Spotlight programme development process in Belize brought together a wide cross section of state and non-state actors, including representatives from groups facing multiple and intersecting forms of violence, to critically examine the gaps and challenges to ending family violence, and to identify priority actions linked to the above frameworks. Civil society engagement was secured through the establishment of an Interim Civil Society Reference Group (ICSRG) which was established through a participatory and transparent nomination and voting process by CSOs.

An evidence-based process was utilized to identify target populations and strategic selection of key actions across Spotlight's six outcomes. Actions in **Outcome 1** seek to strengthen the policy and legislative environment to improve national response to family violence and increase protection for women and girls. Critical gaps in the legislative and policy framework have been identified such as the absence of protocols to operationalize key pieces of legislation, weak evidence base to inform policy and legal reviews and lengthy processes for legal review and amendments. Actions will seek to eliminate these bottlenecks, ensuring that Belize's legal and policy frameworks are responsive and offers the greatest level of justice and protection to women and girls.

Actions in **Outcome 2** seek to strengthen the institutional capacity of key coordinating and implementing agencies, such as the National Women's Commission, the National Committee for Families and Children, the Ministry of Human Development, the Judiciary and law enforcement officials, to better respond to family violence. Coordination and partnerships are key to effective and efficient implementation of interventions. Therefore, strengthening the capacity of these key coordinating entities will enhance joint planning, implementation and monitoring of actions linked to national frameworks.

Actions in **Outcome 3** seek to address critical social norms and other root causes of family violence. All pillars are important. However, Outcome 3 is critical because family violence cannot end unless the root causes are addressed. Outcome 3 features a social and behaviour change communication strategy which will be implemented nationally, with targeted messages and key interventions at the community and interpersonal levels. Critical to the success of actions in pillar 3 is the engagement of men and boys. Past efforts at engaging men and boys have yielded limited success. Consequently, the strategy will propose innovative approaches to reaching and engaging men and boys as partners in ending family violence.

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<sup>3</sup> <http://med.gov.bz/horizon-2030-the-national-development-framework-for-belize/>

<sup>4</sup> <https://observatorioplanificacion.cepal.org/en/plans/growth-and-sustainable-development-strategy-belize-2016-2019>

<sup>5</sup> <https://www.nationalwomenscommissionbz.org/the-revised-national-gender-policy-2013/>

<sup>6</sup> [http://www.youthpolicy.org/national/Belize\\_2013\\_National\\_Youth\\_Development\\_Policy.pdf](http://www.youthpolicy.org/national/Belize_2013_National_Youth_Development_Policy.pdf)

<sup>7</sup> <https://www.nationalwomenscommissionbz.org/wp-content/uploads/2018/06/National-Gender-Based-Violence-Plan-of-Action-Book.pdf>

<sup>8</sup> <http://humandevlopment.gov.bz/wordpress/wp-content/uploads/2017/06/Childrens-Agenda-2017-2030.pdf>



**Outcome 4** identifies actions to scale up the delivery of critical services, which is a major challenge for Belize given the geographic spread of the population. Access to services by rural women and girls, including SRH services, is a major impediment for the advancement of their rights. Spotlight will work with the government of Belize and CSOs to identify and implement models that can be scaled up to provide essential services to women and girls in rural communities as well as other groups of women and girls facing multiple and intersecting forms of violence.

**Outcome 5** will ensure that the system for Monitoring and Evaluation (M&E) is strengthened and includes strong evidence base for the design and delivery of interventions. A key activity under pillar 5 is the establishment of baseline data to further inform Spotlight interventions.

**Outcome 6** is especially critical to ensuring that groups facing multiple and intersecting forms of discrimination are reached. Actions have been identified to strengthen the network of CSOs as well as strengthen their capacity to advocate and design, implement, monitor and evaluate programmes. Partnership with CSOs will be key to expanding reach and coverage of interventions.

The population of Belize<sup>9</sup>, which is comprised of girls 0-19 years (74,175), boys 0-19 years (75,252), women 20 to 65 plus years (87,051) and men 20 to 65 plus years (85,975), will benefit directly and indirectly from actions across all six (6) pillars. Additionally, under Outcome 1, a total of 200 women and 225 men from key state and non-state agencies such as the National Women's Commission, National Committee for Families and Children, Judiciary, the Police Department, Heads of Departments and Gender Focal Points in key line Ministries and CSOs as well as women and men from target communities will directly benefit from the interventions.

Under outcome 2, approximately 420 women and men from six (6) line ministries (Health, Human Development, Ministry of National Security, Education, Economic Development and Ministry of Attorney General), 2 coordinating entities: NCFC and NWC, and at least 12 CSOs working with indigenous and rural women, adolescents and youth, persons with disabilities, LGBTI and other groups facing multiple and intersecting forms of discrimination will directly benefit from interventions.

Under Outcome 5, approximately 350 public sector employees from 50-line ministries, government departments, academic institutions, international development partners, and Civil Society Organizations. Under Outcome 6, approximately 40 CSOs in all 6 districts will benefit from interventions.

## II. Situational Analysis

### Country Context

The *2010 National Census* estimated the total population of Belize at 324,528 persons with male representing 50% (161,226) and females 50%, indicating an absolute sex parity. An overall population growth of 3.4% was noted from the 2000 Census record (Statistical Institute of Belize, 2010).

The *2013 Labour Force Survey* recorded the labour force at 148,736, or 46.1% of the total population. Four out of every five men of working age (84,511 men in total) were included in the labour force, compared to only one in two women of working age (48,869 women in total), revealing a distinctive sex-segregation in the formal labour market. Moreover, the unemployment rate for females far exceeds that of males, at 20.4% and 6.7% respectively. United Nations Development Programme (UNDP) *Human Development Index (HDI)* ranks Belize 84th among 187 countries, with a value of 0.732.

Of the population surveyed for the *2010 Country Poverty Assessment (CPA)*, 70% of males declared that they were the head of household, while 30% of females declared that they were the head.

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<sup>9</sup> [http://sib.org.bz/wp-content/uploads/2017/05/Census\\_Report\\_2010.pdf](http://sib.org.bz/wp-content/uploads/2017/05/Census_Report_2010.pdf)





This percentage composition was consistent across all consumption quintiles. Of the 79,492 households in Belize, 27.6 percent (21,939) were headed by females, compared to 24.0 percent in the 2000 Census.

Despite the country's steady GDP growth, the *2010 CPA* showed an average increase in poverty from 33.5% in 2002 to 41.3% in 2010. Poverty is manifested by region and ethnic group, with the Mayans represented amongst the poorest. The *2010 CPA* identifies 16% of the population as critically poor (indigent), 41% as living in poverty, and another 14% as vulnerable to poverty, thus indicating that over 56% of the population was living in or vulnerable to poverty. The percentage of persons living in poverty is also higher in rural than urban areas. Moreover, Belize encounters on-going inequitable income distribution across all productive sectors, revealed through the Gini Coefficient which increased from 0.4 in 2002 to 0.42 in 2010.

There are persisting challenges in the role and participation of women in power, leadership and decision-making. Belize exhibits one of the lowest percentages of elected women members of Parliament in the Caribbean, at 3%.<sup>10</sup>

### **Family Violence**

Family violence is defined as physical, social, and emotional abuse and acts of aggression within relationships that are considered as family connections or akin to family connections. Family violence occurs within the broader context of unequal gender-power relations and is gender-based, with the most prevalent form of violence within the family being violence against women and girls. However, family violence also includes other areas of the family such as sibling violence, child to parent violence, elder abuse, and violence between close relatives such as uncles and their nieces and nephews, grandparents, grand-children, adopted parents and adopted children, foster parents and foster children, step-parents and their step-children plus step-siblings.

Within the Belize context, the main aspects of family violence that are prominent and which will be addressed by Spotlight include: domestic violence including violence against children, sexual violence (incest and rape) of adolescent girls and femicide.

### **Domestic Violence (DV)**

Domestic violence (DV) continues to be one of the gravest manifestations of gender inequality in Belize.<sup>11</sup> Data on domestic violence, point to an increasing trend of VAWG. Women 25 years and older are most affected by domestic violence which occurs in all areas of the country.

Data provided by the Police Department for 2018 and analysed by the Belize Crime Observatory, show that the highest rate of DV occurred in Belize, Cayo and Corozal Districts. The top four perpetrators of DV were ex-common law husbands, husbands, common law husbands and other relatives<sup>12</sup>.

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<sup>10</sup> Information on country context sourced from Belize Country Gender Assessment, Caribbean Development Bank, 2016

<sup>11</sup> Country Gender Assessment, Caribbean Development Bank, pg 47 pp 4

<sup>12</sup> Report on Gender Based Violence, Belize Crime Observatory, 2018

## DOMESTIC VIOLENCE REPORTS

Location of incidents (District), 2018

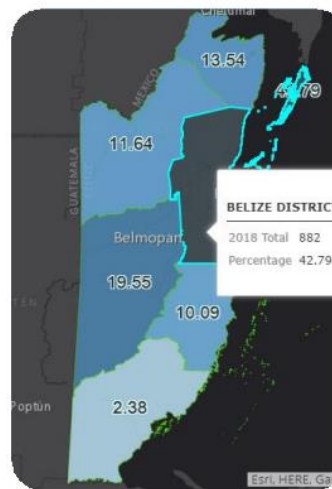
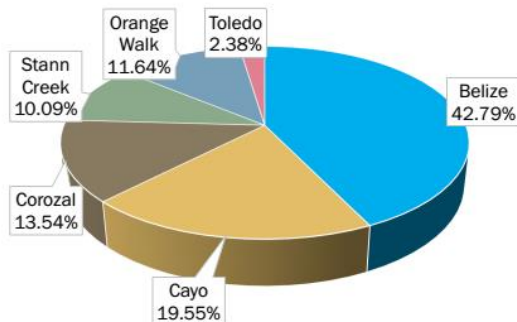


Fig 1.0: Domestic Violence Reports, 2018<sup>13</sup>

## DOMESTIC VIOLENCE REPORTS

Relationship of Perpetrator, 2018

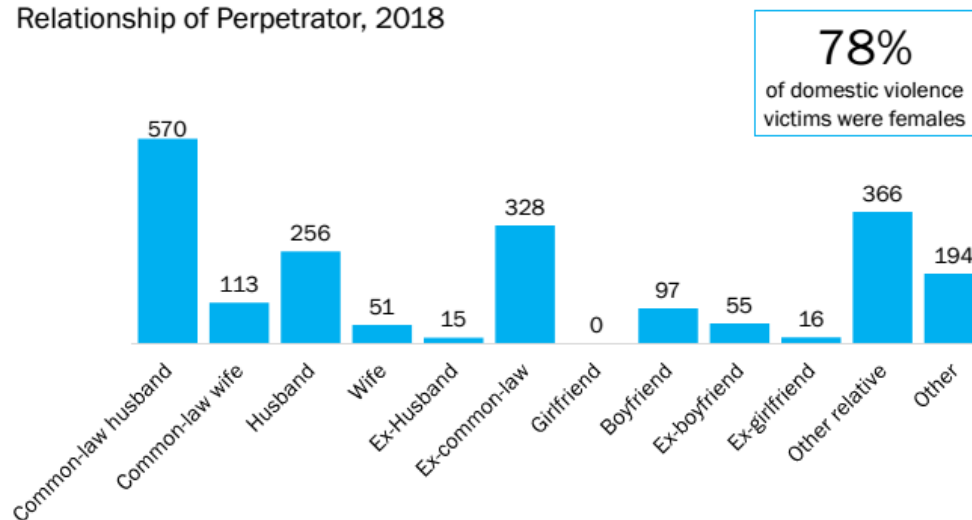


Fig 2.0 relationship of perpetrator, 2018<sup>14</sup>

### Violence against Children

In 2011, the UNICEF Multiple Indicator Cluster Survey (MICS4) indicated an exponential increase from the 2005/2006 MICS, in the number of parents who support the use of physical abuse (70.5%) of children. The MIC5 (2015) indicates that the percentage of children who experienced any form of violent disciplining method decreased from 70.5% in 2011 to 65% in 2015. However, the number of children experiencing severe physical punishment has increased by 1.5% for the same period. Anecdotally, it is explained that parents are delaying physical punishment but when it does occur it is extremely severe.

<sup>13</sup> Source: Belize Crime Observatory, 2019

<sup>14</sup> Source: Belize Crime Observatory, 2019

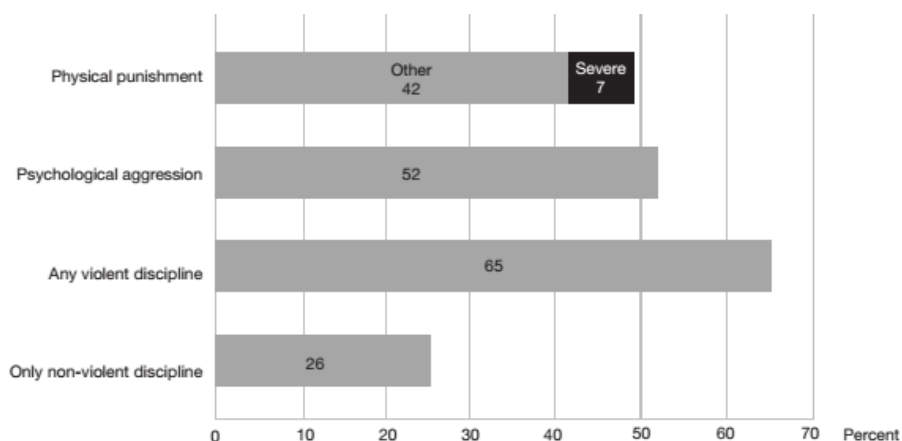


Figure CP.2: Child disciplining methods, children age 1-14 years, Belize MICS, 2015-2016

Fig 7.0 Child Discipline Methods 2015-2016

According to UNICEF, 2016<sup>15</sup>, violent methods are extremely common forms of discipline. The MICS revealed that one in four respondents believe that physical punishment is a socially and culturally acceptable part of child-rearing. Overall, respondents with lower educational attainment, residing in the Toledo district, residing in poorer households or in rural areas, or of Mayan ethnicity are more likely to find physical punishment as necessary for disciplining children. The respondent's relationship to the child also matters, 25 percent of mothers and 24 percent of fathers believe in the necessity of physical punishment. 29 percent of other members of the household believe that it is necessary to physically punish a child. Older respondents are more likely to have this belief compared to younger respondents.

### Sexual Violence (SV)

As it relates to SV, in 2018 75% of all cases were among girls 10-19 years. Belize, Cayo and Stann Creek districts reported the highest number of cases, with all districts reporting higher incidences of unlawful sexual intercourse of girls under the age of sexual consent (unlawful sexual intercourse/carnal knowledge) than rape of girls above the age of consent <sup>16</sup>.

<sup>15</sup> Multiple Indicator Cluster Survey, 2015-2016

<sup>16</sup> Ibid

## SEXUAL VIOLENCE

Location of incidents (District), 2018

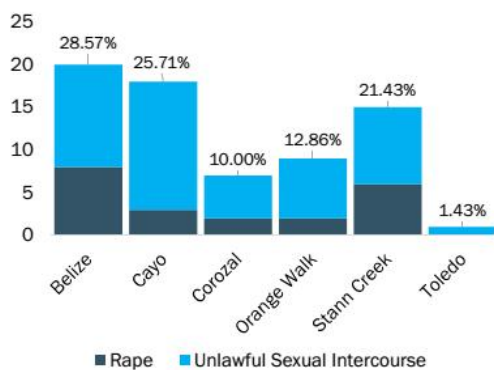


Fig 3.0: Sexual Violence Reports, 2018<sup>17</sup>

## SEXUAL VIOLENCE

10-Year Timeline

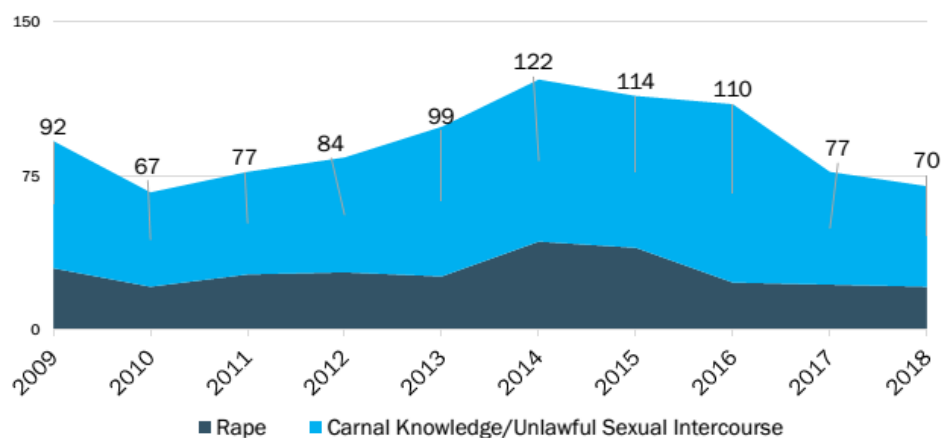


Fig 4.0 Sexual Violence -10-year trend<sup>18</sup>

As it relates to femicide, Belize, Stann Creek and Toledo reported the highest cases of femicide.<sup>19</sup>

<sup>17</sup> Source: Belize Crime Observatory, 2019

<sup>18</sup> Source: Belize Crime Observatory, 2019

<sup>19</sup> Report on Gender Based Violence, Belize Crime Observatory



## MURDER REPORTS

Location of incidents (District), 2018  
Females Only

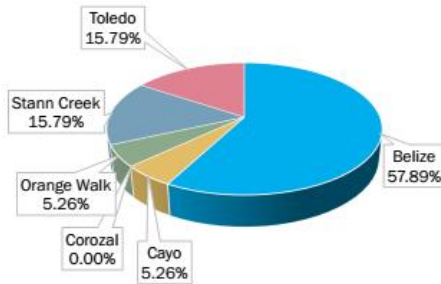


Fig 5.0: Female murder reports, 2018

## MURDER REPORTS

Total Count and Rate Over the Past Decade, Females Only

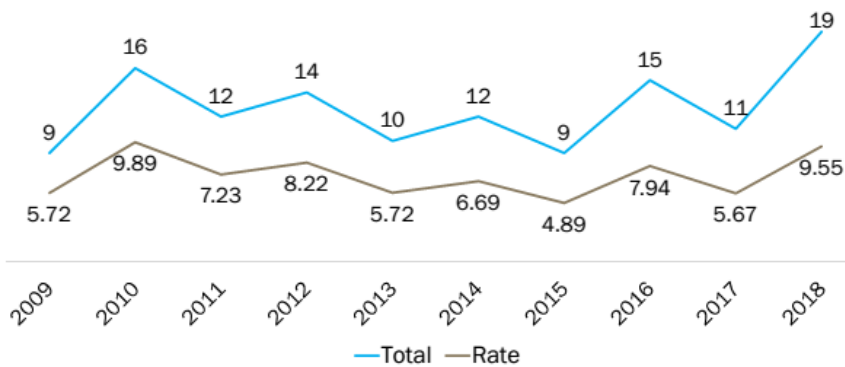


Fig 6.0: 10-year trend\_ murder of females<sup>20</sup>

A ten-year analysis shows that there has been a steady increase in the number of cases of femicide with one in every ten, murder victim in 2018, being a female.

### Gender Based Violence and HIV

The link between gender-based violence and HIV as both a cause and consequence of HIV is increasingly recognized. Studies show that women living with HIV are particularly vulnerable to sexual, physical and psychological violence, reporting violations of their sexual and reproductive rights, including coerced abortion and forced sterilization. Addressing gender-based violence is therefore critical to preventing new HIV infections and AIDS-related deaths.<sup>21</sup>

<sup>20</sup> Source: Belize Crime Observatory, 2019

<sup>21</sup> UNAIDS, Breaking the Silence around Gender-Based Violence, 2013

<https://www.unaids.org/en/resources/presscentre/featurestories/2013/december/20131211xgbvart>

Qualitative research in the Caribbean has revealed gender norms that support male control over women's bodies, justifying violence against women and refusal to use condoms because they are thought to reduce male pleasure.<sup>22</sup>

According to UN Women, issues surrounding transactional sex deserve special mention, especially as they relate to the vulnerability of children and young women. In the Caribbean (including Belize), poverty co-exists with consumerism in a context of underemployment of youth, and especially of women. Under these circumstances, trading sex for material items, gifts, basic needs, security and money occurs. Some develop relationships with men involved in violent and criminal activity, further exposing themselves to risk of GBV. Transactional sex often takes place with considerably older partners (sometimes known as "sugar daddies") who are more likely to be HIV infected as a result of longer sexual experience.

In Belize, available data points to an increasing trend of HIV infection among female adolescents 15-19 years old. In 2017, the Ministry of Health reported that 13.2% of newly diagnosed infections were among adolescent males 10-14 while 19.2% were among adolescent females 15-19. While there were no newly diagnosed infections among females 10-14 years, newly diagnosed infections among females 15-19 years was 33.6%. The rate of HIV infection in adolescents 10-14 is 13.2 / 100,000 population and among adolescents 15-19, females had a higher rate, 1.75 times higher than males in the same age group.

Data from the Ministry of Health also showed that the highest rate of infection among males were among older men.<sup>23</sup>

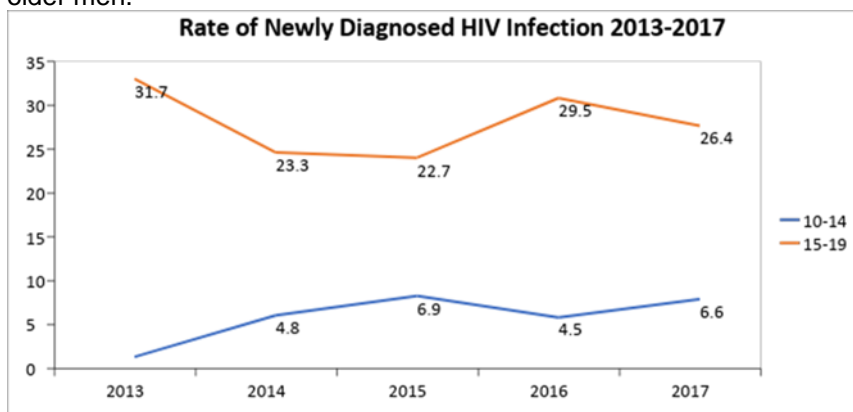


Fig. 7.0 newly diagnosed HIV infection among young people 2013-2017<sup>24</sup>

## Outcome 1 – Laws and Policies

Belize has ratified the core UN human rights treaties, including the CEDAW and CRC, the Inter-American Convention on the Prevention, Punishment and Eradication of Violence Against Women, and the International Labor organization (ILO) Discrimination (Employment and Occupation) Convention. In June 2019, ILO member states also adopted a new Standard on the Elimination of violence and harassment in the world of work. The Convention acknowledges that domestic violence becomes a world of work issue when it impairs on work performance of victims and their capacity to work, when it spoils the working environment and becomes a threat to co-workers or third parties.

The primary legislation to address family violence is *The Domestic Violence Act, 2007*. Other relevant legislations include: Criminal Code, Families and Children's Act, the Trafficking in Persons (Prohibition) Act, the Evidence Act and the Commercial Sexual Exploitation of Children (Prohibition) Act and Protection Against Sexual Harassment Act. The Criminal Code was reformed in 2017 to strengthen

<sup>22</sup> Addressing the Links Between Gender-Based Violence and HIV in the Caribbean: Summary of Research and Recommended Actions, UN Women

<sup>23</sup> HIV Surveillance Report, 2017, Ministry of Health, Belize

<sup>24</sup> Source, *ibid*



gender inclusiveness and ensure greater protection for victims/survivors. Actions are currently underway to establish cyber-crime legislation and anti-discrimination legislation. These will be completed by the end of 2019. A draft Protection of Witnesses Act has also been prepared which hopes to ensure the protection of victims and witnesses of crimes with additional protection such as testifying via video link. Belize has also established a Sexual Offenders Registry operationalized under the Criminal Code. This was implemented in 2017 and is being utilized in a limited manner by the Police Department.

**The primary gaps as it relates to legislative framework is the absence of protocols to operationalize key legislation such as Anti-discrimination legislation** and other new legislation that are being developed. Furthermore, there is a need to establish **regulations for the Criminal Code** to fully operationalize the Sexual Offenders Registry. There is also a need to review and **amend the Evidence Act** to offer better protection to witnesses and to align it with pending legislation (cyber-crime and anti-discrimination).

To support the overall legislative framework there is the need to strengthen accountability in order to increase enforcement of laws related to family violence. Currently, there is no framework for accountability and although complaints mechanisms exist in various institutions, the mechanisms are weak.

In 2013, the National Gender Policy which addresses the issue of GBV was approved by the government. The policy outlines key commitments to end GBV. This policy is complemented by the National Gender Based Violence Action Plan 2017-2020 which identifies four strategic priorities; (1) effective governance and sustainability (2) primary prevention of GBV (3) adequate response to victims of GBV and (4) effective monitoring and evaluation. There is a need to evaluate the National Gender Policy and strengthen institutional arrangements for its effective implementation, linked to pillar 2. Noteworthy is that the NGBV Action Plan expires in 2020. Spotlight provides an opportunity to review and update the NGBV Action plan, ensure that it is adequately costed in order to identify funding gaps and that it has a strong M&E framework to increase accountability. **The current NGBV Action Plan does not include an M&E framework.**

Complementary policies to the National Gender Policy and the NGBV Action plan include the National Sexual and Reproductive Health Policy (2002) which is the articulation of the high priority placed on sexual and reproductive health and the National Youth Development Policy (2012). Additionally, a draft Adolescent Health Strategy was developed in 2019, which includes violence prevention and access to services including SRH services and mental health services. The National Committee for Families and Children in 2019 has developed a National Strategy to End Child Marriage and Early Unions. Both strategies and their complementary situation analysis highlight the situation of adolescents and present a comprehensive approach for improving protection of adolescents and enhancing service provision.

One flagship initiative is the establishment of a policy and legislation sub-committee under the National Committee for Families and Children (NCFC), which works closely with the Attorney General's Ministry to address gaps in legislation. Key lessons learnt from this multi-sectoral approach is that capacity for policy and legislative review must be enhanced and that a coordinated approach to advocacy for policy and legislative review is effective.

Some of the key challenges faced include:

- Absence of data and evidence to inform legislative review
- Inconsistencies across legislation such as the definition of a child
- Limited interface of non-state entities with national processes associated with legislation, policy, and strategy development.
- Fragmented implementation of national plans, policies and strategies and inadequate budgeting of plans and strategies
- Lengthy time frame for new or revised legislation to be finalized after drafting.
- Deeply rooted gender ideologies and limited knowledge and awareness on human rights among policy and decision makers.



## Outcome 2 – Institutions

The national response to family violence lies with the Ministry of Human Development, Social Transformation and Poverty Alleviation. CEDAW noted in its 2007 concluding observations that there are concerns about the **weak institutional capacity of the national machinery for the advancement of women, i.e., the Women’s Department in the Ministry of Human Development, which is under-resourced and understaffed** and does not have sufficient capacity or authority to work effectively for the full implementation of the Convention and to coordinate the use of the gender mainstreaming strategy across all sectors of Government. The Committee is concerned about the scarcity of personnel at the district level to promote gender equality. It remains concerned about the absence of mechanisms to monitor implementation of the Convention and evaluate the impact of laws, policies and programmes on the achievement of women’s equality.<sup>25</sup>

While there has been some advances such as an increase in human resources within the Women’s Department, increased capacity of staff through ongoing training, and improvements in the capacity of the ministry to monitor and evaluate the impacts of laws, policies and programme on the achievement of women’s equality, the main areas that still require attention are; multi-sectoral coordination, planning and gender mainstreaming at the national and district levels and additional human and financial resources, particularly at the district level. While a budget is assigned to the Women’s Department, there is no data on how much of the government’s resources are allocated to family violence. The revision of the NGBV Action Plan provides an opportunity for such an assessment with a view to determining funding gaps for family violence.

The National Gender and Gender-Based Violence Committee, a multisectoral body of representatives from key stakeholder agencies, (Ministry of Human Development, Health, Education, Police, CSOs) has the mandate to oversee the implementation of the National Gender-Based Violence Action Plan. The National GBV Committee is supported by District Committees (6) that oversees the implementation of the plan at the district level. The NGBV Committees are comprised of technical officers from key government sectors and representatives from civil society organizations and development partners such as UNFPA. However, coordination is weak, and the committees are not institutionalized, there is no clear programme structure for the implementation of the GBV Action Plan, the plan is not budgeted and there is no budget for the implementation of core actions in the plan. Furthermore, sector plans are not aligned with the National GBV Action Plan resulting in fragmented implementation of the plan.

There is also a need for harmonization and alignment between the NGBV Action Plan the National Children’s Agenda (NCA) and sector plans of key stakeholder agencies such as (Health, Education, Police Department, Women’s Department) as well as improved coordination, monitoring and reporting between the NGBV Committee and the GSDS Working Tables which are responsible for oversight of the implementation of the GSDS.

Some of the specific areas where the capacity of the NGBV Committee and district committees is lacking include: capacity for planning linked to national plans and frameworks, capacity for design and implementation of evidence-based programming to address VAWG, capacity for effective multi-sectoral coordination including understanding their governance structures, roles and responsibilities, and capacity for monitoring and reporting.

The National Women’s Commission (NWC), which provides oversight and coordination for the implementation of the National Gender Policy, has recently increased its support for coordinating the implementation of the GBV Action Plan and has been working more closely with the National Committee for Families and Children (NCFC), which is legally mandated to spearhead the implementation of the CRC, to ensure seamless implementation of actions to end family violence throughout the life course. The NWC is now integrated into the formal subcommittees of the NCFC. Although there is now enhanced coordination at the national level as a result of greater alignment between these two key

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<sup>25</sup> Concluding comments of the Committee on the Elimination of Discrimination against Women: Belize, 2007



coordinating entities, the coordination that occurs at the national level is not mirrored at the district level resulting in even further fragmentation in implementation of strategic actions, duplication of efforts and challenges in monitoring and reporting.

The NCFC has made some advances in addressing this challenge through the establishment of sub-committees based on thematic areas. This allows for improved coordination among sectors. However, there is a need to (a) ensure representation at the highest level of decision making to ensure that directives and support is provided for national frameworks to be translated into sector and sub-national plans and (b) enhance the capacity of members of the NCFC to develop strategic plans and programmes linked to national frameworks. These include representatives of key government sectors, Health, Education, Human Development, National Security, Ministry of the Attorney General, Family Court, Supreme Court, Legal Aid, UN Agencies, as well as CSO's and FBOs.

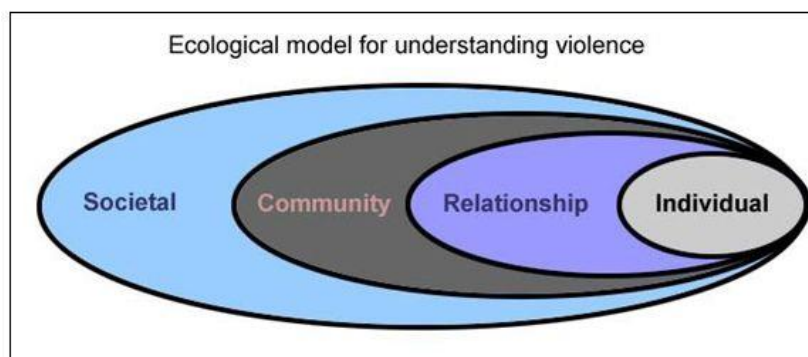
Beyond the leaders in key institutions, one of the challenges in institutional strengthening around gender and family violence is the absence of sustained actions to engage personnel at all levels in sensitization, awareness raising and dialogue as well as the absence of meaningful institutional changes to truly transform the culture of entities. This is a necessary preface to gender responsive budgeting throughout the public service as past efforts to build capacity in gender responsive budgeting have not been successful since there was not a supportive environment for such transformations.

Additional weaknesses include:

- Limited availability of evidence-based programmes driven by data and evidence from robust programme evaluations. Although there is some promising move in this direction by key government entities, there has not been an established culture across sectors of evidence-based programming.
- Limited engagement of CSO and marginalized groups at all levels of decision making and planning and limited data and evidence of CSO's contribution to ending family violence is not often consistently reflected in national reports.
- Lack of specific criminal investigation tools to help both law enforcement officials and legal operators to identify gender-based violence (femicides, sexual violence, domestic violence)

### Outcome 3 – Prevention

While there is a need for further national studies in this area, to examine the root causes of family violence it is established that gender inequalities and gender power dynamics which occurs at every level (ideological, institutional, community, home and interpersonal levels) of society are at the root of family violence in Belize.



Source: Heise et al., 1999; Krug et al., 2002; CDC, 2004

Fig 8.0 Ecological Model for understanding violence

- **At the level of society** there are many factors that correlate to perpetuate the cycle of violence. These include but are not limited to:

- A general lack of awareness of rights among policy and decision makers as well as gender-power dynamics within institutions that promote gender inequalities. There is also a limited culture of zero tolerance of family violence.
- There is wide-spread discrimination against individuals based on their sexual orientation which has resulted in experiences of violence within the home and community by persons identifying as LGBTI.
- There is a general lack of awareness of rights among rights holders. In 2007, the CEDAW Committee recommended that Belize intensify its efforts to raise awareness about the Convention and about laws, policies and programmes that are designed to enhance women’s enjoyment of their rights. The Committee encouraged the State party to eliminate impediments women may face in gaining access to justice and to enhance women’s legal literacy, awareness of their rights and capacity to effectively claim them.
- Unequal gender relations, across cultures but particularly in indigenous Mayan communities where the highest levels of accepting attitudes towards domestic violence (by both males and females) were reported, put adolescent girls and women at a significant risk of GBV.
- The rate of child marriage and early unions among female adolescents and youth 15-19 years stands at 20.8%. Child marriage and early union is highest among young people from indigenous Maya communities, Garifuna youth and Mestizo. Unequal gender relations is a key feature of informal unions which account for a significant percentage of unions and increases the likelihood of adolescent girls being exposed to GBV.

Percentage of girls and boys age 15-19 years currently married or in union (MICS 2015/2016)	
Girls	Boys
20.8 (3,601)	10.7 (1,855)

*Table 1.0: percentage of girls and boys 15-19 in CMEU<sup>26</sup>*

- Young girls are at increased risk of GBV/intimate partner violence as they are less able to negotiate with their partners, especially if partners are older. There may also be power imbalances that exist in the relationship and isolation that may be caused because of CMEU.
- Although the level of family violence is high, there is a culture of silence around family violence due to gender socialization of women, and the absence of safe spaces for women and girls to speak out against VAWG resulting in underreporting of cases of domestic violence and sexual violence, as well as other forms of violence and inadequate national and local level visibility of the issue.
- Anecdotal evidence shows that male socialization patterns and social expectations for males contribute significantly to family violence. Patterns of socialization define clear characteristics, roles and expectations of a “real” man. These messages, which are shaped by home, school, community and society at large, begin from early childhood and continue into manhood where male peer pressure dictates that key features of masculinity include aggression, force, and contempt for women and marginalized men.
- A 2010 SRH Assessment among persons with disabilities conducted by UNFPA showed high incidences of forced sex among females and males with disabilities and raised concerns about sexual abuse and possible sexual exploitation. An EU Gender Analysis, 2017, indicated that persons with disabilities are largely invisible in the country based on a culture of fear, shame, stigma and discrimination.

<sup>26</sup> Source: Belize Country Profile on Child Marriage and Early Unions, 2019

**At the level of the community** there are deeply rooted gender norms and power imbalances that continue to perpetuate family violence.

- The MICS 2015/2016 found that there were high levels of accepting attitudes towards domestic violence, particularly among some communities. 7.3% of men believe that wife beating is justified with this figure increasing to 20.4% in Toledo and 12.9% in Stann Creek District. Some 6.7% of women believe that wife beating is justified with this figure increasing to 19.8% in Toledo and 11.7 in Stann Creek District and 10.6% in Corozal.<sup>27</sup>
- According to Gayle<sup>28</sup>, there is a complex relationship among forms of violence in that an increase in one could mean an increase in another. For instance, research data in Belize, Jamaica, and Trinidad show that as male-male violence increases, so do hospital reports of brutal harm done to girls by men, and reports of children being harmed by women.
- In Belize, limited access to information and interventions for rural women and girls, indigenous women and girls, persons with disabilities, and migrant women and girls puts them at a disadvantage and increases the likelihood of them remaining in situations of violence.

**At the level of the school**, church-state partnerships which see religious entities as gatekeepers limit the State's ability to influence curriculum content that will ensure that boys and girls are exposed to education and skills to reduce risk factors and building protective factors related to family violence. One of the main areas where this challenge is experienced is the introduction of comprehensive sexuality education.

- The European Union's gender analysis indicates that church-state partnership in education which prevents students from accessing the full suite of information on sexuality and reproduction, knowledge of the risks during pregnancy and access to safe termination of pregnancies continues to be particularly harmful to women and girls.
- Young people out of school, particularly in rural areas, are at an even greater disadvantage as it relates to access to comprehensive sexuality education. There is no agency, nationally, that provides consistent SRH education and information to young people out of school. While some CSOs are reaching young people out of school, their interventions are limited to specific geographic areas and upon request.

**At the level of the home** children are exposed to violence from a very early age.

- An on-going study by the regional offices of UNICEF, UNFPA, UN Women and PAHO/WHO on the intersections between VAW and VAC indicates an association in Belize (based on MICS 2015/16 data) between acceptance of wife-beating and acceptance of corporal punishment as necessary for child-rearing. The study also demonstrates intergenerational effects of DV in that girls and boys in households in which their mother/step-mother experiences DV can have a higher risk of both experiencing or perpetuating violence beginning from adolescence.
- Recent programme interventions also reveal high levels of post-traumatic stress disorder among young males resulting from adverse childhood experiences. The 2015 Multiple Indicator Cluster Survey showed that violent discipline is common (65% in children under 15) and severe physical abuse is experienced by children in the home.<sup>29</sup>

<sup>27</sup> Ibid

<sup>28</sup> <https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fyoutu.be%2FrS3mLCT5mz8&data=02%7C01%7C%7Ccbf6e84c1c024a33fe2308d6acbf7bf7%7C84df9e7fe9f640afb435aaaaaaaaaaa%7C1%7C0%7C636886335743312441&sdata=r0rRiouWaEuK5VBCPMNArwm1JtRTPeYIRSf62f4zDmU%3D&reserved=0>

<sup>29</sup> Multiple Indicator Cluster Survey, 2015, UNICEF Belize



- Violence in the home is also intergenerational as boys and girls exposed to violence may internalize and accept violence as a means of addressing conflict.
- Additionally, while children may not be directly exposed to violence, children, especially adolescent girls may experience emotional abuse and trauma as a result of exposure to domestic violence in the home. This may also result in perpetuating the cycle of violence as she may accept violence as an adult.

**At the level of the institutions** several programmes have been put in place by government and CSOs to address social norms, attitudes and behaviours. However, there is an absence of a comprehensive social and behaviour change strategy for ending VAWG, there is limited sustained, evidence-based programmes to address social norms, attitudes and behaviour change at all levels, including programmes that engage men and boys at the national and community level.

- Existing social and behaviour change interventions and interventions to address social norms are not comprehensive, not implemented at scale and not implemented for the duration required to experience visible changes in attitudes and practices and bring about lasting social change.
- Current interventions do not consider specific approaches to reaching the most vulnerable and marginalized groups, and target populations are not adequately disaggregated. Furthermore, coordination among state actors and between state and non-state actors in the implementation of interventions is weak. Many agencies lack the technical capacity to design and implement programmes addressing behaviour change and norm change.

Additionally, at all levels of the ecology, key influencers such as policy and decision makers, community leaders (traditional and non-traditional), religious leaders, law enforcers and school management are predominantly male, lack awareness of human rights and specifically the rights of women and girls, make decisions based on their own gender biases, socialization and gender norms and continue to promote actions that perpetuate gender inequalities and discriminate against women and girls.

#### **Outcome 4 – Essential Services**

The Government of Belize has set in place intervention services which are inter-sectoral and interdisciplinary in scope. This coordinated approach to service provision includes the participation of state actors, civil society organization and private sector groups. A minimum package of services is offered for the care and support of survivors of GBV. However, this package of service needs to be further defined based on international standards. Additionally, the government, as the main service provider, is constrained in its reach and ability to provide integral services and protection to victims/survivors of GBV by limitations in programme scope, financial sustainability of interventions and insufficient capacities to adequately respond. There is also a need to consider tailored approaches to reach vulnerable groups of women and girls, including adolescent girls, indigenous women and girls, rural women and girls, migrant women, women and girls with disabilities, women and girls living with HIV and elderly persons.

The response capacity of Belize's network is frequently called into question as a number of the service providers lack adequate personnel and sufficiently trained personnel to provide necessary medical, psychosocial and legal support to victims. Front line professionals, interfacing with victims, lack skills for ensuring the provision of comprehensive quality care that is gender sensitive and prioritizes the rights of women and children. Additionally, there is a lack of harmonized response among sectors which adds to fragmented services to victims of family violence. There is a need for the various service providers to come together to ensure appropriate case management.

The Women's Department, with the support of the Domestic Violence Unit of the Police Department and the Judiciary, provides sporadic training on gender violence to professionals and officials in all sectors and jurisdictions, police officers, prosecutors, officers of the judiciary.



The **key service providers** include; the Ministry of Human Development through the Women’s Department and the Department of Human Services as it relates to child survivors of violence, the Ministry of Health, the Police Department and the Judiciary as well as some CSOs such as Belize Family Life Association, Haven House, Dorcas and Mary Open Doors. Haven House, Dorcas and Mary Open Doors are the three shelter options available for survivors of GBV.

### **Women’s Department**

The Women’s Department provides services to women in all six districts through Women’s Development Officers. Services include; information and awareness raising, case management and referral, provision of shelter options, socio-economic support, economic empowerment, individual and family counselling.

In 2015, to further strengthen efforts aimed at combating all forms of violence against women and children, the Ministry of Human Development amalgamated the Women’s Department and the Family Support Services Unit of the Department of Human Services to strengthen psychosocial support to women and survivors of Domestic Violence.

The main barriers faced in the delivery and access to services is the limited capacity of the Women’s Department to provide sustained services at the community level to ensure that individuals and communities are aware of available services and can navigate the system.

### **Ministry of Health**

The MOH’s response to GBV is informed by the Guidelines for the Comprehensive Management of GBV within the Health Sector, which was finalized in 2014. The Gender Based Violence Guidelines for Health Care Workers was developed in line with the National Gender Policy and Gender Based Violence Plan of Action which specifically calls for the provision of adequate services and support for survivors of gender-based violence. This package of services for the care of survivors within the health sector should include; the provision of high-quality medical and psychosocial care and support services, with clear linkages to social services, police and legal systems and where available community support. However, there is insufficient coordination between the MOH, Police, and the Women’s Department in ensuring that cases are effectively managed.

The Ministry also has in place a National Gender Based Violence Surveillance System which should be utilized by all sectors involved in the GBV response. However, there are inconsistencies in data collection across key sectors responsible for collecting data.

On the supply side, the main barriers include attention to competing emergencies since cases of GBV are managed through emergency units, lack of access to social workers to provide psychosocial support and referral services after working hours and on weekends, inadequate training of personnel at all levels, lack of adequate medical professionals to address cases of sexual violence (particularly forensic examination and providing evidence during court cases).

As it relates to access to SRH services, although the Ministry of Health has expanded access to SRH services, there is still a gap in access to SRH services for several populations including rural women, girls and adolescents. High rates of sexual violence, rates of CMEU and rates of pregnancy all point to a need for increased access to SRH information and services.

The adolescent birth rate stands at 74 live births per 1000 live births with significant disparities between rural and urban areas. Adolescent birth rate in urban areas is 55 live births per 1000, increasing to 90 live births per 1000 for rural areas.

<b>Adolescent birth rate, and total fertility rates, the general fertility rate, for the three-year period preceding the survey, by area (MICS, 2015-2016)</b>			
Age	Urban	Rural	Total
15-19	55	90	74
TFR	2.4	2.8	2.6

Table 2.0: Adolescent birth rate and total fertility rate<sup>30</sup>

Three districts show higher rates compared to the country average: Corozal (104), Stann Creek (101) and Toledo (98). Stann Creek and Toledo are the two districts with the highest percentage of women 15-19 who have had a live birth or who begun childbearing. 18% of women 15-19, in Stann Creek District, has had a live birth while 20.6% has begun childbearing. This figure stands at 14.1% and 17.7% for women 15-19 in the Toledo District.

Unmet need for contraceptives is a key indicator of gender inequality and lack of reproductive rights of girls and women. The unmet need for contraceptives among women age 15-19 years currently married or in union is 40.8%. Unmet need for contraceptives is highest in Toledo (59.5%), Belize City Southside (53.3%) and Cayo (47.0%). It is higher in urban areas (49.1%) than in rural areas (33.2%) and highest among the poorest quintile (46%).

Percentage of women age 15-19 years currently married or in union with an unmet need for family planning and percentage of demand for contraception satisfied (MICS 5, 2015-2016)							
	Met need for contraception			Unmet need for contraception	Percentage of demand for contraception satisfied		
	For spacing	For limiting	Total		For spacing	For limiting	Total <sup>1</sup>
Total	24.3	14.6	39.0	31.2	9.6	40.8	48.8

Table 3.0: Unmet need for contraceptives<sup>31</sup>

Only 37.4% of women and their partners are using any form of modern contraceptives. In urban areas, this figure is 37.4% while in rural areas this figure is 37.3%. While modern contraceptive use is low overall, it is notably lower among women 15-17 and their partners (30.1%) compared to women 18-19 and their partners (40.6%).

Percentage of women age 15-19 years currently married or in union who are using (or whose partner is using) a contraceptive method, (MICS, 2015-2016)		
	No method	Any method
Urban	62.6	37.4
Rural	59.6	40.4
15-17	68.3	31.7
18-19	57.8	42.2

Table 4.0: Contraceptive use by partners of women 15-19 in CMEU by age and geographic location<sup>32</sup>

## Police Department

<sup>30</sup> Country Profile on Child Marriage and Early Union, Belize, 2019

<sup>31</sup> Source: *ibid*

<sup>32</sup> Source: *ibid*



The Police Department's response is guided by the Domestic Violence Protocol for Police Officers, 2012. The protocols include guiding principles, police response procedures, court orders and directives on their enforcement, risk assessment, and procedures to submit complaints concerning inadequate police response.

One of the main challenges with the implementation of the protocol is the lack of a systematized training of police officers. Training is not ongoing and when police officers are moved to other areas within the institution, new officers do not receive training on the protocol.

### **Judiciary**

The judiciary is responsible for the administration of justice. One of the key gaps within the judiciary is the absence of a family court in all jurisdictions. There are only two (2) family courts. In the four districts without a family court, family law is administered by magistrates of the magistrate court who are not always familiar with the laws and/or sensitive to family issues.

As it relates to access to justice for children, a Child Friendly Family Court was established in Punta Gorda Town in 2014, new policies and procedures for the Family Court have been developed and all court staff across the country have received training on the new procedures. The new Family Court is equipped with screens, video link facilities, separate interview room for children, play/therapy room and one-way mirrors in ID rooms.

One key challenge is that free legal support is not provided by the government. The only offence for which free legal aid is available is murder. Only a few CSOs have the capacity to provide limited legal advice to survivors of violence who need to access the legal system. The cost of legal representation is usually a huge barrier to accessing justice.

### **Non-governmental Services**

Belize Family Life Association: **BFLA**

The Belize Family Life Association is the only NGO that provides comprehensive sexual and reproductive health services through its four static clinics in Stann Creek, Cayo and Orange Walk Districts. BFLA offers a wide range of SRH services including; cervical cancer screening (Pap smears and visual inspection with acetic acid (VIA), family planning services, HIV testing, STI treatment, gynaecological consultation, and pregnancy test.

BFLA does not provide services in Toledo and Corozal Districts and there is a cost to accessing services from BFLA outside of those covered through the MOU for service provision between the government and BFLA. These are two of the main barriers.

Victims of violence depend on a functioning national referral network for reprieve as they seek basic services and safety through emergency shelter or transitional housing programmes.

Shelter to victims/survivors are available in 3 districts. All three shelters were refurbished and expanded during the implementation of BA1 project. These three shelters alongside the Community Counselling Centre and district support groups for women, provide much of the services associated with victim support and survivor protection. Additionally, the Women's Department has institutional arrangements with establishments such as hotels to provide emergency shelter for survivors. The Women's Department also provides rent allowance to survivors of GBV for a limited period after they leave the shelter.

As it relates to long term recovery options, one of the key challenges is limited opportunities for economic empowerment leading to job placement to ensure that women and girls are economically empowered. While some good practices exist in this area, programmes only have the capacity to reach a small number of women and there is no system to ensure that women receive economic support while engaged in skill building.

As it relates to adolescents, the Ministry of Health has recently developed an Adolescent Health



Strategy which focuses on strengthening the national response to adolescents, including violence prevention and response, increasing access to adolescent friendly SRH services and mental health services. Additionally, there are specific national protocols, the National Child Protection Protocol, that guides the response to violence against children, inclusive of adolescent girls.

### **Outcome 5 – Data**

There is a paucity of national data on family violence. The National Census does not include data on family violence and the most recent Family Health Survey, which contains national data on domestic violence, was conducted in 1999. There is no prevalence or incidence survey on family violence. At the national level, the MICS is the only population-based survey that provides some indicators on family violence such as attitudes towards gender-based violence and child discipline. The NCFC has also developed an M&E Systems Plan which ensures the systematic monitoring and reporting on key indicators under the NCA, including violence against children under age 18.

The Government of Belize plans to include some key indicators on gender-based violence in the 2020 Population Census. However, currently, the main source of data on family violence is administrative data which is available through the Gender based violence Surveillance System (GBVSS), the Crime Information Management System (CIMS) and the Belize Health Information System (BHIS). These are managed by three separate entities which poses some challenges in terms of reconciliation of data in family violence.

The Government of Belize, through the tripartite group of Ministries that oversee the current GBVSS, is working towards improving and strengthening the system, to both fulfil the role of a statistical M&E system as well as a comprehensive case management system that captures important aspects of each case from first report through to case closure. This includes any service provided by any public, private or NGO social service or health care organization for a client or their family, including the judiciary.

MHDSTPA has recently implemented its own online case management system (FAMCare) which has expanded far beyond just the Ministry. Numerous agencies now use FAMCare, including other government agencies, the police department and some non-government organisations. It provides a platform for service providers from any agency to register details in a central database, whilst maintaining strict confidentiality through a number of security settings applied to a user's agency and role within the system.

The objective of transferring the current GBVSS from the Belize Health Information System to FAMCare, is therefore, to effectively monitor all aspects of a GBV case. This directly responds to Belize's National Gender Based Violence Action Plan (2017 - 2021) strategic Objective #1 - to successfully harmonized multisectoral response to Gender Based Violence in Belize - thereby contributing to the overall goal of the Action Plan which is to establish a harmonized response to family violence resulting in decreased incidence and increased adequate support for and access to justice for all victims.

The Belize Crime Observatory, which is one of the government's flagship knowledge management programmes, collects and analyses data from national sources on all types of crime and violence and produces monthly, user friendly reports on crime and violence including family violence.

### **Outcome 6 - Women's Movement and Civil Society**

The engagement of CSOs in ending family violence has been limited to advocacy, education and outreach and limited service provision. In some areas of the country, there is no CSO actively involved in actions to end family violence. While some CSOs have implemented strong programme models, programme have not been evaluated and scaled and there are limited platforms for networking, knowledge exchange and capacity building of CSOs.

There is limited coordination of CSOs within the social sector and the geographic spread of CSOs,





including grass roots and community-based organizations resulting in fragmented implementation of programmes. Programmes are not always linked to national plans and strategies but rather driven by the availability of funding. Furthermore, the contributions of CSOs are rarely captured in national reporting.

**There are no organized umbrella women's groups and movement in Belize**, although individual women in key leadership positions, speak out on family violence from time to time, also some CSOs advocating for women's rights and gender equality are operating at subnational level with limited human resource capacity. The Women's Issues Network (WIN Belize), which was the umbrella organization for the women's movement in Belize has been defunct since 2016. Thus, the need for strengthening CSO networking across entities is critical.

There is a significant gap in reaching the needs of indigenous women, Garifuna and Maya and migrant women and girls. The Toledo Maya Women's Council has significantly downscaled its operation focusing on empowering adolescent girls in selected Maya communities. Other indigenous women such as Garifuna are not specifically targeted by any entities. The National Women's Commission is currently strengthening its capacity to support the organization of a robust women's movement and also ensuring adequate CSO representation on the commission.

One of the primary concerns raised by some members of the ICSRG as it relates to the absence of women's movement is the fear of victimization, the absence of safe spaces to speak out and the lack of legal protection. There is a need to build a culture of activism as well as build the capacity of CSOs to mobilize and engage women in support of women's issues.

One of the key constraints for CSOs is the absence of sustained funding. While some CSOs receive a subvention from the government, which allows them to maintain key staff positions, not all CSOs benefit from government support. Through Spotlight, models for strengthening CSOs - Government partnership will be explored with the aim of building CSOs capacity to deliver services, particularly in rural areas and for marginalized populations that the government cannot meet.

### **Target and Geographic Scope for implementation of Spotlight**

The selection of the geographic area and target populations was guided by the available data and in consultation with government and CSO stakeholders using the following criteria:

- Situation of violence against women and girls the area (statistics and prevalence of offenses in relation to sexual violence, femicide, and domestic violence.)
- Remote and under-resourced communities (Mix of urban/rural communities)
- Populations facing intersecting forms of discrimination
- Presence of civil society organizations and groups of women organized and / or sensitive organizations working on these issues in the area.
- Existence of institutional coordination working in these issues (local networks for caring and preventing family violence).
- Presence /complementarity of related projects in the area.
- Political will of local governments to assist in the implementation of Spotlight
- Territory location near border areas or areas that are characterized by the existence of issues addressed under Spotlight such as sex tourism, trafficking in women and various forms of violence against women.

Based on data available (see figs 1,3, and 4), Spotlight interventions under all pillars will be implemented nationally. However, while actions under Outcome 3 will be national, they will target specific populations. Guided by the ***leave no one behind principle***, these include indigenous and rural women facing multiple and intersecting forms of discrimination, women and girls with disabilities, and other marginalized groups such as LGBTI, and adolescent girls. Secondary target groups will be parents, men and boys, and community leaders. Further details of target population are provided under each pillar.

The entire population of Belize, which comprise of girls 0-19 years (74,175), boys 0-19 years (75,252), women 20 to 65 plus years (87,051) and men 20 to 65 plus years (85,975) will benefit directly and



indirectly from actions across 6 pillars including improved legislation, policies, national and sub-national plans aligned with national frameworks, improved capacity of institutions to respond to family violence, improved access to quality essential services, and improved availability of data to inform decisions affecting them.

Additionally, **Under Outcome 1**, a total 125 legislators, police, members of the judiciary and other government officials that will be sensitized on human rights standards, gender, and family violence and 300 community members and community leaders that will participate in a process to identify and address major challenges to the implementation of legislations.

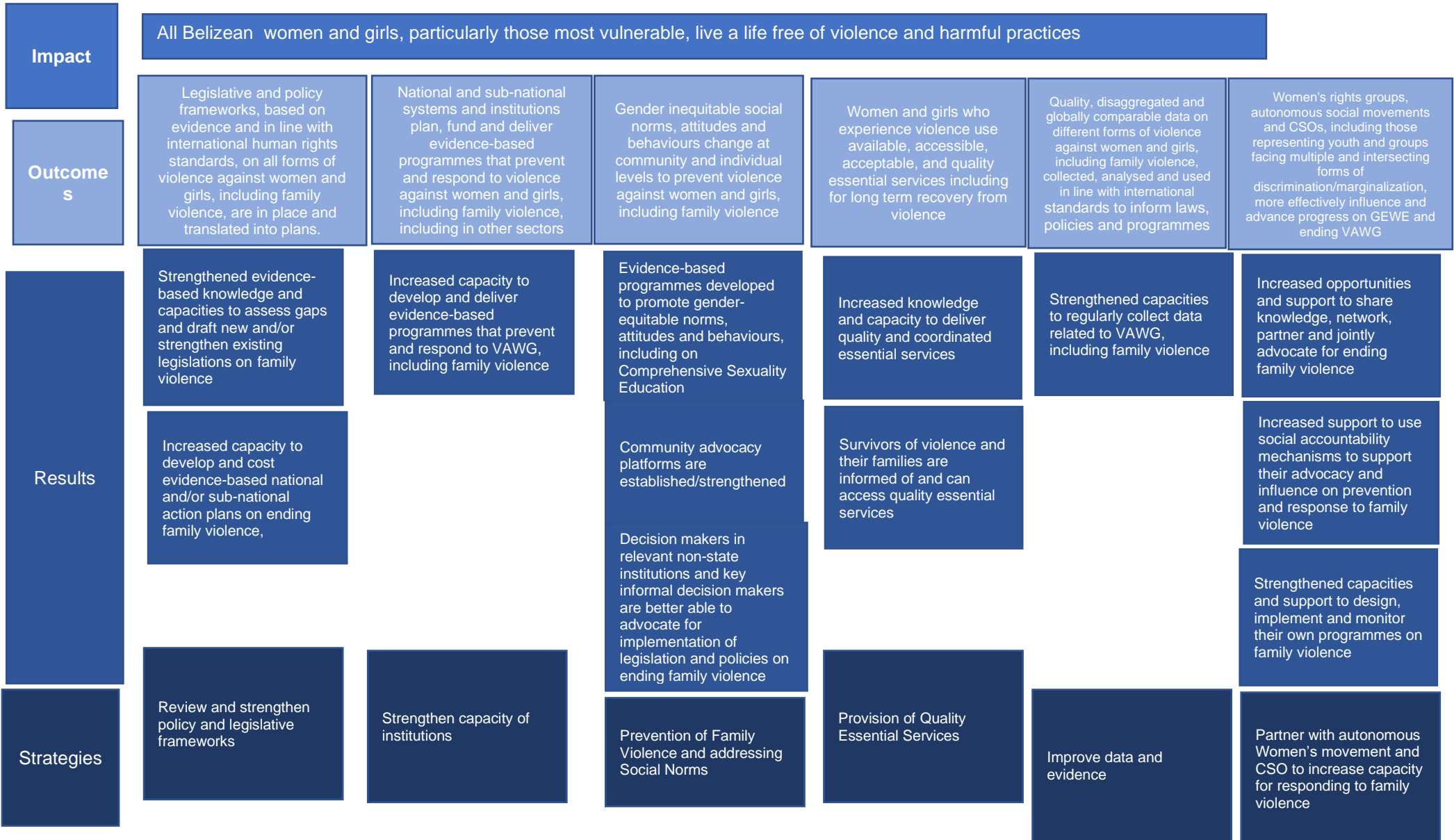
**Under Outcome 2**, approximately 100 individuals will benefit from capacity building activities to develop prevention response programmes, approximately 20 court officials will benefit from capacity building and mentorships and approximately 300 public and private sector employees will benefit from the implementation of the Equal Opportunity Seal.

**Under Outcome 3**, approximately 70,000 adolescents in and out of school will benefit from CSE, approximately 500 families (3,000 persons) will be reached by faith based organizations, CSOs and community leaders, approximately 200 teachers will be provided with tools to prevent, identify and ensure appropriate responses to violence, approximately 5,000 adolescents and youth will access information through online platforms, approximately 1,000 men and boys will be reached through workplaces and schools, approximately 1,500 women and girls will be reached with empowerment, protection and prevention programmes, approximately 5,000 parents will be reached with Care for Child Development and parenting programmes and approximately 300 couples will be reached.

**Under Outcome 4**, approximately 150 members of the social sector workforce will benefit from capacity building and at least 30,000 girls and women, men and boys will benefit from increased access to high quality services

**Under Outcome 5**, approximately 350 personnel from 50 key line ministries, government departments, academic institutions, international development partners, and Civil Society Organizations and under outcome 6, approximately 40 CSOs in all 6 districts will benefit from interventions under pillar 6.

### III. Programme Strategy Theory of Change





## Outcome 1 – Laws and Policies

### Theory of Change

If (1) experts on family violence, from key government agencies and CSOs are engaged in assessing, developing and implementing policies and legislation to end family violence  
(2) if the implementation of legislations and policies is monitored  
then (3) an enabling legislative and policy environment on family violence, and other forms of discrimination is in place and translated into plans, guaranteeing the rights of women and girls  
because (4) effectively implemented legislative and policy frameworks address impunity and provide for coordinated action, including in the areas of prevention, services and data collection.

**Outcome Statement:** Legislative and policy frameworks, based on evidence and in line with international human rights standards, on all forms of violence against women and girls, including family violence, are in place and translated into plans.

**Output 1.1:** National and regional partners<sup>33</sup> have strengthened evidence-based knowledge and capacities to assess gaps and draft new and/or strengthen existing legislations on ending VAWG including family violence and/or gender equality and non-discrimination that respond to the rights of the most groups facing multiple and intersecting forms of discrimination and are in line with international HR standards and treaty bodies' recommendations.

**Output 1.2:** National and/or sub-national partners<sup>34</sup> are better able to develop and cost evidence-based national and/or sub-national action plans on ending VAWG, including family violence, in line with international HR standards with M&E frameworks and responding to the needs and priorities of groups facing multiple and intersecting forms of discrimination.

**Output 1.3** National, sub-national and/or regional partners have greater knowledge and awareness of human rights obligations and are able to draft laws and/or policies that guarantee the ability of women's rights groups, CSOs and women human rights defenders to advance the human rights agenda.

### Overview of Strategic Actions

Key strategic actions under **Outcome 1** will focus on supporting **the Office of the Solicitor General within the Ministry of the Attorney General** to operationalize key legislations such as the **anti-discrimination legislation**, through the development of protocols and rules relevant to legislations. Additionally, **the Evidence Act will be revised and amended to offer greater protection to witnesses. Regulations linked to the Criminal Code will also be developed which will support the implementation of the Sexual Offenders Registry.**

To address the issue of weak enforcement, Spotlight will support a process **to assess and design an accountability framework and develop a monitoring mechanism for the implementation of legislations and policies.** This mechanism will ensure a top down and bottom up approach to monitoring the implementation of legislations and policies by establishing a structure for continuous engagement of communities in identifying and addressing the major challenges to implementing legislations and monitoring the implementation of legislation.

In order to ensure that strong policy frameworks exist for responding to family violence, The National Gender Policy will be evaluated, and the evaluation will be utilized to inform the development of an improved gender policy with strong institutional arrangements for its delivery, linked to Outcome 2. **The NGBV Action Plan which expires in 2020 will also be revised, updated and costed with an M&E framework** will be developed to accompany the plan. This is also linked to Outcome 2 as it will ensure that there are strong planning frameworks for institutions to deliver evidence-based programmes.

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<sup>33</sup> Parliamentarians, human rights institutions and women's right advocates

<sup>34</sup> Key government/national decision makers (Heads of State, Finance Ministers, Ministries of Justice and Police, Security Ministers and relevant planning institutions) including women's rights advocates



In an effort to address gender ideologies, increase knowledge and awareness of human rights obligations, laws and policies, and increase access to justice and prevention of family violence, Spotlight will support ongoing sensitization for legislators, police, members of the judiciary and other key government officials as well as representatives from CSOs on human rights standards, obligations, gender, and VAWG with an emphasis on family violence. CEDAW, UNDRIP, CRC, UNCRC, and Yogyakarta principles, will be some of the key international conventions that will form part of the training sessions. These sessions will be mainstreamed into existing internal platforms for training of personnel and will be delivered by a wide range of experts including representatives from academia, and the UN. This is linked to Outcome 2 and will assist in transforming institutions as well as Outcome 3 as it will result in a change in individual knowledge and attitudes and to Outcome 4 as it will result in improved service delivery.

**Transformative spaces will be created for systematic, periodic engagement for joint planning by government and CSOs** to identify priorities at the national and local level as well as identify evidence-based strategies to address family violence among groups who face multiple and intersecting forms of discrimination. This intervention will be one of the Spotlight signature interventions under Outcome one as there is limited interface of non-state entities with national processes associated with legislation, policy and strategy development.

OUTCOME 1: Proposed Output and Activities
<b>Output 1.1:</b> National and regional partners <sup>35</sup> have strengthened evidence-based knowledge and capacities to assess gaps and draft new and/or strengthen existing legislations on ending VAWG including family violence and/or gender equality and non-discrimination that respond to the rights of the most groups facing multiple and intersecting forms of discrimination and are in line with international HR standards and treaty bodies' recommendations.
<i>Activity 1.1.1: Develop regulations for the implementation of Anti-discrimination laws as well as the Criminal Code to operationalize the Sexual Offenders Registry</i>
<i>Activity 1.1.2 Assess and design an accountability framework and the development of a monitoring mechanisms for implementation of legislation including institutional arrangements for a complaint mechanism</i>
<i>Activity 1.1.3 Review and Amend Evidence Act to offer better protection to victims and witnesses and to align it with pending anti-discrimination legislation.</i>
<i>Activity 1.1.4 Evaluate the existing Gender Policy and develop a new National Gender Policy based on the evaluation</i>
<i>Activity 1.1.5 Work with survivors, community members and community leaders to identify and address the major challenges to implementing legislation on family violence such as DV Act and mandatory reporting</i>
<b>Output 1.2.</b> National and/or sub-national partners <sup>36</sup> are better able to develop and cost evidence-based national and/or sub-national action plans on ending VAWG, including family violence, in line with international HR standards with M&E frameworks and responding to the needs and priorities of groups facing multiple and intersecting forms of discrimination
<i>Activity 1.2.1. Review, update and cost the NGBV Action Plan with accompanying M&amp;E framework</i>
<b>Output 1.3. National, sub-national and/or regional partners have greater knowledge and awareness of human rights obligations and are able to draft laws and/or policies that guarantee the ability of women's rights groups, CSOs and women human rights defenders to advance the human rights agenda</b>

<sup>35</sup> Parliamentarians, human rights institutions and women's right advocates

<sup>36</sup> Key government/national decision makers (Heads of State, Finance Ministers, Ministries of Justice and Police, Security Ministers and relevant planning institutions) including women's rights advocates



*Activity 1.3.1. Provide ongoing sensitization for legislators, police, members of the judiciary and other key government officials and CSOs on human rights standards and obligations, gender, and family violence*

### **Modalities of support/implementation approach**

Strengthening **existing partnership with the judiciary** will be key to the successful implementation of legislative reform. Spotlight will also build the capacity of CSOs to continuously engage in the process of legal reform and to advocate for and support government agencies in implementing reforms. Technical and financial support will be provided to key government agencies such as the Ministry of the Attorney General as well as the National Committee for Families and Children (NCFC) and National Women's Commission (NWC) to strengthen their capacity to implement ongoing legal reform and to strengthen the implementation of the National Children's Agenda, gender policy and NGBV Action Plan.

### **Lessons learnt/ Past Programming**

Over the past 10 years, the government has undertaken legislative reform of a number of key legislations related to family violence. These include amendments to the Criminal Code and strengthening CSEC legislation. Lessons learnt from past programming demonstrate that public pressure and advocacy are imperative to ensuring legislative reform. The engagement and increased capacities of CSOs will be key to ensuring that public pressure is sustained.

Another lesson learnt is that all relevant legislation and policies must be assessed and revised comprehensively as part of one national exercise in order to ensure that laws are coherent and that all laws are addressing the rights of all sectors of the population. Past efforts to review specific laws and policies, in isolation, has resulted in incoherence with other laws and policies.

In order to support coordinated implementation of national plans, opportunities for joint planning and monitoring needs to be created and sustained.

### **Limitations:**

The importance of addressing laws and policies related to adolescents is recognized given the impact of violence, particularly among adolescent girls. However, Spotlight will not include activities under Outcome 1 for adolescents since those are being adequately addressed by the government through the implementation of the Adolescent Health Strategy, the Youth Policy and the Strategy to End Child Marriage and Early Unions. However, through its work with the NCFC and NWC, Spotlight will make every effort to ensure synergies between Spotlight activities and those activities targeting adolescents related to pillar 1.

### **Sustainability**

All actions supported by Spotlight under this pillar will be linked to existing initiatives and mechanisms, thereby ensuring sustainability. Spotlight will also build on the capacities of those organizations and mechanisms to ensure continued strengthening of the legal and policy environment on Family Violence in Belize.

### **Geographic Scope and Estimated Number of Beneficiaries**

The 1<sup>st</sup> Outcome aims to benefit the entire population through the existence of strengthened laws, policies and plans at all levels to address Family Violence. Direct beneficiaries will be state and non-state actors who benefit from capacity building and engage in planning and sensitization sessions while the indirect beneficiary will be the entire population.

**Outcome 1: Legislative and policy frameworks, based on evidence and in line with international human rights standards, on all forms of violence against women and girls, including family violence, are in place and translated into plans.**

Indicative numbers	Direct Beneficiaries	Indirect- the entire population will benefit indirectly from improvements in legislation
Women	200 women (50 police, legislators, members of the judiciary, and other government officials and 150 community members and community leaders)	Total population of women 20 to 65+ years= 87,051
Girls	0	Total Population of Girls 0-19=74,175
Men	225 men (75 police, legislators, members of the judiciary, and other government officials and 150 community members)	Total Population of men 20 to 65+= 85,975
Boys	0	Total Population of boys 0-19= 75,252
<b>TOTAL</b>	<b>425</b>	<b>322,453</b>

## Outcome 2 – Institutions

### Theory of Change

If (1) relevant decision-makers and stakeholders in all sectors of government are informed and mobilized to address family violence

if (2) institutions at all levels and relevant stakeholders have strengthened capacity on family violence

if (3) national and subnational planning processes are effective in overcoming the hurdles of collective action to address and prevent family violence, and

if (4) adequate budgets are allocated

then (5) institutions will develop, coordinate and implement programmes that integrate the elimination of family violence, and other SDG targets into development planning processes,

because (6) institutional change requires appropriate capacity, adequate funding as well as political engagement and leadership to sustainably address family violence

**Outcome Statement:** National and sub-national systems and institutions plan, fund and deliver evidence-based programmes that prevent and respond to violence against women and girls, including family violence, including in other sectors

**Output 2.1:** Key officials at national and/or sub-national levels in all relevant institutions<sup>37</sup> are better able to develop and deliver evidence-based programmes that prevent and respond to VAWG, including family violence, especially for those groups of women and girls facing multiple and intersecting forms of discrimination, including in other sectors

### Overview of Strategic Actions

Under Outcome 2, Spotlight will support the Government of Belize and CSOs country-wide, to build critical national capacity at the individual and institutional level to develop and deliver evidence-based programmes that prevent and respond to Family Violence. Spotlight will also seek to transform institutional culture, from the highest level of leadership, to promote zero tolerance to family violence and gender equality. This includes examination of individual beliefs, attitudes and practices, institutional policies, code of conduct and capacity building for staff.

Key to this activity will be the **implementation of a national capacity assessment which will inform the development of a costed national capacity development plan**. An initial step will be the mapping of state and non-state actors involved in programme and service delivery related to VWAG, aligned with Outcomes 3 and 4. This will ensure that all actors are engaged in district level coordination, planning and

<sup>37</sup> E.g. justice, statistics, police, health, community based, etc.



capacity building activities are included in the capacity assessment and subsequent plan. Actions for capacity building, prioritized within the plan, will be costed.

The capacity assessment will assess individual and institutional capacities that are in place to address Family Violence. The UNWCT's capacity assessment tool will be utilized to execute this assessment. The assessment will inform the formulation and implementation of the national capacity development plan to address the needs of the different organizations such as the Police Department, Social Workers, Health Care providers, CSOs and other relevant organizations utilizing USAID/PEPFAR model for strengthening social sector workforce in order to support effective programme and service delivery under Outcomes and 4. Efforts will be made to ensure that capacity strengthening goes beyond the regular capacity building activities but that it **is truly gender transformative and changes deeply rooted beliefs, attitudes and norms** among individuals and institutions.

Additionally, efforts will be made to ensure that the design and implementation of the capacity building plan is inclusive, within **the context of leave no one behind**. Civil society organizations, women's rights groups, and other key stakeholders will work closely with the Women's Department, Women's Commission and the National Committee for Families and Children to design, implement and monitor the implementation of the plan.

This will also be linked to activities under Outcome 6, where a key feature of the capacity building component will be the establishment of a system of mentoring and knowledge exchange among CSOs at the national and regional level. CSOs with enhanced capacities in key areas, will partner with smaller organizations to mentor and support transfer of best practices.

Also linked to Outcome 6 will be a signature activity that will be implemented to support coordination and implementation and to ensure optimal involvement of CSOs and grassroots organizations who are often left out of coordination and planning spaces. A strong communication mechanism, featuring online portals that will enable CSOs to participate in and follow national conversations on family violence will be established. This intervention is transformative because it is in keeping with the principle of "Leave No One Behind" and will ensure that organizations at all levels can contribute to planning and implementation of actions to end family violence.

The capacity of courts to address family law and family violence in all districts will be enhanced through the training of magistrates and intake officers in the four districts where there are no family courts.

Key to the success of all efforts aimed at institutional strengthening is changing individual and institutional behaviours to strengthen partnerships and create an environment conducive to collaboration, communication, information sharing and monitoring and evaluation. Experience from past efforts at strengthening coordination demonstrated that there is a need to strategically target and change key behaviours within individuals and institutions in order for multi-sectoral coordination to be effective. Consequently, another signature Spotlight intervention **will be the implementation of the Equal Opportunity Seal adapted from the Gender Equality and Diversity Seal**. This will be piloted in one public and one private sector organization.

**Spotlight will also support the NCFC and NWC to align and harmonize all sector plans and strategies with national development plans such as Growth and Sustainable Development Strategy (GSDS), SRH policies, National GBV Action plan and the National Children's Agenda to address family violence.** Areas for alignment between Spotlight and the GSDS has already been identified. The GSDS encapsulates the strategic objectives of Spotlight since it includes a space for governance and sustainability (CSF 5); adequate response to violence (CSF 4) and monitoring and evaluation of effectiveness strategies through the established Working Groups and National Statistical System. Specifically, Spotlight is directly linked to GSDS outcomes 2.8.1. Embed a strong equity focus within line ministries programs and 2.8.2. Upgrade and sustain national programs aimed at the elimination of gender-based violence. The revision and costing of the NGBV Action Plan along with improved alignment of sector plans and strategies with the GSDS will provide opportunities to advocate for increased financing of EVAWG actions in line with outcome 2.8.2 of the GSDS.





Spotlight will also support **local government offices, institutions, and organizations from different sectors and CSOs to design family violence action plans aligned with national development plans. This will be done through the Sustainable and Child Friendly Municipalities platform** which is currently being implemented by the Ministry of Local Government in partnership with UNICEF.

OUTCOME 2: Proposed Outcome and Activities
<b>Output 2.1 Key officials at national and/or sub-national levels in all relevant institutions are better able to develop and deliver evidence-based programmes that prevent and respond to VAWG, including family violence, especially for those groups of women and girls facing multiple and intersecting forms of discrimination, including in other sectors</b>
<i>Activity 2.1.1: Conduct capacity assessment at individual and institutional levels of relevant key state actors and CSOs to respond to family violence and develop a costed national capacity development plan based on findings from capacity assessment</i>
<i>Activity 2.1.2: Strengthen institutional capacity of key line ministries such as the Ministries of Human Development, Health, Education, and National Security as well as civil society organizations key stakeholders to develop prevention and response programmes for ending sexual violence, including the development and application of normative documents (standards, guidelines, protocols, etc) on family violence</i>
<i>Activity 2.1.3: Strengthen capacity, including providing mentorship of court officials, in 4 districts without a family court, to address family law cases.</i>
<i>Activity 2.1.4: Implement Equal Opportunity Seal adapted from the Gender Equality and Diversity Seal for public and private sector organizations</i>

**Modalities of support/implementation approach**

Spotlight will provide direct technical support to the NWC and the NCFC to conduct a capacity assessment. Support will be provided to adapt the existing capacity assessment tool for use in the local context. Additionally, Spotlight will provide technical support to government for the development and implementation of the national capacity building plan through a participatory approach with CSOs. Key areas for improved capacity will be identified and capacity building sessions will be offered in collaboration with the University of the West Indies, University of Belize and technical experts from the Latin America and Caribbean region.

UN Agencies will engage with government at the highest level, using evidence to advocate for increased attention to VAWG, inclusion of key decision makers in the national coordination mechanism, and for increased budget allocation for the implementation of actions to end VAWG.

**Lessons learnt/past programming**

Some lessons learnt through past efforts to support actions on ending family violence are that (a) effectiveness of coordinating mechanisms such as the NGBVC is minimized when the level of representation from various sectors is too low. Adequate level of representation is necessary in order to improve decision-making capacity of the NGBVC and to ensure attention to family violence at the highest level, (b) coordinating mechanisms require clear roles and responsibilities and administrative support, (c) capacity development must be anchored within the structures of relevant institutions and cannot be a one-time event. In strengthening institutions, Spotlight will integrate family violence into key institutional processes that include strategic plans, annual plans, protocols and guidelines and a methodology of mentorship will be adopted for strengthening internal capacity.

Applying lessons learnt about the importance of civil society engagement, Spotlight will also ensure active engagement of CSO, not only in the planning and implementation process but also as watchdogs to monitor the implementation of the GBV Action Plan.

**Limitations**



Since the National Gender Policy and the NGBV Action Plan will be evaluated and revised during phase 1 of Spotlight, it is envisaged that efforts to align and harmonize plans at the national and local level will not be possible until phase 2. Therefore, this activity is programmed but not reflected in phase 1.

**Sustainability**

Spotlight interventions will support existing structures (NWC, NCFC, NGBVC, District level committees etc.), planning processes and plans and will not seek to create new structures or plans but rather strengthen the existing structure which is already mainstreamed within national and local systems.

Ensuring that costed, resourced, evidence based, sector plans aligned with the National GBV Action Plan, are developed and implemented and strengthening the requisite capacities of key sectors as well as CSOs will ensure that the framework and capacities for sustained implementation of actions to end family violence.

Sustainability will be further enhanced through increased engagement of CSOs who will develop plans that are linked to the National GBV Action Plan as well as ensure accountability of state partners in implementation of actions to end family violence.

**Geographic Scope and Coverage**

Actions under outcome 2 will directly benefit over 150 staff (at all levels) in all six districts, from at least 6 key line ministries, 2 coordinating entities and 12 CSOs involved in coordination, programme and service delivery to end family violence. Additionally, the entire population of Belize will benefit from strengthened capacity of institutions who deliver services and programmes to the population.

<b>Outcome 2: National and sub-national systems and institutions plan, fund and deliver evidence-based programmes that prevent and respond to violence against women and girls, including family violence, including in other sectors</b>		
<b>Indicative numbers</b>	<b>Direct Beneficiaries</b>	<b>Indirect Beneficiaries</b>
<b>Women</b>	210 women (50 personnel from government and CSOs, 10 court officials and 150 public and private sector employees)	Total population of women 20 to 65+ years= 87,051
<b>Girls</b>	<b>0</b>	Total Population of Girls 0-19=74,175
<b>Men</b>	210 men ((50 personnel from government and CSOs, 10 court officials and 150 public and private sector employees)	Total Population of men 20 to 65+= 85,975
<b>Boys</b>	<b>0</b>	Total Population of boys 0-19= 75,252
<b>TOTAL</b>	420	<b>322,453</b>

**Outcome 3 – Prevention**

**Theory of Change**

If (1) multiple strategies such as community mobilization, key stakeholders' engagement and education strategies are carried out in an integrated and coordinated manner based on a shared understanding and approach in line with international standards and evidence on preventing family violence then (2) favourable social norms, attitudes and behaviours will be promoted at community and individual level to prevent family violence



because (3) multi-pronged prevention initiatives that mutually reinforce each other can effectively shift individual and socio-cultural norms including those affecting women's sexuality and reproduction

**Outcome Statement:** Gender inequitable social norms, attitudes and behaviours change at community and individual levels to prevent violence against women and girls, including family violence

**Output 3.1** National and/or sub-national evidence-based programmes are developed to promote gender-equitable norms, attitudes and behaviours, including on Comprehensive Sexuality Education in line with international standards, for in and out of school settings

**Output 3.2** Community advocacy platforms are established/strengthened to develop strategies and programmes, including community dialogues, public information and advocacy campaigns, to promote gender-equitable norms, attitudes and behaviours, including in relation to women and girls' sexuality and reproduction, self-confidence and self-esteem and transforming harmful masculinities

**Output 3.3:** Decision makers in relevant non-state institutions<sup>38</sup> and key informal decision makers<sup>39</sup> are better able to advocate for implementation of legislation and policies on ending VAWG, including family violence, and for gender-equitable norms, attitudes and behaviours and women and girls' rights

### Overview of Strategic Actions

Family Violence is a complex problem because its root causes are multiple and complex. Therefore, effectively addressing family violence requires bringing together multiple entities through effective partnerships, to implement interventions that addresses several root causes. Some of the major challenges faced by Belize in addressing prevention and social norms include a limited understanding of the root causes of family violence, limited capacity to plan and implement programmes targeting behaviour change and social norms change, absence of a comprehensive strategy for prevention, capacity and resources to implement effective programmes at scale, targeted programmes and approaches to reach the most vulnerable and marginalized groups and limited coordination of actors engaged in implementing prevention interventions.

Guided by the **UN interagency RESPECT Framework**, which outlines 10 steps to effective programming to prevent family violence, **a comprehensive social and behaviour change strategy for the prevention of Family Violence will be developed.** This will be informed by the baseline assessment under Outcome 5, which will include an assessment of knowledge, attitudes and practice and an assessment of the root causes of family violence. The strategy will also be supported by evidence from a mapping exercise of state and non-state actors involved in prevention interventions, delivery of services and social norms change.

The social and behaviour change communication strategy will build on existing interventions identified through the mapping exercise and will be implemented through a **system of integrated, coordinated delivery of interventions featuring partnerships between government and CSO actors at the national and community level.**

The implementation of the strategy **will be coordinated at the national level by the National Gender Based Violence Committee**, which is responsible for supporting the coordination and implementation of the NGBV Action plan. This will ensure synergies between the strategy and the NGBV Action Plan. At the district level, NGBV district committees will support the coordination and implementation of the strategy. Linked to Outcome 2, the capacity of institutions serving on these committees will be strengthened to plan, implement and monitor prevention and response programmes. Additionally, linked to Outcome 2, efforts will be made to change attitudes and norms of individuals within institutions and institutions towards family violence through capacity building of state and non-state actors. Beyond training and sensitizations, this

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<sup>38</sup> Including the media, sports, workplaces, etc.

<sup>39</sup> Will differ from region to region and includes decision makers from informal institutions, e.g. traditional, religious and community leaders



activity under pillar 2 will ensure that key actors critically examine current attitudes, practices and norms and take measures to address them.

The strategy will identify key entry points at all levels of the ecology with a specific focus on the most marginalized groups which includes adolescent girls, indigenous women and girls, rural women and girls, migrant women and girls, women and girls with disabilities, transwomen and lesbian women, women and girls living with HIV and elderly persons.

Some examples of existing interventions that can be strengthened and included in the strategy as key entry points at the various levels include:

**At the level of the society, the workplace will be a key entry point** for engaging men in critical reflection on rigid gender norms which perpetuate inequitable power relations between women and men. The Partnerships will be established with key public-sector entities such as uniformed services (Police Department and Belize Defence force) as well as private sector companies (utility companies such as the Belize Electricity Limited, Belize Water Services, and Digi) to campaign against family violence – through policy and advocacy work involving these public and private sector entities.

Within the Context of ILO Convention 190 which calls for all world of work actors to actively refrain from, prevent, address violence and harassment, partnership will be established with the ILO to work with trade unions on a targeted programme intended to effect behaviour change in uniformed officers. Trade unions will receive practical support on workplace outreach, gender biases and roles and will also be supported to develop and roll out a communication campaign. Part of the outreach will include **challenging views about masculinity and gender** and using role modelling and positive deviance approaches to transform attitudes and beliefs which contribute to family violence. The world of work has in other situations (such as in the fight against HIV/AIDS) also proven to be an excellent and highly effective arena to nurture behaviour change. Both trade unions and employers and management can be instrumental in developing and executing campaigns that aim at behaviour change and promote an end to family violence.

**At the level of the community faith-based organizations and CSOs will receive ongoing training and provided with easy to use tools and messages to incorporate issues around family violence into their existing work** with families in order to address the root causes of family violence identified from the assessment under pillar 5. Within the context of “Do No Harm” sensitization sessions on human rights and women’s empowerment will be held with faith- based organizations and CSOs to ensure that they are fully aligned with the principles of Spotlight. Lessons learnt from the ongoing work of FBOs such as Project Heal will be documented and shared with other FBOs and CSOs to demonstrate good practices and what works in addressing family violence at the community level. A specific focus of training will be to build capacity of FBOs and CSOs to approach their work on family violence from a trauma informed care lens.

**At the level of the community**, specific emphasis will be placed on creating **safe spaces for adolescent girls and women which will focus on empowerment, protection and prevention of violence against adolescent girls and women**. Specific attention will be given to indigenous women, refugees and asylum seekers as well as other vulnerable groups. Attention will be given to legal literacy, education on rights and building the capacity of girls and women to claim their rights. This activity will also focus on increasing awareness of available services, and mechanisms and channels for reporting cases of violence. This will result in an increase in reporting of cases of domestic violence, sexual violence and other forms of violence which are underreported, particularly in rural and indigenous communities and among undocumented migrants who do not want to interface with the formal system. The Do No Harm Principle will be strongly considered here as it is important to ensure that once women and girls report cases of violence, services and support are in place to ensure their protection throughout the process. The Toledo Maya Women’s Council is currently implementing the Population Council’s “Obrenda Oportunidades” a community-based approach for empowering girls in selected rural indigenous communities. This model will be explored and adopted for use in other settings.

**At the level of the community, male and female parents will be targeted through the scaling up of Care for Child Development which is a parenting programme grounded in the Early Childhood**



**Strategy and led by the ECD working group led by the Ministry of Education.** Spotlight will support the integration of messages on gender and family violence into Care for Child Development as well as into the NCFC's parenting manual which will be utilized to work with parents' country-wide. The CCD has proven to be an effective strategy to engage men and therefore provides a key entry point for reaching and partnering with men to end family violence. The NCFC has been working closely with the Community and Parent Empowerment Programme of the Ministry of Human Development to roll out the parenting programme. Key to the sustainability of the parenting programme is the adoption of the manual as the standard for parenting programmes across the country. Therefore, training will be provided for agencies who already have an established structure for delivering parenting programmes at the national and community level.

Linked to Outcome2, Spotlight will engage in education and awareness raising on laws related to the age of majority, particularly around age of consent to increase protection of adolescents and address social norms.

**At the level of the school,** a whole school approach to ending family violence will be adopted. **First, Spotlight will support the Ministry of Education Youth and Sports, the Ministry of Health and key NGOs to scale up the delivery of comprehensive sexuality education programmes for young people, including boys and girls with disabilities, in and out of school** to promote gender equality and change negative socio-cultural gender norms that sustain violence against women and girls. Specific attention will be given to adolescents and youth over 14 years of age that are out of school as education statistics show that just under 25% of young people do not transition to secondary school. The Health and Family Life Education Curriculum, the Positive Youth Development Curriculum and It's All One Curriculum will be utilized to deliver a standardized package of information and education on CSE based on UNESCO's standard for CSE.

Given the prominence of sexual violence of girls 10-19, Spotlight will build the capacity of educators to prevent, identify and ensure appropriate responses and support to girls and boys that are victims of violence particularly family violence.

Critical to the success to both interventions above will be working with educators and school managements to challenge individual attitudes, practices and norms related to gender, human rights and women's empowerment. Consequently, partnerships will be established with the Ministry of Education to conduct sensitization sessions for educators and school managers who will be involved in the implementation of school-based programmes.

**At the level of the individual,** Spotlight will support CSOs and key government agencies such as the Women's Department, Youth Department and the Ministry of Education to develop programmes to work with couples, including adolescents in formal and informal unions, to transform the imbalance of power and build healthy relationships.

Given the important role technology plays in young people's access to information, Spotlight will support the expansion and strengthening of existing online platforms (social media, mobile applications, etc.) for engaging young people and sharing information on gender, human rights, SRH and rights and messages on prevention of family violence. Some existing platforms include U Report, Facebook pages, YouTube and WhatsApp sites of various agencies.

**One signature activity will be the use of positive deviance to model positive behaviours and masculinity.** Within the context of social norms, it is important for men to see positive demonstration of behaviours that support equal gender relations and respect for women and girls from their reference groups. Therefore, guided by Spotlight principles and do not harm principles, partnerships will be developed with popular opinion leaders, local celebrities, community leaders, among others, to engage men and boys and to mount a sustained campaign to promote positive behaviours through mass and social media.

<b>OUTCOME 3: Suggested Outputs and activities</b>
<b>Output 3.1 National and/or sub-national evidence-based programmes are developed to promote gender-equitable norms, attitudes and behaviours, including on Comprehensive Sexuality Education in line with international standards, for in and out of school settings</b>
<i>Activity 3.1.1: Scale-up delivery of high quality, age appropriate comprehensive sexuality education programmes for young people, including boys and girls with disabilities, in and out of school to promote gender equality and change negative socio-cultural gender norms that sustain family violence.</i>
<i>Activity 3.1.2. Build the capacity of schools (teachers, local management and parents) and provide tools to prevent, identify and ensure appropriate responses to ending family violence.</i>
<b>Output 3.2 Community advocacy platforms are established/strengthened to develop strategies and programmes, including community dialogues, public information and advocacy campaigns, to promote gender-equitable norms, attitudes and behaviours, including in relation to women and girls' sexuality and reproduction, self-confidence and self-esteem and transforming harmful masculinities</b>
<i>3.2.1 Mapping of state and non-state actors involved in prevention, delivery of services and social norm change to inform the development of national social and behaviour change programme</i>
<i>3.2.2 Develop and cost a national social and behaviour change communication strategy and support implementation of key actions targeting individuals and communities to promote change in knowledge, attitudes, norms and practices to bring an end to family violence</i>
<i>3.2.3 Implement community-based programmes focused on empowerment, protection and prevention of family violence</i>
<i>3.2.4 Scale up Care for Child Development (CCD) to ensure full engagement of male and female parents including a special focus on families of children with disabilities and support the implementation of the parenting manual</i>
<i>3.2.5 Develop programme to work with couples, including adolescents in formal and informal unions, to transform the imbalance of power and build healthy relationships, manage conflicts and understand family violence.</i>
<i>3.2.6 Create opportunities through innovative online and mobile applications and other platforms for young people to connect with each other and have direct access to information on human rights, women's empowerment, Sexual and Reproductive Health and Rights and messages on family violence</i>
<b>Output 3.3: Decision makers in relevant non-state institutions<sup>40</sup> and key informal decision makers<sup>41</sup> are better able to advocate for implementation of legislation and policies on ending VAWG, including family violence, and for gender-equitable norms, attitudes and behaviours and women and girls' rights</b>
<i>3.3.1 Support faith-based, civil society, and community leaders to work with families to address root causes of family violence such as around corporal punishment and the prohibition of corporal punishment in the homes, adverse childhood experiences, child marriage and early unions, alcohol and drug use, sexual abuse, gender and social norms embedded in gender equality.</i>
<i>3.3.2 Work with workplaces (formal and informal sector) to engage men in critical reflection on rigid gender norms which perpetuate inequitable power relations between women and men and support the modelling of positive behaviours and masculinity through positive deviance approach</i>

### **Modalities of support**

Technical support will be provided to government and Civil society actors to develop and implement a National Social and Behaviour Change Communication Strategy. Technical support will also be provided to support the scale up of CSE in and out of school as well as other activities listed above. Although technical support will be provided, these actions will be done through a participatory process involving all key stakeholders and representatives from beneficiary communities and target groups. Technical support will

<sup>40</sup> Including the media, sports, workplaces, etc.

<sup>41</sup> Will differ from region to region and includes decision makers from informal institutions, e.g. traditional, religious and community leaders



also be provided to the NWC through the Gender Based Violence Committees to support the coordination of actions under Outcome 3.

**Limitations**

As elaborated in the situation analysis, family violence is caused by many factors, at all levels of the ecology. While Spotlight will support core actions at all levels of the ecology, the programme cannot provide funding support for the comprehensive set of interventions that are required to truly realize behaviour and social change at the individual and national levels. Therefore, Spotlight’s support will be limited to the development and costing of the social and behaviour change strategy as well as implementing selected interventions in all areas of the ecology. Spotlight will focus its efforts on building capacity of stakeholders to implement sustained prevention programmes. It will also demonstrate what works in effective programming for prevention of family violence and ensure that effective models are documented and can be implemented by stakeholders. Spotlight will also explore sustainable financing options for the implementation of the strategy.

**Lessons learnt/past programming**

One of the key lessons learnt from past programming which will be considered in the implementation of actions under outcome 3, is that coordination among multiple stakeholders is key to the success of interventions as it is necessary to ensure that multiple interventions, addressing several root causes, are delivered to target communities and target groups in a coordinated and effective manner.

Additionally, in order for interventions to have an impact, they must be implemented at scale. This will require the identification and strengthening of a few good practices that can be adopted and implemented by participating organizations as opposed to the current practice of single agencies implementing good practices in a limited geographic setting. Spotlight will therefore place strong emphasis on facilitating spaces and opportunities for coordination between implementing partners to agree on best practices, networking, mentoring each other, sharing information and materials and changing existing behaviours of operating in silos and competing for scarce resources.

**Sustainability**

All efforts will be made to integrate actions within existing organizations at the national and community levels and to build the capacity of entities to ensure that interventions are sustained beyond Spotlight.

**Geographic Scope and Coverage**

Programmes under Outcome3 will be implemented in all six districts. However, programmes will target specific populations in those districts who face multiple and intersectional forms of discrimination and who are not reached by prevention programmes.

Additionally, programmes will target men and boys, children and adolescents and youth in and out of school, parents of children 5 years and under, community leaders and teachers in urban and rural communities in Belize, Cayo, Stann Creek and Corozal Districts.

<b>Outcome 3: Gender inequitable social norms, attitudes and behaviours change at community and individual levels to prevent violence against women and girls, including family violence</b>		
<b>Indicative numbers</b>	<b>Direct Beneficiaries</b>	<b>Indirect Beneficiaries</b>
<b>Women</b>	4,050 women (3,000 head of household, 750 rural and indigenous women, 150 teachers, 150 women in relationships)	Total population of women 20 to 65+ years= 87,051
<b>Girls</b>	44,250 girls (40,000 girls in school, 2,500 girls in and out of school, 1750 girls in rural and indigenous communities,	Total Population of Girls 0-19=74,175



<b>Men</b>	3,900 men (3,000 head of households, 50 teachers, 700 men in the workplace, 150 men in relationships)	Total Population of men 20 to 65+= 85,975
<b>Boys</b>	33,800 boys (30,000 boys in school, 2,500 boys in and out of school, 1,000 boys in rural and indigenous communities, 300 boys in rural and urban communities)	Total Population of boys 0-19= 75,252
<b>TOTAL</b>	<b>86,000</b>	<b>322,453</b>

## Outcome 4 –Essential Services

### Theory of Change

If (1) service providers have the capacity to deliver essential services, including SRH services, and to prosecute perpetrators in line with international human rights standards and guidelines  
 (2) if these services are made available and accessible to women and girls  
 and if (3) women and girls are informed and empowered to exercise their rights to services (including SRHRs and access to justice)  
 then (4) women and girls who experience violence, including family violence, will increase their use of services and recover from violence, while perpetrators will be prosecuted  
 because (5) underlying barriers to women and girls’ access to services have been addressed  
 (6) including in relation to gender and socio-cultural norms affecting women’s sexuality and reproduction

### Outcome Statement

Women and girls who experience violence use available, accessible, acceptable, and quality essential services including for long term recovery from violence

**Output 4.1** Relevant government authorities and women’s rights organizations at national and sub-national levels have better knowledge and capacity to deliver quality and coordinated essential services, including SRH services and access to justice, to women and girls’ survivors of violence (and their families when relevant), especially those facing multiple and intersecting forms of discrimination

**Output 4.2** Women and girls’ survivors of violence and their families are informed of and can access quality essential services, including longer term recovery services and opportunities

### Overview of Strategic Actions

Spotlight will support the Women and Family Support Department, as the coordinating entity for services to survivors of GBV, to define an essential package of services for Belize based on International Standards, including for underserved groups. Spotlight will support the Women’s Department and other key sectors **to strengthen the national referral system to provide GBV survivors access to quality services, including SRH services**, in a coherent and coordinated fashion through the revision of the existing mechanisms and protocols.

Specifically, **FAM Care, which is a national, electronic, case management and referral system will be expanded to serve as the national referral system and case management system.** Government and CSO service providers at all levels will be able to manage, refer, provide services and monitor cases under one comprehensive platform.



Draft guidelines for the administration and implementation of a referral and counter referral system for violence against women, developed under the recently concluded BA1 project, will be reviewed and finalized to guide the effective referral and access to relevant services for survivors under FAM Care. One of the important features of the guidelines is that it offers a variety of referral paths which considers various points of contact for first reporting by survivors. These include the Police, Social Workers, Community Health Workers and CSOs, FBOs, Community leaders and Village Councils as points of contact for first reporting. This is important as survivors, particularly those in remote areas, do not always have ready access to the Police or Social Worker.

Fig. 9.0, below highlights one medical referral path that considers community platforms at the first point of reporting.

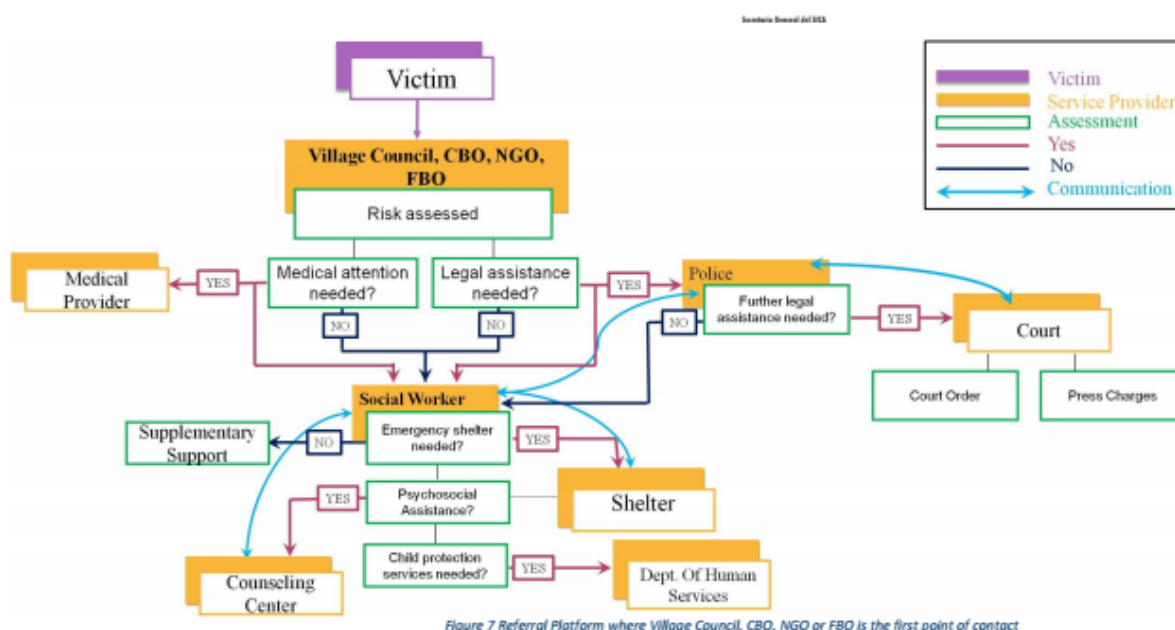


Fig 9.0 referral platform where CSO, FBOS, Community Leaders, Village Council are first point of contact

The guidelines also consider the specific needs of vulnerable sub-groups such as victims of trafficking, immigrant women, persons with disabilities, persons with language barriers, and persons with disabilities. Some of the services envisioned under SI include; timely and adequate responses and to reports of violence by the police, social workers, community health workers, CSOs and other community leaders, provision of emergency shelters, health services including SRH services, psychosocial services, access to justice, adequate protection and support for economic empowerment in the long term.

**An important service that will be expanded is the provision of counselling and psychosocial support to survivors of GBV.** There is a gap in the provision of this service, especially as it relates to trauma informed counselling. The capacity of counsellors will be built to ensure that trauma is addressed as part of a comprehensive counselling programme available to survivors. Again, given the limited availability of counsellors, it will be important to identify first responders at the community level and provide basic counselling skills to them, aligned with capacity development under Outcome2.

Another important service will be access to justice for survivors of family violence. Often survivors require support, beyond the traditional Social Worker, to navigate the justice system. Some specific groups that may require extra support include persons with disabilities, LGBTI, migrants, and persons with language barriers. Spotlight will ensure that the referral chain includes skilled personnel who can provide legal support to survivors.

**Key to the principle of leave no one behind will be the examination of modalities for service delivery in areas such as very rural areas and indigenous communities where community governance**



**systems are engaged** in service provision and there is limited access to sustained services, including access to justice. This will need to be explored further and specific approaches designed for such communities. In these areas, the role of **Community Health Workers (CHW) will need to be expanded and remuneration will need to be considered**. Spotlight will explore such a model particularly for Toledo where there are significant gaps in access to services.

Additionally, an emerging priority is services for migrant populations, particularly refugees and asylum seekers. Because of their undocumented status, they are often reluctant to access services through the formal system. Partnership has been established with the United Nations High Commission for Refugees who has been engaged in research to gather more evidence on this vulnerable population as well as implementation of some targeted actions through partnership with Civil Society Organizations such as Humana People to People Belize, Help for Progress, Human Rights Commission of Belize and RET International. Service delivery models that meets the specific needs of this population will be developed. An ideal model that will be explored is the establishment of community-based service delivery through mobile services in partnership with local CSOs.

Linked to the capacity assessment and capacity development plan under Outcome 2, **Spotlight will support strengthening of the social sector workforce to provide high quality services for survivors, through sustained capacity of service providers**. An essential part of the capacity building will be the provision of tools and methods for effective referral, counter referral and service delivery under FAM Care, as well as sensitization to the unique needs of groups facing multiple forms of discrimination. Additionally, Health Care Workers will be provided with ongoing training in the implementation of the Guidelines for the Management of GBV within the Health Sector. This included GBV screening as a standard part of the intake screening for all clients who present for services.

A **signature intervention will be the training and designation of gender advocates in three geographic locations with limited access to services**. Gender advocates for each community will be identified and trained and will serve as a liaison between service providers and individuals at the community level. Advocates will increase awareness of communities on the services available and facilitate access to these services. Linked to Outcome 6, CSOs who operate at the community level can serve as gender advocates. CSOs will also support increasing awareness of available services and linking survivors to available services. Linked to outcome 3, an important objective of the social and behaviour change communication strategy will be to increase help seeking behaviour among survivors of family violence. Messages and materials will be specifically designed to promote available services and the benefits of accessing services.

Data and evidence generated under Outcome5 will assist in better understanding the specific needs and experiences of women and girls facing intersecting forms of discrimination which will be used to carefully guide the development and targeting of models for improved service delivery. It is also important to note that the design of all actions under Outcome4 will integrate actions **to respond to the needs of women and girls in times of emergencies such as natural disasters which is a consistent concern for Belize**.

Another signature intervention will be the **establishment of a Sexual and Domestic Violence Branch (SDV) within the Police Department**. This will increase the capacity of the Police Department to respond to cases of SV as well as increase capacity for evidence gathering to ensure increased conviction rates.

**OUTCOME 4: Suggested outputs and activities**

**Output 4.1 Relevant government authorities and women’s rights organizations at national and sub-national levels have better knowledge and capacity to deliver quality and coordinated essential services, including SRH services and access to justice, to women and girls’ survivors of violence (and their families when relevant), especially those facing multiple and intersecting forms of discrimination**



<i>Activity 4.1.1: Support the national process of defining an essential package of services and establishment of an effective referral pathway (including in emergency settings) for Belize based on International Standards including for underserved groups</i>
<i>Activity 4.1.2: Strengthen the social workforce to provide high quality multisectoral services for victims (including in times of emergencies) through sustained capacity of service providers</i>
<i>Activity 4.1.3: Strengthen and roll out FAMCARE to support national referral system and case management for GBV survivors in a coherent and coordinated fashion.</i>
<i>Activity 4.1.4: Develop/Update multi-sectoral protocols for sexual violence</i>
<b>Output 4.2 Women and girls' survivors of violence and their families are informed of and can access quality essential services, including longer term recovery services and opportunities</b>
<i>Activity 4.2.1: Increase access to high quality services, including in times of emergency (police, health, social work, psychosocial support, legal) including SRH services for adolescents and other groups facing multiple and intersecting forms of discrimination.</i>
<i>Activity 4.2.2: Support the development/ implementation of the standard operating procedures for the management of safe houses for survivors of family violence</i>
<i>Activity 4.2.3: Support the establishment of sexual and domestic violence unit within the Police Department</i>

### **Modalities of support**

Support will be provided directly to the Women's and Family Services Department as well as CSOs to strengthen capacity for service delivery. This will be in the form of technical support as well as funding support to strengthen systems for referral and to improve service delivery, specifically for women and girls who are most vulnerable.

### **Limitations**

Although there are several gaps in service delivery, Spotlight will prioritize its resources on strengthening the referral and counter referral system and ensuring that service delivery gaps for women and girls that are facing multiple and intersecting forms of discrimination are addressed. These include; adolescent girls, indigenous women and girls, rural women and girls, women and girls with disabilities, migrant women and girls, women and girls living with HIV and lesbians, gays and bi-sexual women. This will be done primarily through service delivery models developed in partnership with CSOs as described above, and subsequent capacity building for effective delivery of services to vulnerable populations.

As it relates to access to justice, Spotlight recognizes that this is an important component under service delivery. However, Spotlight can only support actions to create a supportive environment for those who need to access service. Spotlight cannot provide legal services. Additionally, it is recognized that there is a need to expand opportunities for economic empowerment of women. However, resources currently available under Spotlight cannot support this area of intervention. The Government of Belize has committed to roll out its Job readiness programme to all six districts and several CSOs provides economic empowerment and skills training programmes. Spotlight will ensure that this is a core part of the referral system. Additionally, an important role of the transformative spaces that will be established under pillar 2, as well as the knowledge management component of SI, will be to document persistent gaps along the continuum of care and identify solutions as well as advocate for attention to the documented gaps.

### **Lessons learnt/past programming**

One of the key lessons learnt from past programming is that it is essential to empower survivors of GBV and provide them with adequate services and support to ensure that they do return to situations of violence. Many women and girls that come in contact with the system are from low socio-economic backgrounds and



economic empowerment is essential to ensuring that they have the capacity to lead independent and fulfilling lives. It is essential that the support provided to women be sustained until they are able to secure economic independence. Therefore, while Spotlight cannot support all aspects of the essential package of service, efforts will be made to ensure that the areas of service delivery that are being supported by Spotlight are part of an effective system of service delivery and that gaps are satisfied through complementary programmes.

### Sustainability

As per interventions under other outcomes, all interventions will be mainstreamed into existing national and local level systems. Actions under this outcome will focus on strengthening existing mechanisms and platforms for service delivery and not on creating new systems or programmes for service delivery. For CSOs, who are challenged with sustained resources to implement programme, a partnership with government, which includes an accountability framework, will ensure sustained access to resources for CSOs while meeting the needs of the most marginalized groups.

<b>Outcome 4: Women and girls who experience violence use available, accessible, acceptable, and quality essential services including for long term recovery from violence</b>		
<b>Indicative numbers</b>	<b>Direct Beneficiaries</b>	<b>Indirect Beneficiaries</b>
<b>Women</b>	20,075 (20,000 women accessing services and 75 social sector workers)	Total population of women 20 to 65+ years= 87,051
<b>Girls</b>	7,000 girls accessing services	Total Population of Girls 0-19=74,175
<b>Men</b>	1,575 (1,500 men accessing services and 75 social sector workers)	Total Population of men 20 to 65+= 85,975
<b>Boys</b>	1,500 boys accessing services	Total Population of boys 0-19= 75,252
<b>TOTAL</b>	<b>30,150</b>	<b>322,453</b>

### Outcome 5 – Data

#### Theory of Change

- If (1) Measurement and methodologies for family violence data collection are improved and strengthened (including monitoring and reporting requirements for SDG target 5.2 indicators)  
 (2) the capacity of national institutions to collect disaggregated family violence data in line with globally agreed standards is strengthened  
 and (3) disaggregated data (including to the extent possible on age, ethnicity, location, socio-economic status, disability) are made accessible and disseminated to be used by decision makers and civil society  
 (4) then laws, policies and programmes will be based on evidence and better able to respond to the specific context and realities of women and girls, including those most marginalized  
 (5) because they will be based on quality, disaggregated and globally comparable data

**Outcome Statement:** Quality, disaggregated and globally comparable data on different forms of violence against women and girls and harmful practices, collected, analyzed and used in line with international standards to inform laws, policies and programmes



**Output 5.1** Key partners, including relevant statistical officers, service providers in the different branches of government<sup>42</sup> and women's rights advocates have strengthened capacities to regularly collect data related to VAWG, including family violence, in line with international and regional standards to inform laws, policies and programmes.

### Overview of Strategic Actions

Quality, disaggregated data is key to inform policy and programme decisions and improve targeting of interventions. Quality data on family is a huge challenge for national and local level stakeholders. Integral to the implementation of the Spotlight Initiative is the implementation of a baseline study to establish baseline data related to key indicators on family violence and linked to all 6 outcomes. This will provide globally comparable, disaggregated data on family violence that will be used to inform the interventions under Spotlight, and for targeted actions. Additionally, as part of the baseline study a Knowledge Attitudes and Practices (KAP) study will be conducted to understand the root causes and prevalent knowledge, attitudes and practices contributing to family violence.

Evidence from the baseline and KAP study will be utilized along with other evidence from studies currently being conducted at the national level to improve the design and implementation of interventions. One study, being conducted by UNHCR, is a study on the situation of refugees and asylum seekers in Belize. This is complemented by a profiling exercise to identify the specific vulnerabilities of this population. Through partnership with UNHCR and the EU, this information will be utilized to ensure that this vulnerable population is effectively reached with services and prevention interventions.

A priority action under this outcome will also be to **harmonize the GBV surveillance system to both fulfil the role of a statistical M&E system as well as a comprehensive case management system that captures important aspects of each case from first report through to case closure**. This includes creating greater linkages between existing parallel systems (GBV Surveillance, BHIS, CIMS and FAMCARE). Partnership will be established with the Ministry of Human Development and the Statistical Institute of Belize (SIB) to **support the standardization of one national data collection system**.

Capacity of all service providers working at the national and local levels, including CSOs, will be increased through ongoing training on the use of the GBV surveillance system.

Linked to Outcomes 1 & 2, Spotlight will strengthen the capacity of the court system to engage in generating evidence to inform legislative reform efforts. Spotlight will support the judiciary in improving its **data collection and management system** and building staff capacity to produce data to inform legislative changes. Linked to Outcome 2, the National Gender Policy will be evaluated, and evidence used to inform the development of a new gender policy. Institutional arrangements for the implementation of the policy will also be evaluated in order to ensure that effective mechanisms exist for the implementation of the policy.

**A signature intervention will be the establishment of a platform** for sharing data and evidence on family violence. Partnership will be established with the Crime Observatory to establish a platform to share reader friendly data and information on family violence. In line with outcome 3, an **assessment and documentation of promising interventions by government and CSOs will be conducted** and those interventions will be implemented at scale.

Given the focus on gathering and utilizing data and evidence under pillar 5, efforts will be made to ensure that actions are governed **by clear ethical guidelines for data collection, sharing and reporting**. This will be done in collaboration with the Statistical Institute of Belize and ethical boards established by the government to provide oversight for all research activities. This is particularly important within the context of the principle of do no harm as it is important to ensure that the protection of women who provide information is established as a priority through established measures to maintain confidentiality of information.

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<sup>42</sup> Statistics offices, justice, security and health sector

## Modalities of support

Actions under Outcome 5 will be supported through direct implementation through technical support to key stakeholders in government and civil society. Technical support will also be provided to CSO to strengthen capacity for data analysis and use of data.

### OUTCOME 5: Proposed Output and activities

**Output 5.1** Key partners, including relevant statistical officers, service providers in the different branches of government<sup>43</sup> and women's rights advocates have strengthened capacities to regularly collect data related to VAWG, including family violence, in line with international and regional standards to inform laws, policies and programmes.

*Activity 5.1.1: Conduct Baseline Study to include assessment of Knowledge Attitudes and Practice related to family violence and an assessment of the root causes of family violence*

*Activity 5.1.2: Support the harmonization of the GBV information system, to both fulfil the role of a statistical M&E system as well as a comprehensive case management system that captures important aspects of each case from first report through to case closure. (GBV Surveillance, FAM Care, CIMS, Court System etc.) and build capacity of service providers, including **Civil Society** in the use of the system.*

*Activity 5.1.3: Assess, document and scale up interventions that have been effective in the prevention of family violence and addressing social norms*

*Activity 5.1.4: Build capacity of the judiciary to gather and manage data to improve access to justice case management, decision making, inform accountability and inform legislative review*

## Lessons learnt/past programming

Lessons learnt from past programming that will be applied to guide actions under this outcome include: (a) quality, disaggregated data is needed for decision making and improved targeting. Current programmes are not effectively targeted as there is a gap in the availability of data, particularly at the level of the community to ensure effective targeting of interventions and effective use of scarce resources (b) There is a need for one national data system on family violence. The current sector approach to data collection on family violence is not effective and does not allow for a true national picture of the situation. (c) several examples of good practice exist that can be scaled up. However, these need to be evaluated and documented to support replication in other geographic areas.

## Sustainability

Human resource capacity within various sectors, already exists for the collection and analysis of data. Establishing one national system will not require additional human resources or financial resources beyond the life of Spotlight.

### Outcome 5: Quality, disaggregated and globally comparable data on different forms of violence against women and girls and harmful practices, collected, analysed and used in line with international standards to inform laws, policies and programmes

Indicative numbers	Direct Beneficiaries	Indirect Beneficiaries
<b>Women</b>	175 public sector employees, staff and volunteers of CSO organizations	Total population of women 20 to 65+ years= 87,051

<sup>43</sup> Statistics offices, justice, security and health sector



<b>Girls</b>	0	Total Population of Girls 0-19=74,175
<b>Men</b>	175 public sector employees, staff and volunteers of CSO organizations	Total Population of men 20 to 65+= 85,975
<b>Boys</b>	0	Total Population of boys 0-19=75,252
<b>TOTAL</b>	<b>350</b>	<b>322,453</b>

## Outcome 6 – Women’s Movement and Civil Society

### Theory of Change

If (1) the knowledge, expertise and capacities of women's rights organizations, autonomous social movements and CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination is drawn upon and strengthened, and (2) the space for women's rights organizations, autonomous social movements and CSOs including those representing youth and groups facing multiple and intersecting forms of discrimination's expression and activity is free and conducive to their work, and (3) multi-stakeholder partnerships and networks are established at local, national, regional and global level with women's rights groups and autonomous social movements and CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination, then (4) women's rights organizations, autonomous social movements and CSOs will be able to influence, sustain, and advance progress on GEWE and ending VAWG, including family violence, policies and programmes that respond to the needs of all women and girls, including those facing multiple and intersecting forms of discrimination, because (5) the activism of women's rights organizations, autonomous social movements and CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination is a crucial driver of progress on efforts to end VAWG, including family violence

**Outcome Statement:** Women's rights groups, autonomous social movements and relevant CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization, more effectively influence and advance progress on GEWE and ending VAWG

**Output 6.1** Women's rights groups and relevant CSOs,<sup>44</sup> have increased opportunities and support to share knowledge, network, partner and jointly advocate for GEWE and ending VAWG, including family violence, with relevant stakeholders at sub-national, national, regional and global levels

**Output 6.2** Women’s rights groups and relevant CSOs are better supported to use are better supported to use social accountability mechanisms to support their advocacy and influence on prevention and response to VAWG, including family violence, and GEWE more broadly.

**Output 6.3** Women's rights groups and relevant CSOs representing groups facing multiple and intersecting forms of discrimination/marginalization have strengthened capacities and support to design, implement and monitor their own programmes on ending VAWG, including family violence

### Overview

Although several CSOs have been involved in planning and implementation of actions to end family violence, and some CSOs have been represented on coordinating mechanisms, the social sector CSO community is not well organized and there is limited networking among CSOs. Nonetheless, CSOs in Belize have demonstrated capacity for the design of innovative approaches and have demonstrated the capacity

<sup>44</sup> Including those representing youth and groups facing intersecting forms of discrimination/marginalization



to reach the most marginalized groups with programmes and services. Unfortunately, CSOs contribution are not always reflected in national reports.

One of the challenges is that many CSOs only have the capacity for implementation of small-scale programmes owing to limited human and financial resources. As it relates to Women's Movement, there are no active women's movement in Belize, although there are few women advocates, who have been speaking out independently against family violence.

Actions under this outcome is linked to all other outcomes, with the main action being to **strengthen effective networking both horizontally (among CSOs and autonomous women's groups) and vertically (between CSOs/women's groups and the Government of Belize) through the establishment of a mechanism to provide coordination of all efforts being implemented by civil society and women's group.** The model envisioned is to form one umbrella group of CSOs and autonomous women's group through the establishment of a CSO hub, supported by a secretariat or technical person, which can facilitate follow up actions and ensure effective coordination. This will facilitate horizontal networking which will result in improved coordination, information sharing and effective implementation of programmes and service delivery.

Best practices for strengthening effective networking will be explored through partnerships with UN Women who is supporting the implementation of a similar activity in Jamaica and Trinidad and Tobago. For instance, there is an active women's movement, and strong civil society in Trinidad and Tobago which has been the driving force for normative standards on women's rights, gender equality and VAWG. They are key actors in shelter provision, hotline and counselling services. In addition, there are a multiplicity of civil society institution working on masculinities and gender equality in Trinidad and Tobago. Hence linkages will be made with these organizations. This will allow for sharing of best practices and exchange between CSO and women's movement groups in the Caribbean and those in Belize. Best practices for building a strong women's movement in Belize will also be explored through this south-south exchange. Technical assistance will also be provided by UN Women and OHCHR. Autonomous women's groups will be supported, through the hub, with the requisite skills, technical support, and support for advocacy throughout the duration of SI.

At the local level, a similar model currently being supported by the Global Fund for HIV to improve coordination and networking among LGBTI groups will be explored. This model utilizes an existing CSO with requisite capacities to facilitate the networking and coordination of CSOs.

**An important objective of this network will be to ensure accountability of national and local level actors in the development of priorities** that reflect the actual needs of women and girls as well as ensuring that the interventions of CSOs and autonomous women's groups are responsive to national and local needs. Through the newly formed network, CSOs and autonomous women's group will increase their awareness of social accountability systems and the channels for accessing them through ongoing training sessions facilitated by Human Rights Advocacy Groups and UN Partners. This will improve their ability to advocate for increased accountability as it relates to the national response to family violence.

Another key action is the **capacity building of CSOs linked to outcomes 1, 2, 3, 4 and 5 to ensure that they have the requisite capacity to participate in decision making, legislative and policy actions, advocacy, planning and implementation of actions to end Family Violence.** A key feature of this action will be **increased partnership between CSOs so that smaller grassroots organizations** can benefit from the experience of larger more established CSOs through mentoring and knowledge exchange. The programme will also build the capacity of civil society in **advocacy, programme design and management, collection and utilization of data, networking and collaboration.**

The programme, under this outcome, will also set up and support the **civil society national reference group**, a key accountability mechanism for Spotlight throughout the programme duration, that will advise and support programme implementation, monitoring and evaluation.

A signature intervention linked to outcome 4, will be the establishment of a model for **government/CSO partnership in service delivery in order to ensure comprehensive service delivery at the community**





**level, and in particular for marginalized groups in remote rural areas.** Through this modality CSOs will meet gaps in services that the government does not have the capacity to provide. In turn, CSOs will receive a standard transfer of funds from the government to sustain its service provision. An existing model of this practice is the BFLA partnership with the National Health Insurance (NHI) to provide health services, including SRH services in southside Belize City and its partnership with the Ministry of Human Development to provide services to survivors of GBV. An MOU will be established between government entities and CSO which outlines specific target groups and number of services to be delivered in order to ensure accountability in service delivery. CSOs will be selected based on

This partnership will also ensure that approaches are implemented to reach girls and women who face specific geographic and physical barriers to accessing services. Some examples of CSOs that have a track history of working with specific populations include; Humana People to People and Child Development Foundation who have experience working with migrant women and girls, Toledo Maya Women’s Council, Building People Movement, Plenty Belize and Hillside Clinic who have experience working with indigenous women, BFLA, Go Joven, YES who have experience working with LGBT population and adolescent girls. Other groups that will be targeted for specific service delivery, utilizing this model, include; women and girls with disabilities, women and girls living with HIV and women in very rural settings. All service providers will be specifically sensitized to the Do No Harm principle to ensure that service delivery does not further increase risk to women and girls.

There are many CSO implementing a variety of programmes to prevent family violence. In line with outcome 5, promising models for prevention of family violence, being implemented by CSOS will be evaluated in line with outcome 5 and implemented at scale. Within the context of Do No Harm, programmes will be carefully evaluated before they are supported, and the scope of programmes are expanded. Programmes will also be evaluated for their applicability to another context such as cultural and social context.

All interested CSOs, regardless of formal status, will be engaged in the development and establishment of the network of CSOs as this activity will target strengthening the capacity of CSOs and movement building. Therefore, all CSOs have the potential to benefit from SI. However, as it relates to service delivery and the implementation of activities under the six pillars, CSOs will be invited to respond to a call for proposal based on established criteria for selection.

<b>OUTCOME 6: Proposed Outputs and activities</b>
<b>Output 6.1. Women's rights groups and relevant CSOs,<sup>45</sup> have increased opportunities and support to share knowledge, network, partner and jointly advocate for GEWE and ending VAWG, including family violence, with relevant stakeholders at sub-national, national, regional and global levels</b>
<i>Activity 6.1.1: Strengthen the network of CSOs and autonomous women’s group as a supportive mechanism to provide coordination of all efforts being implemented by civil society and women’s group and build the capacity of CSOs.</i>
<i>Activity 6.1.2: Support the Operation of the National Civil Society Working Group</i>
<b>Output 6.2 Women’s rights groups and relevant CSOs are better supported to use are better supported to use social accountability mechanisms to support their advocacy and influence on prevention and response to VAWG, including family violence, and GEWE more broadly</b>
<i>Activity 6.2.1: Support CSOs to advocate for increased accountability of state through increased knowledge and awareness of social accountability systems and the channels for accessing them</i>
<i>Activity 6.2.2: Build the capacity of women's rights groups, CSOs and informal leaders for decision making, networking, to mobilize constituents, and advocate for increased accountability as it related to the national VAWG response.</i>

<sup>45</sup> Including those representing youth and groups facing intersecting forms of discrimination/marginalization



<b>Output 6.3</b> Women's rights groups and relevant CSOs representing groups facing multiple and intersecting forms of discrimination/marginalization have strengthened capacities and support to design, implement and monitor their own programmes on ending VAWG, including family violence
<i>Activity 6.3.1: Support capacity development of women's organizations and CSO to design, implement and monitor community programmes to respond and prevent family violence and represent marginalized populations (some areas include: advocacy, programme design and management, collection and utilization of data, networking and collaboration)</i>
<i>Activity 6.3.2: Establish Local /community-based support service delivery network in partnership with CSOs which allows for the provision of minimal acceptable services to victims (including legal support, counselling, referrals, gender advocates) particularly in underserved rural areas</i>

**Modalities of support**

Technical support will be provided to CSOs through direct implementation. Lead CSO agencies, with advanced capacities will be supported to engage other CSOs and to assist with strengthening capacities based on areas identified in the capacity assessment. CSOs will play a key role in the overall implementation of the programme through participation in a National Civil Society Reference Group which will provide the platform for ongoing technical support to CSOs.

**Limitations**

While Spotlight recognizes that there are many CSO working at the community level to address family violence, Spotlight cannot work directly with all CSOs. Therefore, the establishment of a network of CSOs will be a key focus under this pillar. This activity will be supported by the National Civil Society Reference Group (NCGSR). Given the duration of the initiative, CSOs that currently have the infrastructure to support programme and service delivery will be prioritized to support service and programme delivery. Spotlight will work, through the network of CSOs to build the capacity of other CSOs so that by the end of the programme those CSOs have increased their capacity for service delivery.

**Lessons learnt/past programming**

Building on key lessons learnt from past programming, Spotlight will ensure that spaces are created for CSOs to be actively involved in all components of the project. CSOs involvement is key to strengthening accountability of state actors as well as the UN. CSO's involvement is also key to ensure that the most marginalized groups are reached as programmes implemented by the government has demonstrated that the state has limited capacity to implement sustained interventions at the community level. This is a key role for CSOs.

**Sustainability**

The challenge of sustaining CSOs interventions beyond Spotlight is recognized as CSOs have limited financial and human resource base. Therefore, interventions are being built into other pillars to strengthen financial and human resource base of CSOs. For example, an effective model of service delivery where CSOs partner with government to meet identified gaps in service delivery will ensure sustained financial support to CSOs. Another model which is being proposed for sustainability is the networking of CSOs to share knowledge, human resource, and mentoring of each other.

Finally, linking CSOs plans to the NGBV action plan will assist in greater recognition of the contribution of CSOs, thus increasing their ability to mobilize resources for implementation of actions.

<b>Outcome 6: Women's rights groups, autonomous social movements and relevant CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization, more effectively influence and advance progress on GEWE and ending VAWG</b>		
<b>Indicative numbers</b>	<b>Direct Beneficiaries</b>	<b>Indirect Beneficiaries</b>
<b>Women</b>	200 women	Total population of women 20 to 65+ years= 87,051



<b>Girls</b>	0	Total Population of Girls 0-19=74,175
<b>Men</b>	100 men	Total Population of men 20 to 65+= 85,975
<b>Boys</b>	0	Total Population of boys 0-19=75,252
<b>TOTAL</b>	<b>300</b>	<b>322,453</b>

#### IV. Alignment with SDGs and National Development Frameworks

Spotlight contributes directly to the advancement of Belize’s National Development Framework, Horizon 2030 and the Growth and Sustainable Development Strategy (GSDS) which outlines key national priority actions being implemented by the government across all 17 SDGs. This medium-term framework is the government’s commitment to Agenda 2030. Spotlight initiatives will contribute towards GSDS priority outcomes/critical successful factors 2, Social Cohesion and Resilience and outcome/CSF 4, Citizen Security.

UN Agencies have been working closely with the Government of Belize to ensure that all actions outlined in the UN Multi-country Sustainable Development Framework 2017-2021 (UNMSDF), as well as individual agency Country Programmes, are directly aligned with these two key national development frameworks.

Specifically, Spotlight will assist the Government of Belize to accelerate actions towards the advancement of SDG 5, Gender Equality and also SDG 3 “Health and Well-Being”, SDG. 4 “Quality Education”, SDG 10 “Reduced Inequalities”, SDG 11 “Sustainable Cities and Communities”, SDG 16 “Peace, Justice and Strong Institutions” and SDG 17 “Partnerships for the Goals.

Specifically,

- **Outcome 1 will contribute to SDG 5, 10, 11 and 16**, through evidence-based strengthening of existing legislation, and capacity building for members of the judiciary and other key stakeholders.
- **Outcome 2 will contribute to SDG 5, 10, 11 and 16** through strengthened capacities of key institutions responding to VAWG and the development and implementation of plans at the local levels that will strengthen the capacity of cities and communities to respond VAWG.
- **Outcome 3 will contribute to SDG 1, 3, 5, 10, 11, and 17** through change in social norms and behaviours advance gender equality, reduce inequalities, build platforms at the local level for programme delivery and mobilization of communities and establishing partnerships with communities, non-traditional groups, and CSOs.
- **Outcome 4 will contribute to SDG 1, 3, 4, 5,10, 16 and 17** through improved delivery of services to the most marginalized populations.
- **Outcome 5 will contribute to SDG 5 and many other SDGs** through the provision of quality disaggregated data that will provide the basis for targeting investments to populations most in need.
- **Outcome 6 will contribute to SDG 5 as well as SDG 3, 10, 11, 16 and 17** through sustained partnership and engagement of CSOs at all levels.

#### V. Governance Arrangements

In accordance with the Spotlight programme management principles, the leadership, guidance and decision-making authority is with the UN Resident Coordinator. A governance structure will be created that allows collective decision-making and constant interaction between the stakeholders on programme management and implementation among the parties, incorporating recommendations that will emerge during programme implementation. Dedicated teams will be established at multiple levels to support



programme oversight and coordination; technical coherence and operational actions.

A multi-stakeholder Steering Committee, co-chaired by the UN Resident Coordinator and Ministry of Human Development, Social Transformation and Poverty Alleviation (MHDSTPA) will be established. This Steering Committee will be aligned to national coordination mechanisms, grounded to the Belize's Growth and Sustainable Development Strategy – the national development plan. Connections and links will be forged with the Government-UN National Joint Steering Committee co-chaired by the UN Resident Coordinator and Minister of Foreign Affairs. This being the highest-level consultative forum for the implementation and monitoring of the SDGs in Belize and strategic oversight for UN programming.

The following members will constitute the Steering Committee, ensuring a manageable size to permit efficient decision making:

- UN Resident Coordinator
- MHDSTPA and Ministry of National Security; Ministry of Health; Ministry of Education, Youth and Sport; Ministry of Labour and Local Government; Ministry of Economic Development and the National Women's Commission.
- European Union Representative
- Recipient United Nations Organizations – UNICEF, UNFPA and UNDP
- 20% representation of women's civil society organizations/networks with a strong track record of working on EVAWG nominated from the National Civil Society Reference Group

The Steering Committee's principal function will be to guide and oversee the implementation of the Spotlight Country Programme by fulfilling the following roles and responsibilities:

- Ensure proper communication and coordination on the Spotlight initiative at the country level and support a participatory implementation of the country-level programme, in alignment with national priorities articulated in HORIZON 2030 and the GSDS, the UNMSDF and European Union priorities.
- Approve programme annual work plans, review output level results, adjust implementation set-up.
- Review and approve periodic and annual joint programme narrative reports submitted by recipient United Nations organizations.
- Approve any programmatic or budgetary (revisions of less than 25 per cent of the value of the budget) programme revisions within the limits of the approved programme document by the Operational Steering Committee.
- Review risk management strategies and ensure the programme is proactively managing and mitigating risks.
- Manage stakeholder relationships at the country level.

As may be considered appropriate, the Steering Committee may invite other stakeholders to participate in and support planning, deliberation and monitoring roles of the Committee. This includes representatives from academic/research institutions, local communities and/or the private sector.

At a technical level the Spotlight Country Programme will be supported by a Technical Coordination Unit in the UNRCO with the placement of key personnel such as a Programme Coordinator/ Monitoring and Evaluation and Communication Officer.

To ensure adequate representation from CSOs, an Interim Civil Society Reference Group has been established. The ICSRG was established through a participatory nomination and voting process among all CSOs. At the beginning of the CPD development process, the RC convened a meeting with a wide cross section of CSOs to discuss the establishment of the ICSRG and to introduce and consult participating CSOs on the Spotlight Initiative in general, also informing them about the forthcoming process of Country Programme development, timeline and modes and points of engagement. During the meeting nominations were received from CSO representatives for potential representation from CSO representing women's movement, indigenous groups, youth, persons with disabilities, LGBTI and other groups facing multiple and intersecting forms of disabilities. An online platform for voting was established and CSO representatives voted for the 15 individuals that forms the ICSRG. The ICSRG has been fully engaged in the Spotlight CPD



development process.

The ICSRGs core tasks is to:

- i. Feed into the design and drafting of the Country Programme,
- ii. Finalise the TOR for the formal CS-NRG and agree on a process for the nomination/selection of the members of this group, following the principle of civil society leadership of this process, transparency and diversity, and
- iii. Propose a budget to the RC for activities of the CS-NRGs (including funding to support the coordination and convening of all stakeholders, participation in meetings/consultations/outreach as well as for the preparation of an annual monitoring report).

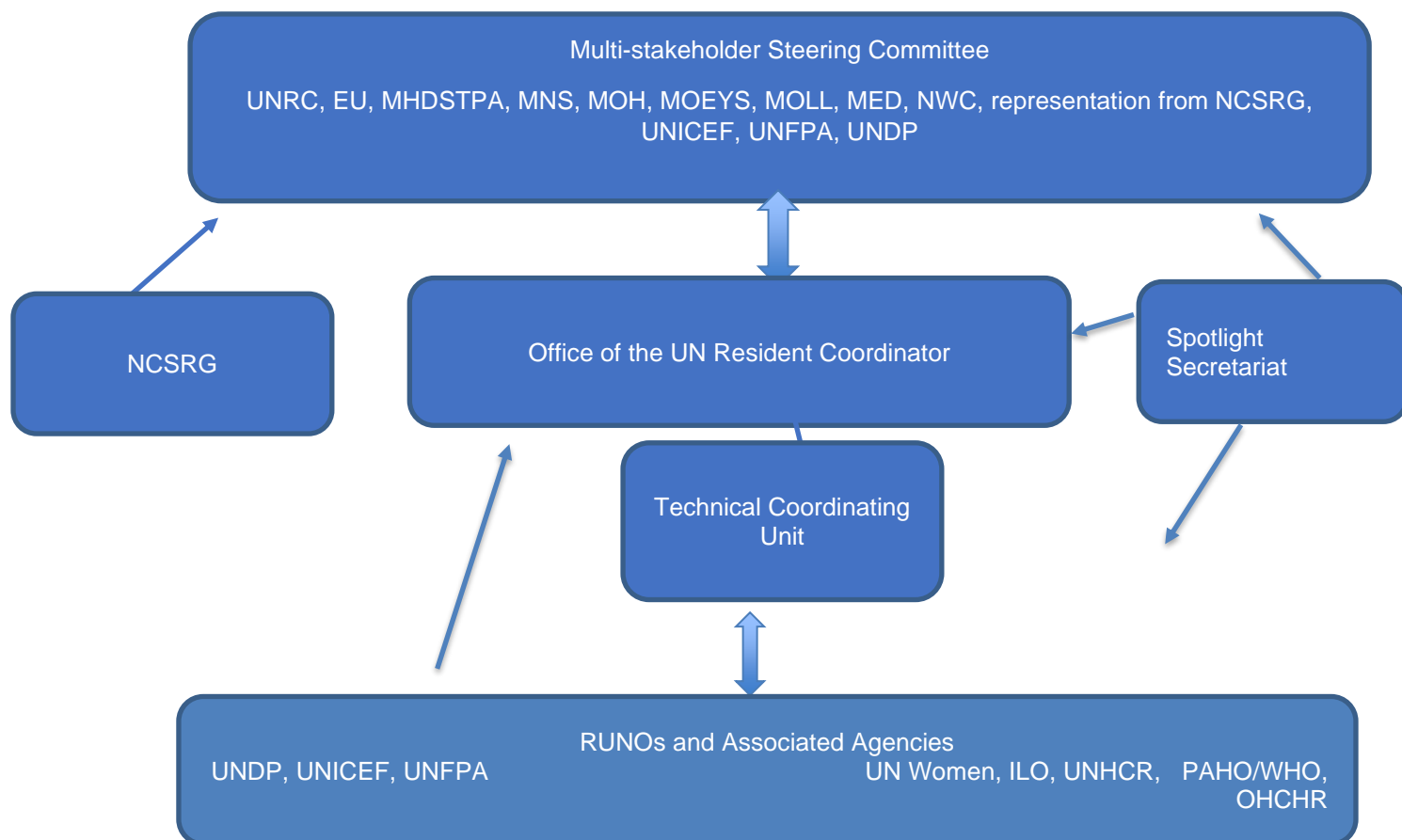
Once the CPD has been finalized, a National Civil Society Reference Group (NCSRG) will be established which will replace the current Interim Civil Society Reference Group (ICSRG). This will serve as an institutional mechanism to bring in civil society participation and expertise. The CS-NRG would serve a dual function — to advise the Spotlight Country Programmes and to advocate and partner for the realization of its objectives.

Specifically, the NCSRG will:

- Provide advice on current ending violence against women and girls (EVAWG) related issues at country and regional levels as well as on the strategic direction of the Spotlight Initiative and relevant policy issues at country- and regional levels
- Serve as partners in the advocacy and communication activities, including dissemination of the Spotlight Initiative messages to the public, especially youth and media
- Provide advice on on-going interventions, possibilities for scaling-up and addressing challenges
- Serve as an interactive space and open forum for dialogue/learning between the Spotlight Initiative and women's rights' organisations working on EVAWG
- Provide other relevant information, analysis and lessons learned that could feed into the future programming and advocacy efforts of the Spotlight Initiative
- Support the monitoring efforts of the Spotlight UN Country Team and advise on the implementation of programming, including by raising risks and proposing mitigation measures, as well as providing feedback to the National Multi-stakeholder Country Programme Steering Committee, when relevant in country context

The CS-NRGs will also represent 20% of the National Multi-Stakeholder Steering Committee. The representatives will regularly report to the CS-NRG, and to civil society more broadly, on the Spotlight Country Programme.

Clear guidelines for addressing conflict will be developed in partnership with CSOs. This will ensure that there are no conflicts of interest or conflicts among CSOs.



## VI. Accountability

In support of accountability between the UN Resident Coordinator and RUNOs, a UN Technical Team will be established with the participation of technical focal points from UNICEF, UNFPA and UNDP. To enhance accountability the Spotlight Coordinator will participate in PMT, the UN Technical Team and UNGTG. RUNOs will be responsible for working together to achieve strategic outcomes in the CPD. Lead agencies by programme pillars/outcomes have been identified in addition to implementing agencies. Key functions would be:

**Lead agencies** – responsible for coordination and leadership of the corresponding pillar; coordinating programme activities; ensuring Associate Agencies are engaged and cooperation between implementing agencies; monitor outcome and progress of pillar; reporting programme and financial progress and other actions necessary for implementation of the pillar.

**Implementing agencies** – agencies receiving funds and executing specific activities in line with approved Country Programme and work plan for each pillar. They are responsible for achievement and monitoring of specific activities.

Programmatic and technical coordination of the Country Programme will be supported through the UN Programme Management Team led by the UNRCO and accountable to the UNCT. UNICEF will serve as technical coherence agency for the CPD given its existing programmatic portfolio alignment to Spotlight. UNICEF will leverage its M&E and communication capacity in support of this role. Direct support will be provided by the UN Gender Theme Group (UNGTG) which will provide technical guidance and ensure linkages to existing initiatives as well as exploration of opportunities beyond implementation of Spotlight. The UNGTG is directly accountable to the UNCT.



## VII. RUNO(s) and Implementing Partners

Three RUNO's will be engaged in the implementation of Spotlight; **UNDP, UNICEF and UNFPA.**

### **UNDP**

The proposed UNDP Belize country programme for 2017 to 2021 is derived from the United Nations Multi-Country Sustainable Development Framework. CPD 2017-2021 stipulates UNDP's support to the reduction of gender-based violence by promoting legislation and services that empower women; as well as advocate for judicial reform that recognizes violence against women (based on gender issues) as a specific offense. Interventions are programmed under Outcome 3: Equitable access to justice, protection, citizen security and safety reinforced of the CPD, with projects responding to political changes enabling the mainstreaming of human rights and gender considerations into national development processes as well as supports institutional capacity building which enables change. Under this CPD outcome, UNDP Belize has committed the implementation of USD4.25 Million over the 5-year country programme period.

Interventions as defined within the CPD are directly aligned with Spotlight Pillar 2: Institutions (Promote Gender Responsive ministries; Ensure linkages across institutions); Pillar 4: Services (Ensuring services provided meet global standard, building capacities of service providers and Improve service provider coordination and coverage); Pillar 5: Data (Enhancing the capacity of national statistics office, Improving data presentation to inform decision making and Using data to guide programme monitoring)

The CO has assigned the Senior Programme Analyst as focal point to the Spotlight initiative; this position is supported by the Operations Analyst as Finance Support. The Programme team will lead on the Project Implementation of the Initiative. It is anticipated that UNDP will source additional dedicated support, in Programme Officer (SB4-3) and Finance/Administrative Associate (SB3-5). The Belize Country Office is supported by a full Operations Unit with supporting Procurement and Finance capacities necessary for effective/ efficient project delivery.

The CO will also leverage its Regional Support Center and UNDP's Global Policy Network (GPN) for the provision of additional technical capacities in the design and delivery of Spotlight interventions. UNDP's technical networks provides support to Country Offices and programme countries in an integrated and coherent manner, instantly connecting country office to the knowledge, resources and networks of best practice needed to achieve development breakthroughs.

UNDP has accumulated considerable knowledge and experience in CSO engagement, with best practices documented from its administration of its Small Grants Programme as well as in its role as principal recipient of the country's (3) Global Fund Grants. UNDP has developed several standard tools and manuals guiding CSO engagement and CSO management of grants, including a CSO Capacity Assessment Tool.

UNDP has an extensive monitoring and evaluation capacity and works towards a robust monitoring system through effective policies, tools, processes and systems so that it can meet the multiple monitoring challenges it faces. While the prime objective of monitoring in UNDP is achievement of results, it is also necessary to monitor the appropriate use of resources at all levels. UNDP does this through monitoring at three levels: outputs and projects, outcomes and programme alignment with key reference for monitoring which is the M&E framework associated with the grant documents.

Annual delivery value

Year 2017 - USD 3,006,299

Year 2018- USD 2,544,798

### **UNICEF**

UNICEF Belize's Country Programme aims to complement the country's efforts in progressing to the fulfilment of the child-related Sustainable Development Goals and related regional and national development goals affecting children and their families. The proposed actions in Spotlight are strictly aligned with the regional UN MSDF goals, contributing to the implementation of all four outcome areas: Inclusive, Equitable and Prosperous Caribbean; Cohesive, Safe and Just Caribbean; A Sustainable and Resilient



Caribbean; and A Healthy Caribbean. Spotlight will contribute directly towards the achievement of the goals under the following strategic priorities as outlined in the Horizon 2030 development framework: a) Democratic governance for effective public administration and sustainable development; b) education for development – Education for Life; and c) Economic resilience: Generating Resources for long-term development. Finally, the Programme is in line with the critical success factors of the Growth and Sustainable Development Strategy, namely: enhancing social cohesion and resilience, and enhanced governance and citizen security. The Programme has a strong programmatic response to Safety and Justice including Family Violence. With regards to the Pillars UNICEF has demonstrated its added-value in the national GBV agenda, bridging generational gaps and leveraging complementarity with other agencies who focus on other population groups.

UNICEF CO has 14 staff in country. With regards to programmatic capacity UNICEF CO has a Social Policy Specialist/Programme Coordinator, M&E Specialist, Education and Early Childhood Officer, Child Protection Officer, and a Communication Officer. Each Programme team member supports both government and CSOs with technical and financial support. UNICEF has been working with CSOs in Belize to support delivery of services, capacity building and engaging children and families with understanding and reporting of violence. In 2017 and 2018, UNICEF invited CSO and grassroots organizations to submit innovative approaches to responding to violence against children and was able to launch a mentoring Programme for CSOs. Also, in 2018, UNICEF led the establishment of U-REPORT, an excellent engagement platform available for rapid data gathering and information dissemination on multiple themes supporting awareness and behavior change. Additionally, the Programme focusing on ensuring that children 0-5 have access to services, that children and adolescents have spaces to participate meaningfully at both local and subnational level, and that social protection systems are strong and responsive to the most vulnerable populations in the country. The Child Protection Officer is the focal point to the Spotlight Initiative, with Programme and finance support from a Project Assistant. The Office also has a full Operations staff including an Operations Manager, Finance Associate and HR Associate to support Operations and allows for efficient Programme delivery in country. UNICEF works with Government using Rolling Work Plans, and the team of Programme Associates supporting the technical leads in administrative follow-up for monitoring and timely and quality assurance in reporting.

Annual Delivery 2017: USD \$2,244,769

Annual Delivery 2018: USD\$ 2,301,392

## **UNFPA**

UNFPA provides high-level policy engagement, analysis, and advice on Sexual and Reproductive Health and Rights, including sexual and gender-based violence, as exemplified by the successful implementation of the SICA BA1 Project (2014-2016) for the prevention of violence against women in Belize with the aim to end violence against women, trafficking in women and femicide, through a number of interventions at the state, institutional and community levels. BA1's total investment was US \$1,261,000. Technical support to the BA1 project resulted in the development of a national GBV Plan of action, which UNFPA continues to support through its membership on the National Gender Based Violence Committee and makes efforts to support the strengthening of GBV surveillance systems. It is worth noting that through UNFPA's leadership of the UN Gender Theme Group, the national Gender Focal Point Committee (responsible for gender mainstreaming in the government ministries) receive coordinated technical support from the UN system in Belize.

In relation to pillar 3: UNFPA's ongoing efforts to have Comprehensive Sexuality Education (CSE) that is in line with international standards, delivered to meet the needs of in- and out-of-school youth; addressing the transformation of gender and social norms through analysis of harmful masculinities and the promotion of new masculinities and girls' empowerment, advancing youth and adolescents' engagement, programming for youth friendly spaces; development of innovative platforms such as online GBV platforms and youth connect apps'; and our dialogue with parliamentarians, faith-based organizations and men and boys as part of sensitization, advocacy and capacity building. The integration of SRH in proposed interventions, such as in parenting and in-school curriculum interventions for instance, will allow for a continuum of prevention





during childhood and the transition into adulthood. UNFPA works structurally to address the needs and rights of marginalized groups - sex workers, LGBTQI persons, migrants and indigenous communities - via initiatives that have a particular emphasis on prevention as well as the provision of services.

The UNFPA Belize Liaison Officer for Belize (NOC) is based in Belize, along with the Programme/Operations Clerk (G4). The Belize Liaison Office is part of the business unit of the UNFPA Sub-Regional Office for the Caribbean which not only facilitates South-South collaboration among the four other Liaison Officers in the Sub-Region with Spotlight Programmes, but allows the Liaison Office to benefit from the services of an SRHR Technical Advisor (P5); an HIV Specialist; and a Communications, Operations and a Senior management team at D1 and P5 level.

UNFPA is able to offer in-kind contributions through the salary costs (approximately 25%) of the Belize based team and the technical assistance of SRHR Advisor. UNFPA will further allocate resources from its current regular resources to address population issues such as SRHR and sexual and gender-based violence including in emergency settings, in line with UNFPA's role as the global lead for GBV response in humanitarian settings. At least US\$25,000 will be allocated for awareness and other related work under the Spotlight programme.

In 2017, UNFPA's investments in Belize amounted to approximately 145,000 USD, approximately 130,000 USD in 2018 and approximately 156,000 USD in 2019.

**UNDP will lead on pillars 1, 2 and 5. UNICEF will lead on pillars 4 and 6 and UNFPA will lead on pillar 3.**

### **Associate Agencies**

Associate agencies supporting the implementation of Spotlight include ILO, UN Women, UNHCR, PAHO/WHO, and OHCHR.

### **UN Women**

UN Women's Multi-Country Office for the Caribbean, based in Barbados, covers 22 countries and territories including CARICOM member states, Dutch Caribbean islands and British Overseas Territories. UN Women will support Spotlight Belize activities across all Pillars in activities which maximize its comparative advantage and complements the work which it leads or coordinates in other Spotlight country programmes. This support will largely take the form of technical assistance directly and indirectly to specific activities including ensuring that methodologies, policies, plans, protocols and other instruments are in keeping with international standards. Specifically, UNW will leverage its leadership on Pillars 3 and 6 in the country programmes for Grenada, Guyana, Trinidad and Tobago and Jamaica to identify best practices and support the strengthening of CSO networks in Belize to speak with one voice on family violence.

UN Women has historically provided support to the National Gender Machinery in Belize on normative issues related to Gender Equality and Women's Empowerment. The Country office has also supported performing artists from the First Nations/indigenous people of Belize to extend the reach of the UNiTE to End Violence Against Women campaign through their various forms of artistic expression and to raise awareness on GBV resulting in a series of public education products which can also be leveraged for Spotlight interventions. Additionally, UNW's support to batterers intervention programming through PIPE, to 70 participants as well as extensive engagement with magistracy and NGM provide entry points for technical assistance that UN Women will provide through RUNOs to duty-bearers and rights-holders.

UN-Women's triple mandate endows it with a unique capacity to: (i) support the strengthening of global norms and standards; (ii) promote more effective coordination, coherence and gender mainstreaming across the UN system in support of commitments for gender equality and women's empowerment; and (iii) support Member States, upon request, to translate global norms and standards into legislation, policies and development plans at the regional, national and local levels as part of its operational activities. Our programmes and advocacy involve women's organizations, the private sector, schools, media, and groups



of youth and men. Together, we are establishing comprehensive essential services, and robust legal protections and practices grounded in nationally and internationally agreed standards.

## **ILO**

The ILO multi country office for the Caribbean operates from Trinidad and Tobago and covers 13 countries and 9 NMT's. It provides technical support services from its Decent Work Team in the region, further supported by the GED team at its HQ in Geneva. The ILO will support Spotlight Belize activities in various pillars where workplace related activities are involved. The support will consist of technical assistance, providing access to existing tools, instruments and guidance as well as facilitating access to its counterparts in Belize, particularly the private sector and trade unions. It will also facilitate replicating or adapting relevant Spotlight interventions in other countries in the region for which it is an Associated Agency (Trinidad and Tobago, Guyana) or RUNO (Argentina). The cost for specific activities under the Spotlight programme will be reimbursed from the Spotlight programme budget while the technical backstopping (excluding missions) from the Decent Work Team members will be the agencies' contribution.

The primary goal of the ILO is to promote opportunities for women and men to obtain decent work in conditions of freedom, equity, security and human dignity. Gender equality is a key element in reaching this goal and is a cross-cutting policy driver for all ILO policy outcomes. The ILO Policy on Gender Equality and Mainstreaming supports a two-pronged approach of gender mainstreaming: analyzing and addressing in all ILO initiatives the specific needs of both women and men, and targeted interventions to enable women and men to participate in, and benefit equally from, development efforts. The adoption of Convention 190 to address violence at the workplace, brings a renewed focus on violence affecting women and girls. The new labour standard refers to the impact of domestic violence on employment, productivity and health and safety at workplace and requires that reasonable measures be taken to mitigate its impact. Recommendation No. 206 suggests some measures for this purpose. It is based on the following principles:

- Violence and harassment is incompatible with the promotion of sustainable enterprises and impacts negatively on the organization of work, workplace relations, worker engagement, enterprise reputation, and productivity;
- Gender-based violence and harassment disproportionately affects women and girls, and an inclusive, integrated and gender-responsive approach, which tackles underlying causes and risk factors, including gender stereotypes, multiple and intersecting forms of discrimination, and unequal gender-based power relations, is essential to ending violence and harassment in the world of work;
- Domestic violence can affect employment, productivity and health and safety, and governments, employers' and workers' organizations and labour market institutions can help, as part of other measures, to recognize, respond to and address the impacts of domestic violence;
- A work culture based on mutual respect and dignity of the human being is important to prevent violence and harassment.

## **PAHO/WHO**

With recognition of all forms of interpersonal violence lead to negative health outcomes that should be addressed by the health system, the Pan American Health Organization/World Health Organization (PAHO/WHO) provides technical cooperation in countries to address the prevention and response to violence with a particular focus on violence against women and children including adolescents. Health services and programmes are an appropriate entry point for addressing interpersonal violence. Women who experience violence are more likely to use health services than those who do not, although they rarely explicitly disclose violence as the underlying reason. Health care providers are often the first point of professional contact for survivors/victims of violence, and yet the underlying violence is often invisible to them. Children who are suffering violence also frequently come to health services without the violence being identified by health workers.

PAHO/WHO with partners have developed evidence-based strategies, plans and tools to prevent and respond to violence. These include the WHO Global plan of action on strengthening the role of the health system, within a national multi-sectoral response, to address interpersonal violence, in particular against



women and girls, and against children (2016) and PAHO Regional Strategy and Plan of Action on Strengthening the Health System to Address Violence against Women (2015) as well as multiple other national, regional and global policy frameworks and strategies. Key priorities include raising awareness of the need for action to reduce violence; identify, synthesize and disseminate evidence on what works to reduce violence; provide guidance and technical support to countries to develop evidence-based prevention and response capacity.

PAHO/WHO has developed Clinical and Policy Guidelines for the prevention and response to intimate partner and sexual violence against women. These documents aim to provide enough information for policymakers, planners and service providers. The public health approaches adopted include the following:

**Primary prevention** – approaches that aim to prevent violence before it occurs.

**Secondary prevention** – approaches that focus on the more immediate responses to violence, such as pre-hospital care, emergency services or treatment for sexually transmitted infections following a rape; and

**Tertiary prevention** – approaches that focus on long-term care in the wake of violence, such as rehabilitation and reintegration.

The areas where PAHO/WHO can assist in the Spotlight Initiative as per the Programme Results Matrix include:

- Strengthening institutional capacity of key stakeholders to develop prevention and response programmes for ending sexual violence,
- Scaling up Care for Child Development (CCD) to ensure full engagement of male and female parents, and
- Increasing access to high quality services.

At district level, spaces and opportunities can be identified to strengthen network service provision to address VAW. PAHO/WHO Regional Office can support in providing technical assistance once funds can be identified.

## UNHCR

While persons in need of international protection are awaiting the outcome on their cases, UNHCR is advocating for asylum-seekers to transition quickly from humanitarian assistance to self-sufficiency. While in the Refugee Status Determination process, UNHCR also focuses on children and youth having access to primary, secondary, and recently, tertiary education in Belize. In addition, the most-vulnerable asylum-seekers are eligible to receive temporary financial assistance and access to health and other community resources.

In times of displacement, more women and girls face discrimination and violence because of their gender. Women and girls make up around 48 per cent of the refugee population in Belize, and those who are unaccompanied, pregnant, heads of households, disabled or elderly are especially vulnerable. In Belize, UNHCR works on ensuring an efficient mechanism that allows referral of victims of sexual and gender-based violence to the relevant mandated authority at the Ministry of Human Development, while ensuring the access to the necessary psychosocial and financial support for the victim and her family. UNHCR also insures the inclusion of women and girls in all layers of programme planning to support their continuous empowerment and guaranteeing that UNHCR planning falls within the Age, Gender, and Diversity guidelines of UNHCR.

UNHCR will support Spotlight Initiative in Belize by contributing to the body of evidence on this vulnerable population and by partnering with relevant Un agencies to ensure that that they benefit from services and programmes that are tailored to meet their specific needs.

## OHCHR



OHCHR Regional Office for Central America, Panama and the Dominican Republic covers six countries in the region including Belize and works to support these States on the promotion and protection of all human rights, in line with General Assembly resolution 48/141.

Given OHCHR expertise on UN Human Rights protection mechanisms, OHCHR will contribute to Spotlight by supporting the monitoring, implementation and follow-up of relevant recommendations made by the UN protection mechanisms, including those on violence against women.

OHCHR will support key national stakeholders on the knowledge and use of these recommendations, including UPR, Treaty Bodies (particularly CEDAW) and Special Procedures (i.e. Special Rapporteur on violence against women, and the Working Group on discrimination of women in legislation and practice).

The purpose of this intervention is to foster the implementation of these recommendations by duty-bearers as well as to strengthen the capacities of civil society in the use of these recommendations as advocacy tools aimed at promoting normative and policy changes in line with these recommendations.

### Civil Society

Civil Society implementing partners will be selected through a transparent process which involves a national call for proposals. However, the table below lists and provides information on key government counterparts that have the potential to be involved in the implementation of the various outcomes under Spotlight based on their current mandates.

### Government Agencies

Partner Agencies	Key roles, experience and involvement in Spotlight
<b>Government Agencies</b>	
Ministry of Human Development (MHD)	Lead government agency with responsibility for policies and programmes to protect children and women from violence, including social protection programmes. The MHD will serve as the lead focal point for the government and will co-chair the steering committee. The MHD will also lead the implementation of actions under pillars 3 and 4.
Ministry of Health (MOH)	Lead government agency with responsibility for provision of health services, including SRH services. The MOH will be a key agency in the implementation of actions under pillar 4 aimed at strengthening service delivery through its network of health facilities at the national and local levels.
Ministry of National Security (MNS)	Lead government agency responsible for law enforcement and responding to reports of violence against women and children. The MNS will play a key role in the implementation of actions under pillar 1 as it relates to legislative reform, under pillar targeting the police force for



	capacity building and institutional strengthening, and under pillar 4 as it relates to access to justice.
Ministry of Economic Development (MED)	Lead government agency responsible for national development planning and ensuring coherence and alignment of national plans with Growth and Sustainable Development Strategy (GDSD) and other national frameworks. Spotlight will work closely with the MED to ensure alignment between Spotlight interventions and the GDSD.
Ministry of Education, Youth and Sports (MOEYS)	Lead agency responsible for education including early childhood education and CSE. Spotlight will partner with the MOEYS to implement a whole school approach to ending violence against women and with the Department of Youth Services to reach adolescents out of school with CSE.
Ministry of the Attorney General	Lead agency responsible for development and review of legislation. Spotlight will work with the Attorney General Ministry to identify and address gaps in legislation and to sensitize stakeholders on legislation.
Ministry of Local Government (MOL)	Lead agency responsible for local governance. Within the framework of Sustainable Child Friendly Municipalities, Spotlight will work with the MOL to build the capacity of municipal leaders to integrate actions on ending VAWG into local plans and policies.
National Women's Commission	Coordinating body responsible for coordinating the implementation of the National Gender Policy and the National Gender Based Violence Action Plan. Spotlight will partner with the NWC to strengthen coordination, planning and institutional capacity.
National Committee for Families and Children	Coordinating body with legal mandate to advance the rights of children under the Convention on the Rights of the Child through the implementation of the National Children's Agenda. Spotlight will partner with the NCFC to strengthen coordination, planning and institutional capacity as well as legal reform.
Judiciary	Government agency responsible for the administration of justice. Spotlight will partner with the judiciary to increase capacity of courts to collect and manage data to inform legislative review as well as to create enabling environments for access to justice.



## VIII. Partnerships

### Partnership During the Country Programme Development Process

The UN undertook an extensive and inclusive process to ensure that all relevant stakeholders were informed, consulted and engaged in the design of the programme from the onset. (See *“ANNEX 1: Multi-stakeholder engagement” for a record of all stakeholders engaged in consultations and a summary of key recommendations.*)

Working as One UN, agencies were brought together under the Resident Coordinator’s Office. Key partners who have been consulted and engaged during the process include; other UN agencies and international development partners (resident and non-resident), EU Delegation, Government, Civil Society (including CSOs representing groups facing multiple and intersecting forms of discrimination), and the private sector.

Links to working documents were made available to stakeholders to allow them to review and contribute throughout the process of CPD development. Information on the outcome of each meeting was also provided through on-line platforms which were made available to all stakeholders and stakeholders were kept updated on the progress of CPD development and provided with weekly highlights as well as reminders of upcoming activities through a weekly e-newsletter disseminated by the UNRCO.

#### **a. European Union and other international development partners**

Partnership was established from the onset with the EU Delegation to Belize as the main and key partner of the Spotlight Initiative. During the CPD development phase the EU delegation team was consulted, and invitations were extended to participate in stakeholder consultations. The EU Delegation, through its office in Jamaica, provided technical guidance and availed themselves to review and provide inputs into draft documents. The EU will be constantly involved as key partner and ally of the Spotlight Initiative in Belize throughout implementation. Other international agencies, resident and non-resident, such as ILO, PAHO/WHO, UNHCR, UN WOMEN and OHCHR, and Canada Fund, were provided with information and updates on an ongoing basis. International Development partners working in Belize were invited to all multi-stakeholder consultations UN agencies, resident and non-resident, were provided with opportunities for consultation and input to the document at various stages of its development, through web-based platforms.

Spotlight will explore possible opportunities for North-South exchange on best practices for the prevention and response to family violence. EU member states will also be engaged through existing donor coordination mechanisms led by the Government of Belize.

#### **b. Government**

The Government of Belize was engaged from the onset through a high-level meeting with the Prime Minister and the UN Resident Coordinator. Furthermore, the UNRC, EU and UNCT members jointly met with the inter-ministerial caucus of senior level technical officials to present the goals and objectives of Spotlight and to seek government’s commitment to partner with the UN to develop the CPD and to implement Spotlight. To foster coordination, the government appointed CEO, Ministry of Human Development as the focal point who was responsible for mobilizing the government sector. Technical officers from a wide cross section of government agencies participated in all consultations, and inputs were provided by CEOs through the focal point as well as through face to face meetings with the CEO Caucus at key moments of the CPD development process where validation from government, at the highest level, was required.

#### **c. Civil Society**

A list of some 75 CSOs was engaged at the beginning of the CPD development process and an invitation was sent to all CSOs to participate in the first stakeholder consultation. The list of CSOs was also used to engage CSOs in a transparent and inclusive online nomination and voting process to select 15 representatives of the CSO community to sit on the Interim Civil Society Reference Group (ICSRG). All efforts were made to ensure that key groups such as youth, persons with disabilities, indigenous women and girls, and LGBTI were represented on the ICSRG. Members of the ICSRG were provided with tools to



engage their constituents and secure inputs into the CPD. In addition, it should be noted that in addition to the ICSRG, invitations to consultations were extended to the wider CSO body. An online platform was also created to keep CSOs abreast of the process.

### **Partnership During Implementation of Spotlight**

Lessons learnt and best practices for engaging international development partners, government and civil society, during the CPD development phase will be applied during the programme implementation phase to ensure that strong partnerships continue to be a key feature of Spotlight.

A partnership strategy will be developed which will outline key opportunities for partnerships, value added of each partner/group of partners and partnership arrangements. This will include but will not be limited to:

- Continued partnership with the EU and other development partners to provide high quality technical assistance for the implementation of Spotlight through knowledge exchange and sharing of best practices, identification of opportunities for coordination in the implementation of programmes with similar objectives being supported by international development partners, leveraging resources for scaling up of some initiatives under Spotlight, and the establishment of platforms for ongoing sharing of information.
- Spotlight will continue to work with government as a key implementing partner. Government will be engaged at the highest level to ensure political support for the programme as well as synergies between Spotlight and existing government initiatives in order to ensure coordination and sustainability. Technical Officers across government agencies will be continuously engaged in planning, capacity development, monitoring and evaluation and communication around Spotlight implementation.
- CSOs will continue to be engaged at two levels (a) in continued oversight of Spotlight through the establishment of a National CSO Reference Group and (b) as beneficiaries and essential partners in the implementation of Spotlight interventions. CSOs are key partners for mobilizing and engaging groups facing multiple and intersecting forms of discrimination and as such will play a key role under each pillar of implementation.

## **IX. Programme Results Matrix**

(See Table E)

## **X. Intersectional Approach**

While Spotlight will target women and girls across the country, special emphasis will be placed on “at risk” groups of girls and women who face multiple and intersecting forms of discrimination. These include; female adolescents and youth out of school, adolescent girls 10-14 years, girls and women in rural areas, indigenous women and girls, migrant women and girls, women and girls with disabilities, women and girls with diverse sexuality, women and girls living with HIV and adolescent girls who are married or in a union. It is important to acknowledge that even within each “at risk” group there are further sub-groups that merit further analysis and attention to their special needs. Although the distinct needs of this population will be represented by CSOs, Spotlight will work closely with CSOs to engage representation from “at risk” groups on an ongoing basis to ensure that they meaningfully participate in the design, implementation, monitoring and evaluation of programmes. This will contribute to deepening the understanding of their specific needs and vulnerabilities and ensuring that interventions are tailored to meet those needs.

The table below provides a preliminary analysis of some “at risk” group and will be further elaborated through ongoing consultations with CSOs and representatives from “at risk groups”.

Relevant “at risk” groups	Outcome areas where specific approaches are required	Key challenges for inclusion	Indicative approaches and methodologies for inclusion	Total numbers disaggregated by women, girls, men and boys when possible
Female adolescents and youth out of school 15-24 years	2, 3, 4,5,6	Low levels of education, limited opportunities for skill development, high levels of unemployment, limited access to support services, vulnerable to abuse, exploitation and child marriage. Vulnerability to HIV due to high levels of transactional sex. For those in rural communities, limited access to education services, health services, information, SRH services	Prevention, life skills and empowerment, access to services, building a safe and inclusive environment for girls and providing CSE, ending child marriage and early unions, providing education on rights and alternatives to transactional sex	Total population of girls 15-19 years 17,317, total population of girls 20-24 years 15,543 (2010 Population Census)
Adolescent girls 10-14	2,3,4,	Limited access to CSE, high rates of sexual violence (incest), child marriage, lack of information and services For adolescent girls in rural communities, socio-economic barriers that restrict access to higher education	Comprehensive sexuality education, strengthening mandatory reporting, life skills, safe spaces, access to services including psychosocial support to victims to sexual violence	Total population of girls 10-14 18,826 (2010 Population Census)
Girls and women in rural areas	2,3,4,6	Limited access to services, limited access to opportunities for skill development and employment, poverty, physical, sexual and emotional abuse, unintended pregnancy, early unions	Economic empowerment, expanded access to services, including SRH services, changing community norms about VAWG, strengthen legislation on child marriage and early unions, changing attitudes and	Total population of girls and women in rural areas (87,957) Toledo=14,021 Stann Creek= 11588 Cayo= 18,227 Belize= 13,192 Orange Walk=15,753 Corozal=15,185



			behaviours of men and boys	
Indigenous women and girls	2,3,4,6	Culture of silence, unequal gender relations, poverty, lack of access to services, high unemployment rates, lack of empowerment, lack of knowledge about rights, social norms and cultural practices that do not support the advancement of women and girls	Social and behavior change to address social norms, working with men and boys to change social norms and perceptions about gender, creation of spaces for women to share experiences and seek support, economic empowerment, access to services, including SRH	Estimate of this population not available
Women and girls with disabilities	1,2,3,4,5,6	Stigma and discrimination, environment that does not support access to services, lack of specialized services, physical, emotional and sexual abuse, limited skills for integration of disabilities into programmes, lack of access to information	Specialized services, increased protection, institutional strengthening for inclusive programme, Disability specific adaptations made to materials and learning aids designed to reach individuals living with disability	Estimated number of women and girls living with disabilities 6,786 (2,000 Population census, ECLAC, UNICEF)
Women and girls with diverse sexuality	2,3,4,5,6	Stigma and discrimination, including in the family, lack of specialized services, legal barriers	Institutional capacity strengthening for inclusive programme and delivery of specialized services, legislative reform, advocacy	Estimates not available
Adolescent girls who are married or in a union	1,2,3,4,5,6	Unequal gender relations, limited skills for employment, physical and emotional abuse, early pregnancy, limited access to services and support, low educational achievement, isolation	Access to services and support, life skills, socio-economic support, increased protection, mandatory reporting, access to network of girls, access to information	3,601 (MICS 2016)
Migrant women and	2, 3, 4,5, 6	Lack of access to	Access to	Estimate of this

girls		services due to fear of interacting with formal system owing to illegal status, language barriers, high risk for exploitation and abuse, lack of information on rights, high levels of poverty and unemployment, early child bearing and engagement in CMEU	information and services that consider language barriers and are provided regardless of legal status, increased legal protection, service delivery at the community level that does not require provision of formal documentation (social security card, voters ID), support to establish legal status	population not available
Women and girls living with HIV	3,4,5,6	Discrimination from family, community and health service providers, exposure to GBV, isolation, lack of access to clinical services, lack of support for adherence, low socio-economic status, lack of access to psychosocial support, risk of abuse from partner if status is disclosed	Confidential and accessible community level service provision, psychosocial support, socio-economic support, access to justice, sensitization of families, community and service providers	

## XI. Risk Management

(See Table F)

## XII. Coherence with Existing Programmes

**A necessary and important feature of Spotlight is its coherence with existing programmes to ensure synergies between programmes**, to ensure that Spotlight builds upon past and current interventions, and to ensure that Spotlight is integrated into the country's overall response to ending VAWGs.

The following table identifies some of the major initiatives that are contributing to Spotlight Outcomes



Initiative	Description	Linked to Spotlight Outcome	Opportunities for coordination	Agency
Growth and Sustainable Development Strategy	Belize's national framework for achieving the GSDS	1,2,3,4,5,6	Clear identification of areas where Spotlight can support achievement of SDGs, alignment of Spotlight with GSDS	Ministry of Economic Development, Government of Belize
Data for All	National platform for data sharing	5	Opportunity to work closely with the M&E sub-committee of the NCFC to gather baseline data and to contribute to indicators for Spotlight	National Committee for Families and Children
Global Fund for HIV	International funding aimed at strengthening national response to HIV, targeting key populations	6	Opportunity to expand proposal of forming a CSO for CSOs working with the LGBTI community. This can be expanded to include all CSOs as it the goal of Spotlight	National AIDS Commission
CARSI	US Embassy funds to support the advancement of human rights, including the rights of women and girls and vulnerable populations	3,4	Opportunity to partner with US Embassy to examine lessons learnt, evaluate and scale up programmes	US Embassy
BA 1 Project to end Violence Against Women	Project implemented under the Women's Department from 2014-2016	1, 2, 3, 4, 5, 6	Opportunities to build on lessons learnt and build on programmes initiated through BA 1.	Women's Department
UN Trust Fund for Women	Project implemented from 2012-2015	1,2,3,4,5,6	Opportunities to build on lessons learnt and build on programmes initiated through project.	Women's Department
<b>European Union: Humana People to People Human Rights Project to Strengthen, Empower, enforce Human Rights</b>	ongoing	1,2,3,4,5,6	Opportunities to partner with the EU to expand the scope of programme and utilize existing models being implemented by HPPB	EU/HPPB
<b>European Union: Support to National Youth Council to promote accountability and Good Governance of</b>	ongoing	2,3	Opportunities to work partner with EU to mobilize national youth councils to support national and community led youth development programmes to expand the reach of programmes to vulnerable groups	EU/National Youth Councils

<b>Youth Development Programmes</b>				
<b>European Union: Support to YWCA to Increase the knowledge and capabilities of vulnerable women and girls so as to empower and protect them against human rights violations</b>	Ongoing	3,4	Opportunities to examine model being used by YWCA for replication of similar initiative under pillars 3 and 4 of Spotlight	EU/YWCA
International Office on Migration: Establishment of Information Hubs	Project in partnership with CDF to establish information hubs in major migrant communities	1, 3, 4	Opportunities to integrate programme and service delivery into the existing hubs	International Office of Migration/CDF
Jurist Project	Project to support the judiciary to strengthen legislation on sexual violence	1,2	Opportunity to build capacity of the judiciary to effectively implement laws and policies	Judiciary
Caribbean Development Bank: CAPS and Youth Rise	Project to expand access to programmes and services to at risk youth	3,4	Opportunities to integrate programmes and service delivery under Spotlight into existing platforms for CAPS and Youth Rise	Ministry of Human Development
Ministry of Health: Adolescent Health Strategy	Initiative by the Ministry of Health to develop a comprehensive adolescent health strategy which include VAG	1,2,3,4,5,	Opportunities for alignment of service and programme delivery to adolescents with strategy	Ministry of Health
Sustainable Child Friendly Municipalities	Initiative by the Ministry of Local Government to build municipalities that advance the rights of children, including the right to protection from violence	3,4	Important platform for delivery of programmes and services	Ministry of Local Government
Road Map to End Child Marriage and Early Union	5-year strategy by NCFC, supported by UN agencies, to address root causes of child marriage	3,4	Opportunity for alignment of actions in pillars 3 and 4 with CMEU strategy to address violence as a consequence of early unions	NCFC



Care for Child Development	Initiative by multiple government entities to strengthen early childhood development	2,3,4	Early childhood interventions key for mainstreaming messages on socialization and masculinities.	MHD, MOE, MOH
Saint Louis School of Public Health	Research of incidence of post-traumatic stress disorder in children	3,4	Evidence to scale up interventions to support mental health interventions for children	Project Heal

### XIII. Monitoring & Evaluation

A key component of Spotlight is ensuring the availability of data to support the development of evidence-based policies, legislative review and programme development and implementation. The system for monitoring and evaluation of family violence in Belize is weak. Therefore, a first step will be to establish baseline data for VAWG. In collaboration with the M&E sub-committee of the National Committee for Families and Children (NCFC), a baseline study will be conducted to establish key baseline data for Spotlight. Specifically, the baseline data will ensure that disaggregated data is available to provide a sound analysis of the situation of the most at-risk groups to inform effective programming to meet the needs of these target groups. Additionally, data will be disaggregated by gender, ensuring that there is an accurate understanding of the distinct needs and situations of women and girls. Data will also be disaggregated by age to ensure a sound understanding of the needs and situation of target groups across the life cycle. Ongoing monitoring and evaluation activities will ensure that this standard of quality disaggregated data is maintained.

The baseline data will be utilized to establish target and milestones for Spotlight which will be monitored through and M&E plan that will be designed for the programme. The M&E plan will be implemented by an M&E Officer who will be recruited to provide technical oversight and coordination of all M&E activities. Support for the implementation of M&E will be provided by the M&E sub-committee of the NCFC and the M&E plan will be aligned with the systems plans for M&E developed by the NCFC. This will ensure comparable national and global data and will also ensure that the country has the capacity to monitor and evaluate indicators related to VAWG beyond Spotlight. The M&E committee includes representation from key government and CSO agencies. Technical inputs will be sought from the EU Delegation during the design and implementation of the M&E plan.

Additionally, Spotlight will explore options for integrating the modules utilized in the baseline study into national existing national data gathering effort such as the Multiple Indicator Cluster Survey, Labour Force Survey, Population Census etc.

Two external evaluations have been planned for this first phase: 1) a mid-term evaluation; 2) a final evaluation at the end of this phase. Such evaluations will comply with the standards and good practices set out by the United Nations Development Group, including guidelines on evaluations comprising the gender and human rights-based perspective.

### XIV. Innovation

#### Innovations in Programmes



The main focus of Spotlight in Belize will be to build on existing systems, services, programmes and interventions to ensure that they have the capacity to reach the most marginalized groups. One of the primary challenges identified through stakeholder consultations is the challenge of coordination and partnerships at all levels. It is clear that coordination and partnerships, like other behaviours, need to be fostered, particularly in complex systems. The system for responding to family violence is complex because it requires engaging multiple actors at multiple levels. Because coordination is so key to the achievement of Spotlight objectives, the Belize team will introduce **an innovative behaviour change approach to fostering coordination and partnerships by addressing coordination and partnerships as a behaviour that will be strategically targeted throughout Spotlight implementation.**

Behaviours that hinder and those that promote increased coordination and partnerships will be identified and assessed to determine the barriers and benefits to individual and institutional behaviour change. This will inform the development of strategic actions to foster behaviour change that favours coordination and effective partnerships. **One activity envisioned is the creation of transformative space. Transformative spaces are physical spaces or opportunities that will be created to bring stakeholders together to plan jointly, to generate innovative and different approaches to addressing some of the bottlenecks in programme implementation, and to foster team building and joint visioning.** These sessions will be facilitated by the Spotlight Programme Coordinator along with the UN team and lessons learnt and outcomes from these sessions will be used to continuously improve coordination among stakeholders.

This process will be documented from its initiation, through various forms (written documentation, videos, interviews with stakeholders, case studies, human interest stories etc.), paying particular attention to those behaviours that facilitate coordination and those that hinder coordination and articulating various organizations and individual experiences. Specific targets and goals will be established, and a simplified baseline assessment will be conducted at the onset of the intervention which will constitute stakeholder assessment and reflection of individual and institutional behaviours at baseline. This assessment will be administered at mid-term and end of programme to determine changes in knowledge, attitudes and practices of stakeholders.

An important feature of these transformative spaces is the sharing of innovation and best practices and a critical assessment of current practices and modalities for programme and service delivery which will stimulate discussions on new and innovative approaches that can be tested. This is a key feature of complex system as research on complex systems demonstrate that there is a need to continuously innovate and explore new avenues for effectively addressing complex problems as approaches that are effective in one setting may be ineffective in addressing the same problem in another setting.

Another behaviour change approach that will be applied to programming is **positive deviance**. Social norms are highly influenced by peer networks. It is well known that not all men have negative attitudes towards women and girls that promote VAWG. However, social expectations have constrained men with positive views and attitudes from expressing those views. Therefore, spaces will be created to engage men and boys, using a variety of platforms to promote positive messages by men and boys, which goes against the perceived norms and challenge the current ways of thinking. This will be done at scale to ensure wide reach and coverage and will be accompanied by community dialogues that engage men and boys in critical reflection on rigid gender norms which perpetuate inequitable power relations between women and men and support the modelling of positive behaviours and masculinity through positive deviance.

### **Operational innovation**

Spotlight, by its very design, requires innovation in operations for effective implementation. One key area where innovation will be introduced is the sharing of technical capacities. Under the coordination of the UNRCO, the optimal skill set necessary for Spotlight implementation will be identified. A plan for seamless implementation of Spotlight across agencies will be developed, whereby agencies will support each other by providing technical support to each other to strengthen implementation of activities. For example, UNICEF is the only agency with a Communication Officer. A Communication Officer will be recruited under Spotlight and together with UNICEF Communication Officer, the communication hub will provide technical support to all agencies.



## **XV. Knowledge Management**

Spotlight provides many opportunities for knowledge management (KM) and sharing of good practices. The M&E Officer and Communication Officer will be responsible for knowledge management and ensuring that lessons learnt and best practices from Spotlight are well documented and disseminated.

A knowledge management plan will be developed which will improve the culture of sharing data, experiences, and lessons learned. Some key features of the knowledge management plan will include:

- One of the key goals of Spotlight is that it will be generating new knowledge and contributing to a robust knowledge stream around family violence. This knowledge will not only be limited to data and findings from studies but will include documentation of best practices, what works, experiences from programme implementation, the voices and views of community and beneficiaries, innovations from the field etc. As a first step the KM plan will articulate the key knowledge products, the modalities for generating those products, source of information and opportunities for dissemination.
- An online platform will be established for the sharing of all knowledge products, including studies and research under the various pillars of Spotlight, programme evaluations, project reports, etc. Where applicable, these will be translated into readers friendly versions and efforts will be made to socialize the information at all levels through networks and partnerships with government and CSO agencies.
- A key feature of the knowledge platform is that it will facilitate social engagement and promote a culture of innovation as it will allow for open exchange of knowledge among stakeholders, including CSOs.
- Project visibility will ensure that results from Spotlight are regularly communicated to target groups, decision-makers and the general public. Through partnership with Government, CSO, EU, the community as well as UN agencies, visibility efforts within the project will have broader distribution. Likewise, partnership with the Spotlight Secretariat will give results and information from Spotlight global reach. UN Agencies will also leverage their global network in sharing Spotlight results with other country offices.

## **XVI. Communication and Visibility**

All communication and visibility actions will be aligned with the Spotlight Initiative's Communication and Visibility Strategy. An annual Communications and Visibility Plan will be developed and implemented by the UN Resident Coordinator and engaged Recipient UN organizations to ensure the visibility of the Spotlight Initiative.

All Spotlight Initiative programmes will have four communications objectives:

- Raise awareness of violence against women and girls and its prevalence
- Illustrate and promote the impact and results of Spotlight Initiative-supported interventions
- Provide communications for development support to strengthen Spotlight Initiative's programme design and implementation
- Ensure visibility for the Spotlight Initiative, its donors and partners

The Communications and Visibility Plan will share key messages, impact stories and facts through info graphics and other tools. The Communications and Visibility Plan will seek to capitalise on the existing social and traditional media to generate wide national impact. Efforts will be made to ensure the work of government, civil society, the UN agencies and the EU will be highlighted during SI implementation.

Communication for change approaches will occur primarily through a targeted and organized multimedia campaign. This will include focus groups, audience testing and evaluations at the mid and end term to measure knowledge, attitudes and behaviour. In addition, opportunities to sensitize the media, through the



development of a communications guideline for media reporting on issues related to VAWG as well as news editors' forums, exist within this objective.

The plan will ensure visibility by using the SI's branding requirements, maximum utilization of open source media channels as well as the engagement of cultural and social media celebrities and influencers and high-profile champions of VAWG issues. The Communication and Visibility Manual for the global Spotlight Initiative has been used to establish the Communication and Visibility Plan of the Country Programme (see Annex 2).

## **XVII. Budgets – See excel document attached**

**Table A – 3-YEAR WORK PLAN**

**Table B – BUDGET BY UNDG CATEGORY**

**Table C – BUDGET BY OUTCOME**





## XVIII. Annexes

TABLE E: PROGRAMME RESULTS MATRIX

<p><b>Pillar 1: Policy and Legislative Framework</b>  <b>Key issues and challenges:</b> Weak institutional mechanisms to monitor the implementation of policies and the absence of a strong accountability framework, which includes involvement of and action by civil society to ensure policy implementation and enforcement of legislation, inadequate evidence to inform review of existing and drafting of new policies and legislation, limited interface of non-state entities with national processes associated with legislation, policy, and strategy development, limited circulation/ availability of public information resulting in general populous uninformed on issues associated with GBV/VAWG</p>	
<p><b>Outcome 1: Legislative and policy frameworks, based on evidence and in line with international human rights standards, on all forms of violence against women and girls, including family violence, are in place and translated into plans.</b></p>	<p><b>Indicator 1.1:</b> Belize has in place laws and policies on VAWG, including family violence, that adequately respond to the rights of all women and girls, are evidence-based and in line with international HR standards and treaty bodies' recommendations<sup>46</sup></p> <p><b>Indicator 1.2:</b> Belize has in place national and/or sub-national evidence-based, costed action plans and M&amp;E frameworks on VAWG, including family violence, that respond to the rights of all women and girls and are developed in a participatory manner.</p> <p><b>Indicator 1.3:</b> Belize has in place laws and policies that guarantee the ability of women's rights groups, autonomous social movements, CSOs and women human rights defenders/feminist activists to advance the human rights agenda</p>

<sup>46</sup> Progress towards international standards will be measured through an analysis of specific components ("degree to which") as described in the Methodological Notes



Output 1.1: National and regional partners <sup>47</sup> have strengthened evidence-based knowledge and capacities to assess gaps and draft new and/or strengthen existing legislations on ending VAWG including family violence and/or gender equality and non-discrimination that respond to the rights of the most groups facing multiple and intersecting forms of discrimination and are in line with international HR standards and treaty bodies' recommendations.		Data Source	Means of Verification	Agency responsible
Indicator 1.1.1: Number of draft new and/or strengthened laws and/or policies on ending VAWG, including family violence and or gender equality and non-discrimination developed that respond to the rights of women and girls facing multiple and intersecting forms of discrimination and are in line with international HR standards and treaty bodies recommendation				
Indicator 1.1.3: Proportion of draft laws and/or policies on ending VAWG, including family violence, and/or gender equality and non-discrimination which have received significant inputs from women's rights advocates				
<b>1.1.1</b>	Develop regulations for the implementation of the Anti-discrimination laws as well as the Criminal Code to operationalize the Sexual Offenders Regis	Ministry of Attorney General Reports	Copies of Statutory Instruments/Government Gazette	Lead: UNDP  Supporting: UNICEF, UNFPA, UN Women
<b>1.1.2</b>	Lead a process with CSOs to assess and design an accountability framework and the development of a monitoring mechanisms for implementation of legislation including institutional arrangements for a complaint mechanism.	Ministry of Attorney General Reports	Copies of Statutory Instruments/Government Gazette	Lead: UNICEF Supporting: UNFPA, UNDP, UN Women
<b>1.1.3</b>	Review and Amend Evidence Act to offer better protection to victims and witnesses and to align it with pending anti-discrimination legislation ).	Ministry of Attorney General Reports	Copies of Statutory Instruments/Government	Lead: UNDP Supporting:

<sup>47</sup> Parliamentarians, human rights institutions and women's right advocates



			Gazette	UNFPA, UNICEF
<b>1.1.4</b>	Evaluate the existing National Gender Policy and develop a new National Gender Policy based on the evaluation of the policy	National Women's Commission Progress/ Annual Reports	Copy of New Gender Policy	Lead: UNDP Supporting Agencies: UNFPA, UNICEF, UN Women
<b>1.1.5</b>	Work with survivors, community members and community leaders to identify and address the major challenges to implementing legislation on family violence such as DV Act and mandatory reporting	SI Monitoring Reports	SI Monitoring Reports	Lead Agency: UNICEF Supporting Agency: UNFPA, UNDP
<p>Output 1.2: National and/or sub-national partners<sup>48</sup> are better able to develop and cost evidence-based national and/or sub-national action plans on ending VAWG, including family violence, in line with international HR standards with M&amp;E frameworks and responding to the needs and priorities of groups facing multiple and intersecting forms of discrimination.</p> <p>Indicator 1.2.1: Number of draft evidence-based national and/ or subnational action plans on ending VAWG, including family violence, developed that respond to the rights of groups facing multiple and intersecting and multiple forms of discrimination with M&amp;E frameworks and proposed budgets</p>		<b>Data Source</b>	<b>Means of Verification</b>	<b>Agency Responsible</b>
<b>1.2.1</b>	Review, update and cost the NGBV Action Plan with accompanying M&E framework.	National Women's Commission progress/annual reports	NGBV Action Plan	Lead: UNDP Supporting Agencies: UNFPA,

<sup>48</sup> Key government/national decision makers (Heads of State, Finance Ministers, Ministries of Justice and Police, Security Ministers and relevant planning institutions) including women's rights advocates



				UNICEF, UN Women
<p>Output 1.3 National, sub-national and/or regional partners have greater knowledge and awareness of human rights obligations and are able to draft laws and/or policies that guarantee the ability of women’s rights groups, CSOs and women human rights defenders to advance the human rights agenda.</p> <p>Indicator 1.3.3: Number of key government officials with increased awareness of human rights standards and obligations and strengthened capacities to develop laws and policies that guarantee the ability of women’s rights groups, CSOs and women human rights defenders to advance the human rights agenda</p>		<b>Data Source</b>	<b>Means of Verification</b>	<b>Agency responsible</b>
<b>1.3.1</b>	Provide ongoing sensitization for legislators, police, members of the judiciary and other key government officials and CSOs on human rights standards and obligations, gender, and family violence	SI Progress Reports	SI Progress Reports	Lead Agency: UNICEF Supporting Agency: UNFPA, UNDP
<p><b>Pillar 2: Institutional Strengthening</b>  <b>Key gaps and challenges:</b> alignment of sector plans, local plans and CSO plans with national policy and planning frameworks, coordination of the implementation of all national actions linked to national policy and frameworks, coordination that occurs at the national level not always mirrored at the sub-national level, costing of national plans, sectors plans and local level plans, capacity to engage in evidence based development and delivery of programmes</p>				



<p><b>Outcome 2: National and sub-national systems and institutions plan, fund and deliver evidence-based programmes that prevent and respond to violence against women and girls, including family violence, including in other sectors</b></p>		<p><b>Indicator 2.1:</b> Belize has a functioning national and/or sub-national coordination and oversight mechanisms at the highest levels for addressing VAWG, including family violence, that include representation from marginalized groups.</p> <p><b>Indicator 2.3:</b> VAWG, including family violence, is integrated in 6 other sectors (health, social services, education, justice, security, culture) development plans that are evidence-based and in line with globally agreed standards.</p>		
<p>Output 2.1: Key officials at national and/or sub-national levels in all relevant institutions<sup>49</sup> are better able to develop and deliver evidence-based programmes that prevent and respond to VAWG, including family violence, especially for those groups of women and girls facing multiple and intersecting forms of discrimination, including in other sectors.</p> <p>Indicator 2.1.1 Number of institutions that develop strategies, plans and/or programmes to prevent and respond to VAWG including family violence, including for those groups of women and girls facing multiple and intersecting forms of discrimination.</p> <p>Indicator 2.1.8: Number of key government officials with strengthened capacities to integrate efforts to end VAWG including family violence into the development plans of other sectors.</p>		<p><b>Data Source</b></p>	<p><b>Means of Verification</b></p>	<p><b>Responsible Agency</b></p>
<p><b>2.1.1</b></p>	<p>Conduct capacity assessment at individual and institutional levels of relevant key state actors and CSOs to respond to family violence and develop a costed national capacity development plan based on findings from capacity assessment</p>	<p>SI Progress Reports</p>	<p>Copies of strategies/plans/programme documents</p>	<p>Lead Agency: UNDP Supporting Agency: UNICEF, UNFPA</p>

<sup>49</sup> E.g. justice, statistics, police, health, community based, etc.



<b>2.1.2</b>	Strengthen institutional capacity of key stakeholders to develop prevention and response programmes for ending sexual violence, including the development and application of normative documents (standards, guidelines, protocols, etc) on family violence	SI Progress Reports	SI Progress Reports	Lead: UNFPA Supporting Agency: UNDP, UNICEF, UN Women, PAHO/WHO
<b>2.1.3</b>	Strengthen capacity, including providing mentorship of court officials, in 4 districts without a family court, to address family law cases.	SI Progress Reports	SI Progress Reports	Lead: UNICEF Supporting Agencies: UNFPA, UNDP
<b>2.1.4</b>	Implement Equal Opportunity Seal adapted from the Gender Equality and Diversity Seal for public and private sector organizations	SI Progress Reports	SI Progress Reports	Lead: UNFPA Supporting Agencies: UNICEF, UNDP

**Pillar 3: Prevention**  
**Key gaps and challenges: prevailing attitudes and social norms that promote violence against women and girls, limited evidence-based programmes, weak coordination and fragmented implementation of interventions, limited interventions targeting adolescent girls, limited interventions at the community level, capacity for implementation of sustained behaviour change and social change interventions**

<b>Outcome 3: Gender inequitable social norms, attitudes and behaviours change at community and individual levels to prevent violence against women and girls, including family violence</b>	<b>Indicator 3.1:</b> Percentage of people who think it is justifiable for a man to (subject) beat his wife/intimate partner (to violence), by sex and age.
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		<b>Indicator 3.3:</b> Belize has at least 3 evidence-based, transformative/comprehensive prevention strategies/programmes that address the rights of those marginalized and are developed in a participatory manner.		
Output 3.1 National and/or sub-national evidence-based programmes are developed to promote gender-equitable norms, attitudes and behaviours, including on Comprehensive Sexuality Education in line with international standards, for in and out of school settings.  Indicator 3.1.1: Belize has drafted new and /or strengthened Comprehensive Sexuality Education programmes in line with international standards		<b>Data Source</b>	<b>Means of Verification</b>	<b>Agency Responsible</b>
<b>3.1.1</b>	Scale-up delivery of high quality, age appropriate comprehensive sexuality education programmes for young people, including boys and girls with disabilities, in and out of school to promote gender equality and change negative socio-cultural gender norms that sustain family violence	MOE Administrative reports	Copies of curriculum/programme documents	Lead: UNFPA Supporting Agencies: UNICEF, UNDP
<b>3.1.2</b>	Build the capacity of schools (teachers, local management and parents at the primary and secondary levels) and provide tools to prevent, identify and ensure appropriate responses to ending family violence.			Lead: UNICEF Supporting Agencies: UNFPA, UNDP
Output 3.2: Community advocacy platforms are established/strengthened to develop strategies and programmes, <sup>50</sup> including community dialogues, public information and advocacy campaigns, to promote gender-equitable norms, attitudes and behaviours, including in relation to women and girls' sexuality and reproduction, self-confidence and		<b>Data Source</b>	<b>Means of Verification</b>	<b>Lead Agency</b>

<sup>50</sup> Including informing parenting skills around gender socialization through early childhood development programmes



<p>self-esteem and transforming harmful masculinities.</p> <p>Indicator 3.2.1 Number of women, men, girls and boys who regularly attend community programmes to promote gender-equitable norms, attitudes and behaviours, including in relation to women and girls' sexuality and reproduction</p> <p>Indicator 3.2.2 Number of people reached by campaigns challenging harmful social norms and gender stereotyping</p> <p>Indicator 3.2.3 Number of men and boys who regularly attend gender transformative programmes addressing violent masculinities and men's violence towards women and girls in community centres, schools and other relevant spaces</p> <p>Indicator 3.2.4 Number of communities with advocacy platforms established and/or strengthened to promote gender-equitable norms, attitudes and behaviours, including in relation to women and girls' sexuality and reproduction</p> <p>Indicator 3.2.5 Number of campaigns challenging harmful social norms and gender stereotyping, including of women and girls facing intersecting and multiple forms of discrimination, developed and disseminated</p>				
<b><u>3.2.1</u></b>	Mapping of state and non-state actors involved in prevention, delivery of services and social norm change to inform the development of national social and behaviour change programme	SI progress reports	SI progress reports	Lead: UNFPA Supporting Agencies: UNICEF, UNDP
<b><u>3.2.2</u></b>	Develop and cost a national social and behaviour change communication strategy	SI progress reports	SI progress reports	Lead: UNFPA





	and support implementation of key actions targeting individuals and communities to promote change in knowledge, attitudes, norms and practices to bring an end to family violence			Supporting Agencies: UNICEF, UNDP
<b><u>3.2.3</u></b>	Implement community-based programmes focused on empowerment, protection and prevention of family violence	SI Progress reports	SI Progress Reports	Lead: UNICEF Supporting Agencies: UNFPA, UNDP
<b><u>3.2.4</u></b>	Scale up Care for Child Development (CCD) to ensure full engagement of male and female parents including a special focus on families of children with disabilities and support the implementation of the parenting manual	SI Progress reports	SI Progress reports	Lead: UNICEF Supporting Agencies: UNFPA, UNDP, PAHO/WHO
<b><u>3.2.5</u></b>	Develop programme to work with couples, including adolescents in formal and informal unions, to transform the imbalance of power and build healthy relationships, manage conflicts and understand family violence.	SI Progress Reports	SI Progress Reports	Lead: UNDP Supporting Agencies: UNICEF, UNFPA
<b><u>3.2.6</u></b>	Create opportunities through innovative online and mobile applications and other platforms for young people to connect with each other and have direct access to information on human rights, women's empowerment, Sexual and Reproductive Health and Rights and messages on family violence	SI Progress Reports	SI Progress Reports	Lead: UNFPA Supporting Agencies: UNICEF, UNDP



Output 3.3: Decision makers in relevant non-state institutions <sup>51</sup> and key informal decision makers <sup>52</sup> are better able to advocate for implementation of legislation and policies on ending VAWG, including family violence, and for gender-equitable norms, attitudes and behaviours and women and girls' rights		Data Source	Means of Verification	Agency Responsible
Indicator 3.3.5: Number of key informal decision makers and decision makers in relevant non-state institutions with strengthened awareness of and capacities to advocate for implementation of legislation and policies on VAWG including family violence and for gender-equitable norms, attitudes and behaviours and women and girls' rights				
<b>3.3.1</b>	Support faith-based, civil society, and community leaders to work with families to address root causes of family violence such as around corporal punishment and the prohibition of corporal punishment in the homes, adverse childhood experiences, child marriage and early unions, alcohol and drug use, sexual abuse, gender and social norms embedded in gender equality.	SI Progress Reports	SI Progress Reports	Lead: UNICEF Supporting Agencies: UNFPA, UNDP
<b>3.3.2</b>	Work with workplaces (formal and informal sector) to engage men in critical reflection on rigid gender norms which perpetuate inequitable power relations between women and men and support the modelling of positive behaviours and masculinity through positive deviance approach	SI Progress Reports	SI Progress Reports	Lead: UNDP Supporting Agencies: UNICEF, UNFPA, UN Women, ILO

<sup>51</sup> Including the media, sports, workplaces, etc.

<sup>52</sup> Will differ from region to region and includes decision makers from informal institutions, e.g. traditional, religious and community leaders



<p><b>Pillar 4: Quality Essential Services</b>  <b>Key gaps and challenges:</b> key government agencies responding to GBV constrained in their reach and ability to provide adequate assistance and protection to victims, shelter to victims/survivors are available in only 3 of the 6 districts, options for long term recovery of survivors limited, inadequate opportunities for economic empowerment, inadequate human resources (social workers and counsellors) to provide psychosocial support to women and girls, especially in rural areas, insufficient spaces to access family support services, including for families with disabilities, as well as safe spaces for young people to discuss and address the issues they are facing around violence, including mental health, absence of wrap around services to ensure that women and girls do not need to access essential services at multiple locations.</p>				
<p><b>Outcome 4. Women and girls who experience violence use available, accessible, acceptable, and quality essential services including for long term recovery from violence</b></p>		<p><b>Indicator 4.1:</b> Proportion of women, including those facing intersecting and multiple forms of discrimination, who report experiencing physical or sexual violence who seek help, by sector<sup>53</sup></p> <p><b>Indicator 4.2.a :</b> Number of cases of VAWG, including family violence, reported to the police, b. proportions of cases reported to the police that are brought to court, c. proportions of cases reported to the police that resulted in convictions of perpetrators, all during a specific time period (e.g. past 12 months)</p>		
<p>Output 4.1: Relevant government authorities and women’s rights organisations at national and sub-national levels have better knowledge and capacity to deliver quality and coordinated essential services, including SRH services and access to justice, to women and girls’ survivors of violence (and their families when relevant), especially those facing multiple and intersecting forms of discrimination</p> <p>Indicator 4.1.3: Belize has developed and/or strengthened national guidelines or protocols in line with the guidance and tools for essential services</p> <p>Indicator 4.1.4 Number of government service providers who have increased knowledge and capacities to deliver quality and coordinated essential services to women and girls’ victims/survivors of VAWG including family violence (and their families, when relevant)</p>		<p><b>Data Source</b></p>	<p><b>Means of Verification</b></p>	<p><b>Agency Responsible</b></p>

<sup>53</sup> This indicator should be measured for women seeking services **within the past 12 months**, in order to measure progress and change over time—as lifetime prevalence of violence is not a sound measure of change over time.



Indicator 4.1.9.: Belize has developed and/or strengthened national guidelines or protocols for essential services that specifically address the needs of women and girls facing multiple and intersecting forms of discrimination (and/or their families, when relevant)				
<b>4.1.1</b>	Support the national process of defining an essential package of services (including in emergency settings) for Belize based on International Standards including for underserved groups	SI Progress Reports	Copies of protocols/tools	Lead: UNFPA Supporting Agencies: UNICEF, UNDP
<b>4.1.2</b>	Strengthen the social workforce to provide high quality multi-sectoral services for victims (including in times of emergency) through sustained capacity of service providers	SI Progress Reports	SI Progress Reports	Lead: UNICEF Supporting Agencies: UNFPA, UNDP
<b>4.1.3</b>	Strengthen and roll out FAMCARE to support national and local level referral and case management for GBV survivors in a coherent and coordinated fashion.			Lead: UNDP Supporting Agencies: UNFPA, UNICEF
<b>4.1.4</b>	Develop/update multi-sectoral protocols for sexual violence through a consultative process with government and CSOs	SI Progress Reports	Copies of national guidelines and protocols	Lead: UNFPA Supporting agencies: UNDP, UNICEF, UN Women



Output 4.2: Women and girls' survivors of violence and their families are informed of and can access quality essential services, <sup>54</sup> including longer term recovery services and opportunities		Data Source	Means of Verification	Agency Responsible
Indicator 4.2.2 Number of women and girls' survivors of violence and their families, including groups facing multiple and intersecting forms or discrimination, that have increased knowledge of and access to accompaniment/support initiatives, including longer-term recovery services				
<b>4.2.1</b>	Increase access to high quality services, including in times of emergency (police, health, social work, psychosocial support, legal) including SRH services for adolescents and other groups facing multiple and intersecting forms of discrimination.	Administrative records of key service providers	SI Progress Reports	Lead: UNFPA Supporting Agencies: UNDP, UNICEF, PAHO/WHO
<b>4.2.2</b>	Support the development/ implementation of the standard operating procedures for the management of safe houses for survivors of family violence.	Administrative records of key service providers	SI Progress Reports	Lead: UNDP Supporting Agencies: UNFPA, UNICEF, UN Women
<b>4.2.3</b>	Support the establishment of sexual and domestic violence unit within the Police Department	Administrative records of key service providers	SI Progress Reports	Lead: UNICEF Supporting Agencies: UNDP, UNFPA, UN Women

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<p><b>Pillar 5: Data and evidence</b>  <b>Key gaps and challenges:</b> parallel systems for reporting cases of GBV (Police, Ministry of Health and MHDSTPA), absence of baseline on key indicators related to VAWG, data gathering, analysis and reporting capacity of relevant government institutions and CSOs, easy access to data and availability of knowledge products by members of the public</p>				
<p><b>Outcome 5: Quality, disaggregated and globally comparable data on different forms of violence against women and girls, including family violence, collected, analysed and used in line with international standards to inform laws, policies and programmes</b></p>		<p><b>Indicator 5.1:</b> Belize has globally comparable data on the prevalence (and incidence, where appropriate) of VAWG, including family violence, collected over time</p> <p><b>Indicator 5.2:</b> Belize has publicly available data, reported on a regular basis, on various forms of VAWG, including family violence, at country level</p> <p><b>Indicator 5.3:</b> Belize has national statistics related to VAWG, including family violence, incidence and prevalence are disaggregated by income, sex, age, ethnicity, disability, and geographic location and other characteristics relevant in national contexts</p>		
<p>Output 5.1: Key partners, including relevant statistical officers, service providers in the different branches of government<sup>55</sup> and women’s rights advocates have strengthened capacities to regularly collect data related to VAWG, including family violence, in line with international and regional standards to inform laws, policies and programmes.</p> <p>Indicator 5.1.2: Belize has in place a system to collect administrative data on VAWG, including family violence, in line with international standards, across different sectors</p> <p>Indicator 5.1.4 Number of government personnel, including service providers, from different sectors who have enhanced capacities to collect prevalence and/or incidence data, including qualitative data, on VAWG including family violence in line with international and regional standards</p> <p>Indicator 5.1.5 Number of women's rights advocates with strengthened capacities to collect prevalence and/or incidence data, including qualitative data, on VAWG including family</p>		<p><b>Data Source</b></p>	<p><b>Means of Verification</b></p>	<p><b>Agency Responsible</b></p>

<sup>55</sup> Statistics offices, justice, security and health sector



violence				
<b>5.1.1</b>	Conduct Baseline Study to include assessment of Knowledge Attitudes and Practice related to family violence and an assessment of the root causes of family violence	Baseline data set and KAP Study	Copy of Baseline and KAP Study	Lead: UNICEF Supporting Agencies: UNFPA, UNICEF
<b>5.1.2</b>	Support the harmonization of the GBV information system, to both fulfil the role of a statistical M&E system as well as a comprehensive case management system, that captures important aspects of each case from first report through to case closure. (GBV Surveillance, FAM Care, CIMS, Court System etc.) and build capacity of service providers, including CSO staff and volunteers in the use of the GBV information system.	SI Progress Reports	SI Progress reports	Lead: UNDP Supporting Agencies: UNFPA, UNICEF
<b>5.1.3</b>	Assess, document and scale up interventions that have been effective in the prevention of family violence and addressing social norms.			Lead: UNICEF Supporting Agencies: UNDP, UNFPA
<b>5.1.4</b>	Build capacity of the judiciary to gather and manage data to improve access to justice case management, decision making, inform accountability and inform legislative review	SI Progress Reports	SI Progress Reports	Lead: UNDP Supporting Agencies: UNDP, UNFPA



**Pillar 6: Women’s Movement and CSO**

**Key gaps and challenges:** limited networking and coordination among CSOs, weak/absence of women’s movement, limited platforms for networking, knowledge exchange and capacity building of CSOs, No CSO actively involved in actions to end VAWG in some areas of the country, programmes not always linked to national plans and strategies but rather driven by the availability of funding, fear of victimization, the absence of safe spaces to speak out and the lack of legal protection.

**Outcome 6: Women's rights groups, autonomous social movements and CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization, more effectively influence and advance progress on GEWE and ending VAWG**

**Indicator 6.1:** Women's rights organisations, autonomous social movements and relevant CSOs,<sup>56</sup> increase their coordinated efforts to jointly advocate on ending VAWG, including family violence

**Indicator 6.2:** Increased use of social accountability mechanisms by civil society in order to monitor and engage in efforts to end VAWG, including family violence

**Indicator 6.3:** Proportion of women's rights organisations, autonomous social movements and CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization, report having greater influence and agency to work on ending VAWG, including family violence

Output 6.1: Women's rights groups and relevant CSOs,<sup>57</sup> have increased opportunities and support to share knowledge, network, partner and jointly advocate for GEWE and ending VAWG, including family violence, with relevant stakeholders at sub-national, national, regional and global levels

6.1.3 Number of CSOs representing youth and other groups facing multiple and intersecting forms of discrimination that are integrated with coalitions and networks of women’s rights groups and civil society working on ending VAWG including family violence

**Data Source**

**Means of Verification**

**Agency Responsible**

<sup>56</sup> Including those representing youth and groups facing intersecting forms of discrimination/marginalization

<sup>57</sup> Including those representing youth and groups facing intersecting forms of discrimination/marginalization





6.1.4 Number of women's rights groups, networks and relevant CSOs with strengthened capacities to network, partner and jointly advocate for progress on ending VAWG including family violence at the local and national level.				
<b>6.1.1</b>	Strengthen the network of CSOs and autonomous women's group as a supportive mechanism to provide coordination of all efforts being implemented by civil society and women's group and build the capacity of CSOs	SI Progress reports	SI Progress Reports	Lead Agency: UNICEF Supporting Agencies: UNDP, UNFPA, OHCHR
<b>6.1.2</b>	Support the operation of National Civil Society Reference Group	SI Progress reports	SI Progress reports	Lead Agency: UNDP Supporting Agencies: UNICEF, UNFPA
Output 6.2: Women's rights groups and relevant CSOs are better supported to use social accountability mechanisms to support their advocacy and influence on prevention and response to VAWG, including family violence, and GEWE more broadly  Indicator 6.2.1 Number of supported women's rights groups and relevant CSOs using the appropriate accountability mechanisms for advocacy		<b>Data Source</b>	<b>Means of Verification</b>	<b>Agency Responsible</b>
<b>6.2.1</b>	Support CSOs to advocate for increased accountability of state through increased knowledge and awareness of social accountability systems and the channels for accessing them	SI Progress reports	SI Progress reports	Lead Agency: UNICEF Supporting Agencies: UNFPA, UNDP



<b>6.2.2</b>	Build capacity of women rights groups, CSOs and informal leaders for decision making, networking, to mobilize constituents, and advocate for increased accountability as it related to the national response to family violence.	SI Progress Reports	SI Progress Reports	Lead Agency: UNICEF  Supporting Agencies: UNFPA, UNICEF
<p>Output 6.3 Women's rights groups and relevant CSOs representing groups facing multiple and intersecting forms of discrimination/marginalisation have strengthened capacities and support to design, implement and monitor their own programmes on ending VAWG, including family violence</p> <p>6.3.1 Number of women's rights groups and relevant CSOs representing groups facing multiple and intersecting forms of discrimination/marginalization that have strengthened capacities and support to design, implement, monitor and evaluate their own programmes on ending VAWG, including family violence</p>		<b>Data Source</b>	<b>Means of Verification</b>	<b>Agency Responsible</b>
<b>6.3.1</b>	Support capacity development of women's organizations and CSO to design, implement and monitor community programmes to respond and prevent family violence and represent marginalized populations (some areas include: advocacy, programme design and management, collection and utilization of data, networking and collaboration)	SI Progress Reports	SI Progress Reports	Lead Agency: UNICEF  Supporting Agencies: UNDP, UNFPA
<b>6.3.2</b>	Establish Local /community-based support service delivery network in partnership with CSOs which allows for the provision of minimal acceptable services to victims (including legal support, counselling, referrals, gender advocates) particularly in underserved rural areas			Lead Agency: UNICEF  Supporting Agencies: UNDP, UNFPA

**TABLE F - PROGRAMME RISK MANAGEMENT MATRIX**



Risks	Risk Level: Very high High Medium Low (Likelihood x Impact)	Likelihood: Almost Certain - 5 Likely - 4 Possible - 3 Unlikely - 2 Rare - 1	Impact: Extreme - 5 Major - 4 Moderate - 3 Minor - 2 Insignificant - 1	Mitigating measures	Responsible Unit/Person
<b>Contextual risks</b>					
Limited government /state ownership of Spotlight	medium	possible	moderate	Engagement of government at the highest level, demonstrating the benefits of Spotlight and alignment to existing initiatives	UNRCO
Inadequate policy/legal framework	medium	possible	moderate	Inclusion of interventions to support strengthening policy and legal reform, engage CSOs in advocacy and strengthen their capacity to advocate for improved policy and legislation	UNDP, UNICEF, UNFPA
Limited infrastructure and human resources for expansion of service delivery in rural areas	medium	possible	moderate	Identify innovative modalities for service delivery such as mobile service delivery, partnerships with CSOs at the community level, integration of new services into the package of services delivered by existing service providers at the community level	UNDP, UNICEF, UNFPA
Rejection of Spotlight by non-traditional leaders in indigenous communities	low	possible	major	Ensure inclusion of non-traditional leaders in Spotlight from the onset and sensitize community leaders on the benefits of Spotlight	UNDP, UNICEF, UNFPA



Political changes due to elections in 2020 can affect political commitment to Spotlight	Medium	Possible	major	Establish multiyear agreements with key line ministries, sensitize opposition leaders who could form a new government	UNRCO, UNDP, UNICEF, UNFPA
Culture of Silence	Likely	possible	Major	Ensure that programme is accompanied by strong behaviour change communication that engages communities, engages women and girls, promote clear and consistent messages that VAWG is not okay and consistently encourage victims to speak out	UNDP, UNICEF, UNFPA
Natural Disasters	Likely	Likely	Major	Ensure that the programme included a plan that identifies interventions such as service delivery, communication and some aspects of prevention that can still be implemented in emergency settings to ensure minimal disruption to implementation	UNDP, UNICEF, UNFPA
<b>Programmatic risks</b>					
Capacity of government and CSO actors to reach the hardest to reach population	medium	likely	moderate	Ensure linkages with existing programmes in rural communities, develop a plan for coordination of service delivery to the hardest to reach populations to reduce cost of reaching communities and to maximize the impact of interventions. Build capacity of local personnel to deliver some services and interventions (community health workers, teachers, nurses, etc.)	UNDP, UNICEF, UNFPA
Government stakeholders unwilling to adopt new and	medium	possible	moderate	Use evidence based to demonstrate the need for new and innovative approaches,	UNDP, UNICEF, UNFPA



innovative approaches				establish a system for recognizing and rewarding innovation in Spotlight, document and demonstrate the impact of innovations	
Resistance of religious entities to the expansion of CSE	medium	possible	major	Engage religious leaders from the onset. Identify barriers and bottlenecks to introduction of CSE and develop a plan to address barriers.	UNDP, UNICEF, UNFPA
Funds are not expended at optimal level due to limitations and bottlenecks in absorption capacity at national capacity	medium	possible	moderate	Ensure broad based partnership in the implementation of interventions. Even if only a few stakeholders will receive funds directly, ensure that multiple partners are responsible for achieving the results and are able to support implementation	UNDP, UNICEF, UNFPA
Availability of complementary resources (in addition to EU resources) to fund Spotlight	medium	possible	moderate	Develop a resource mobilization plan to ensure that complementary funds are available, clearly identify, in budget, matching funds needed for implementation of Spotlight and seek opportunities to leverage resources for Spotlight	UNDP, UNICEF, UNFPA
Acquired capacity and knowledge by various stakeholders through the Initiative (government, civil society, etc.) not translated into transformative actions	medium	possible	moderate	Ensure that capacity building in key areas is accompanied by mentoring to ensure application of new skills, strong monitoring framework, and recognition and reward for transformative actions by stakeholders	
Fear of discrimination and victimization among women's rights advocates	high	likely	major	Strengthen the network of CSO actors and advocates to increase support and protection for women's rights advocates,	UNDP, UNICEF, UNFPA



				legislative and policy reform to provide increased protection for advocates	
Male marginalization: tendency of stakeholders and CSOs to highlight the marginalization of men and boys as a justification for including them as a focus for inclusion in programme	Medium	Likely	Moderate	Provide data and evidence to demonstrate the scale of women's and girls' experiences of violence within the family and demonstrate their vulnerability to GBV. Highlight the important role that men play in partnering with women to bring an end to GBV.	UNDP, UNICEF, UNFPA
<b>Institutional risks</b>					
Limited availability of disaggregated data to inform evidence-based programming	medium	possible	minor	Establish baseline study, ensure that strong M&E framework is built into programmed design	UNDP, UNICEF, UNFPA
Capacity of institutions to implement programmes at scale and to provide essential package of services particularly psychosocial services	medium	possible	major	Ensure capacity assessment is undertaken and identify innovative approaches for service delivery in areas where capacity is weak e.g. psychosocial support. (contract NGOs such as Project Heal to train trainers or to provide a package of services in areas where it is most needed)	
Willingness of institutions to deliver services in a coordinated and cohesive manner (resource sharing, joint planning, joint models for service delivery)	low	unlikely	moderate	Engage partners in joint planning and the design of models for service delivery that mandates coordination and collaboration, integrate behaviour change communication into capacity building sessions to address individual and	UNDP, UNICEF, UNFPA



				institutional behaviour change that will foster improved partnerships	
<b>Fiduciary risks</b>					
CSOs lack structure for receiving funds and mechanisms for ensuring accountability for funds	low	possible	moderate	Evaluate structure and function of CSOs and identify CSOs that have capacity to manage resources. Establish MOUs with CSOs that allow for multiple CSOs to benefit from funding pool managed by one CSO with proven track record of efficient and effective management of resources.	UNDP, UNICEF, UNFPA
<p>Assumptions:</p> <ul style="list-style-type: none"> <li>✓ Spotlight has significant political and administrative support and facilitates the commitment and continued support of government regardless of a change in administration</li> <li>✓ There is significant national commitment to ending VAWG to ensure continuity of the programme</li> <li>✓ Government and non-government stakeholders have an interest in harmonizing conceptual frameworks, policies and plans at all levels to ensure evidence-based programming on VAWG.</li> </ul>					

**ANNEX 1: Multi-stakeholder engagement in the Country Programme development process**

For each meaningful consultation undertaken, including validation workshops, provide the list of stakeholders engaged in the Country Programme Development process and their key recommendations following this format.

**Consultation 1: Civil Society Consultation  
June 18<sup>th</sup>, 2019**

Key recommendations: The main objectives of the consultations were (a) to introduce participants to Spotlight, its aims, objectives and scope and to (b) engage CSOs in initial brainstorming on the threats to the achievement of outcomes and strategic actions that can be implemented to respond to threats. CSOs provide a number of inputs which were compiled into a matrix to be integrated into the programme results document. These included: strengthening CSO network capacity, expansion of shelters for battered women, Integrated, coordinated delivery of intervention through a support network of CSOs (mentoring, knowledge transfer), Pilot one-stop crisis management centres (OCMCs) providing integrated services to GBV / Family Violence survivors in Belize (3- Pilot region chosen based on areas reflecting highest incidence numbers).



Civil Society Organizations also provided some examples of work that they were currently engaged in:

Model legislation on sexual violence developed by Building People's Movement supported by the British High commission, for consideration by the GOB, Simplified sexual violence protocols by BPM, PETAL's GBV outreach for awareness and increasing in knowledge of the various manifestations of GBV, CITCO's increased engagement with community, the expansion of the DVU to address sexual violence (around the clock services OB/GYN, counsellor) - CID-SOCA (Centre for Investigation of Sexual Offences & Child Abuse) and Counselling services.

Name and title of representative	Name of organisation/agency	Area of focus of work	Type of organisation (civil society organisation, government, EU delegation, academia, etc.)	Dates of consultations
Jacqueline Dragone	SCLAN	Education	CSO	June 18
Joan Burke Skeen	BFLA	SRH services	CSO	June 18
Madeline Mijangog	BPM	Women's empowerment/advocacy	CSO	June 18
Dorla Bowman	BPM	Women's empowerment/advocacy	CSO	June 18
Jenean Sabal	UNFPA YAG	SRH, Advocacy	CSO	June 18
Deanna Gomez	YWCA	Girls empowerment	CSO	June 18
Karen Cain	YES	Girls empowerment	CSO	June 18
Hazel McField	EYMB	LGBTI advocacy	CSO	June 18
Tiffany Pooper	EYBM	LGBTI advocacy	CSO	June 18
Kurlette Leslie	CDF	Child Protection	CSO	June 18
Froyla Salam	SATIM	Indigenous Women	CSO	June 18
Ashley Rocke	FBO	Faith Based organization	CSO	June 18
Denbeigh Yorke	NOPCAN	Child Protection	CSO	June 18
Samantha McKay	Salvation Army	Faith based organization	CSO	June 18
Samantha Sharp	Love Foundation	Youth and Women's empowerment	CSO	June 18
Lancette Lewis	National Evangelical Association of Belize	Faith Based Organization	CSO	June 18





Michelle Irving	POWA	Women's Empowerment	CSO	June 18
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### Consultation 2: 1<sup>st</sup> Multi-stakeholder consultation

**Key recommendations:** The first multi-stakeholder consultation included representatives of 35 government and non-government agencies. The objectives of the workshop were to (a) sensitize government stakeholders on Spotlight (b) introduce the Spotlight TOC and (c) seek input from stakeholders in the development of the country programme document.

Stakeholders made several suggestions for priority actions to be included in the programme. These included; revitalizing and building capacity for strategic development of CSO and women's network, standardisation of data collection systems, including administrative data, easily accessible, confidential and empathetic healthcare services - mobile clinics, women's refuge homes, crisis hotlines, develop Local support services delivery network which allows for the provision of minimal acceptable services to victims particularly in underserved rural areas, enhanced competencies within key front-line operators including police department, Ministry of Health, family court system, design and implement a system of family coaches at the community level, expand the curriculum of training for Community Health Workers to include issues around gender equality and FV. Including issues affecting the LGBTQI community, create/scale-up programmes for promotion of positive masculinities for male engagement to eliminate violence against women and girls, and examine and review existing laws, especially Domestic Violence Act and policies to ensure adequacy.

Name and title of representative	Name of organisation/agency	Area of focus of work	Type of organisation (civil society organisation, government, EU delegation, academia, etc.)	Dates of consultations
Darlene Padron	MAFFESD	Economic Development	Government	20 June
Malenie Barnes	RET International	Education	International NGO	20 June
Dorla Bowman	Building People Movement/ Belize Violence Against Women Movement	Women's Empowerment, Advocacy	CSO	20 June
Madelin Mijangos	Building People Movement/ Belize Violence Against Women Movement	Women's Empowerment, Advocacy	CSO	20 June



Cynthia Williams	NWC	Coordination of the implementation of the NGP	Government	20 June
Anna Guy	RESTORE Belize	Violence Prevention	Government	20 June
Alex Vega	RESTORE Belize	Violence Prevention	Government	20 June
Mary Vasquez	RESTORE Belize	Violence Prevention	Government	20 June
Ifasina Efunyemi	POWA	Women's Empowerment	CSO	20 June
Allan Botes	Go Belize	SRH	CSO	20 June
Maria Gamero	HRCB	Human Rights	CSO	20 June
Enrique August	Help for Progress	Poverty Alleviation	CSO	20 June
Carlos Clarke	Ministry of Foreign Affairs	International Cooperation	Government	20 June
Diane Wade	UNDP	International development	UN	20 June
Jenean Sabal	UNFPA YAG	advocacy	UN youth arm	20 June
Nicholas Hausmaun	EU	International development	EU	20 June
Tracey Hutchinson	UNRCO	International development	UN	20 June
Taheera Usher	Women's Department	Women's Development	Government	20 June
Eldo Lopez	UNDP	International Development	UN	20 June
Charise Talbert	PETAL	LGBTI	CSO	20 June
Sandra Miranda	NGC	Indigenous Women		20 June
Samantha Sharp	Love Foundation	Youth and Women's empowerment	CSO	20 June
Claire Brock	BNC	SRH	CSO	20 June
Dorris Gorma	BAPDA	Persons with disabilities	CSO	20 June
Hilberto Romero	Police Department	Law enforcement	Government	20 June
Lionel Arzu	Office of the Ombudsman	Human Rights	Government	20 June
Ishelly Williams-Parchue	HPPB	Community Development	CSO	20 June
Indira Card	UNICEF	International development	UN	20 June
Gem Hamilton	BAY	Youth empowerment	CSO	20 June
Jose Perez	APAMO	environment	CSO	20 June



Julio Sabido	Ministry of Health	Health	Government	20 June
Cherene Valerio	National Council on Ageing	Advocacy	Government	20 June
Martha Rhys	Police Department	Law enforcement	Government	20 June
Diana Shaw	CDF	Child protection	CSO	20 June
Victor Alegria	SDU	National development	Government	20 June

**Consultation # 3: Meeting with Interim Civil Society Reference Group**

The objectives of the CSO meeting were (a) to share the TOR for the ICSRG and (b) to seek further inputs from CSO into the draft CPD.

Participants identified key threats to the achievement of outcomes 2 and 6 and proposed some strategic actions:

Outcome 2	Threats	Ranking of threats
Institutional Strengthening	Competition for scarce resources	Competition for resources (1)
	Lack of coordination/linkages	Lack of evidence/data (2)
	Lack of evidence for evidence-based programming	Weak coordination (3)
	Multiple commitments, few partners	
	Power and control	
	Fear of change/mindset of people	
	Lack of support from key partners	
	Weak implementation and monitoring	
	Culture of planning	
	Resource constraints	
Corruption		
Outcome 6		
	Fear of discrimination/victimization	Capacity of CSOs



Women's Movement and CSOs	Absence of legal protection	Culture of activism and ability to network
	Lack of safe spaces to speak out	Fear of discrimination/victimization/safe spaces to speak out/legal protection
	Social support systems not supportive/effective	
	Limited networking of CSOs	
	Weak culture of activism	
	Limited capacity/strategies to mobilize	
	Women not supportive of other women	
	Lack of resources	
	Capacity/expertise and training /planning	
	Dependence on volunteer based	

The identification and discussion of threats was followed by a discussion of priority actions under outcome 6, Women's movement and CSO. Some of the key points raised by CSOs include:

- Absence of comprehensive services for survivors of GBV. All shelters were led by CSOs and there are major challenges as it relates to long term recovery options for survivors, beyond the 21 days provided by shelters.
- Services are not available country -wide
- Economic empowerment options for women are limited and there are no programmes to support women while they are undergoing training to meet immediate needs of family and ensure that women do not return to the situation of abuse.
- There is a need to understand better the reasons why women remain in situations of violence. Economic reasons are not always the only reasons to consider.
- There is a need to strengthen the network of women and improve support to other women, provide safe spaces for women to speak out as victimization is real.



Name and title of representative	Name of organization/agency	Area of focus of work	Type of organization (civil society organization, government, EU delegation, academia, etc.)	Dates of consultations
Mindy Pratt	Haven House	Services	CSO	5 July
Samantha Sharp	Love Foundation	Youth and Women's empowerment	CSO	5 July
Dorla Bowman	BPM/Belize Violence Against Women Movement	Women's Empowerment, Advocacy	CSO	5 July
Brian Christopher	Project Heal	FBO	CSO	5 July
Sandra Miranda	NGC	Indigenous Population	CSO	5 July

**Consultation # 4: 2<sup>nd</sup> Multi-stakeholder consultation**

The second multi-stakeholder consultation included the participation of 25 representatives from government and CSO. The consultation sought to engage stakeholders in a process to prioritize strategic actions and agree on criteria for section of target population.

Name and title of representative	Name of organization/agency	Area of focus of work	Type of organization (civil society organization, government, EU delegation, academia, etc.)	Dates of consultations
Lionel Arzu	Office of Ombudsman	Human rights	Government	10 July
Mindy Pratt	Haven House	Services	CSO	10 July
Rolan Villagran	POWA	Women's empowerment	CSO	10 July
Taheera Usher	Women's Department	Services	government	10 July
Margaret Nicholas	NCFC	Children's rights	government	10 July
Kurlette Leslie	CDF	child protection	CSO	10 July
Madelin Mijangos	BPM	Women's Empowerment, Advocacy	CSO	10 July
Mark McKenzie	POWA	Women's empowerment	CSO	10 July



Dylana Nicholas	POWA	Women's empowerment	CSO	10 July
Anna Guy	RESTORE Belize	Violence Prevention	Government	10 July
Joseph Romero	YATA	Youth empowerment	CSO	10 July
Cheryl Gabourel	BFAL	SRH services	CSO	10 July
Joleen Middleton	CDF	Child protection	CSO	10 July
Tisa Grant	UNFPA	International Development	UN	10 July
Dale Cayetano	Family Court	Legal services	Government	10 July
Michelle Irving	POWA	Women's empowerment	CSO	10 July
Deanne Gomez	YWCA	Girls empowerment	CSO	10 July
Shahida Mckenzie	Police Department	Law enforcement	CSO	10 July
Cynthia Williams	National Women's Commission	Multi-sectoral coordination	government	10 July
Kenneth Benjamin	Supreme Court	Justice	government	10 July
Sherlene Tablada	UNRCO	International Development	UN	10 July
Tina Cuellar	Project Heal	services	CSO	10 July
Tracey Hutchinson	UNRCO	International Development	UN	10 July
Dorla Bowman	BPM/Belize Women's Against Violence Movement	Women's Empowerment, Advocacy	CSO	10 July

### Consultation # 5: 3<sup>rd</sup> Multi-stakeholder consultation

The objective of the 5<sup>th</sup> multi-sectoral consultation was to seek stakeholder input in validating the country programme document. Stakeholders agreed overall that the TOC and the strategic activities were sound but made overall recommendations to ensure that the programmes were reaching the most marginalized. Stakeholders identified areas where synergies can be established with other programmes.

Name and title of representative	Name of organisation/agency	Area of focus of work	Type of organisation (civil society organisation, government, EU delegation, academia, etc.)	Dates of consultations
Mindy Pratt	Haven House	services	CSO	July 18
Gem Hamilton	BAY	Youth empowerment	CSO	July 18



Robin Villagram	POWA	Women's empowerment	CSO	July 18
Samantha Sharp	Love Foundation	Youth and Women's empowerment	CSO	July 18
Dylana Nicholas	POWA	Women's empowerment	CSO	July 18
Kirk Augustus	DYS	Youth empowerment	Government	July 18
Arturo Cantun	US Embassy	International development	International	July 18
Mark Miller	Win Belize/Plenty Belize	Community development	CSO	July 18
Tisa Grant	UNFPA	International development	UN	July 18
Omar Gale	UNDP	International development	UN	July 18
Tracey Hutchinson	UNRCO	International development	UN	July 18
Froyla Salam	SATIM	Indigenous rights	CSO	July 18
Cynthia Pitts	Human Rights Commission	Human rights	CSO	July 18
Michele Irving	POWA	Women's empowerment	CSO	July 18
Kendale Trapp	EYBM	LGBTI advocacy	CSO	July 18
Carlos Clarke	Ministry of Foreign Affairs	international cooperation	Government	July 18
Karen Cain	YES	Girls empowerment	CSO	July 18
Brian Christopher	Project Heal	Services	CSO	July 18
Lizett Bell	MOH	Services	Government	July 18
Taheera Usher	Women's Department	Services	Government	July 18
Sherlene Tablada	UNRCO	International development	UN	July 18
Shani Alvarez	Police department	Law enforcement	Government	July 18
Magnolia Vargas	Hand in Hand Ministries	Services	CSO	July 18
Abel Vargas	Hand in Hand Ministries	Services	CSO	July 18
Oscar Rodriguez	Mary Open Doors	Services	CSO	July 18
Anna Guy	RESTORE Belize	Violence prevention	Government	July 18
Keila Teck	Ombudsman Office	Human rights	Government	July 18
Julio Sabido	Ministry of Health	Services	Government	July 18
Eckert Middleton	DYS	Youth empowerment	Government	July 18



Kurlette Leslie	CDF	Child protection	Government	July 18
Yurshabeth Cattouse	BCCI	Private sector	Private sector	July 18
Candy Armstrong	MOE	Education	Government	July 18
Stephen Diaz	BYEC	LGBTI advocacy	CSO	July 18
Dorla Bowman	BPM/Belize Women Against Violence Movement	Women's Empowerment, Advocacy	CSO	July 18
Sandra Miranda	NGC	Indigenous rights	CSO	July 18
Simone Hill	PETAL	LGBTI advocacy	CSO	July 18
Jacqueline Dragone	SCLAN	Education	CSO	July 18
Carlos Moreno	Help for Progress	Community development	CSO	July 18
Mark Antrobus	MHD	services	Government	July 18
Margaret Nicholas	NCFC	Coordination	Government	July 18
Nelma Jones	MOE	education	Government	July 18
Deanne Goetz	YWCA	Girls empowerment	CSO	July 18
Judith Alpuche	MHD	services	Government	July 18
Karl Wade	EYBM	LGBTI advocacy	CSO	July 18
Darnele Sterling	MOE	Education	Government	July 18
Nico Hausmann	EU	International development	EU	July 18
Joseph Romero	YATA	Youth empowerment	CSO	July 18
Stephanie Lozano	UNRCO	International development	UN	July 18

**Consultation # 6: Multi-Stakeholder Consultation**

The objective of the 6<sup>th</sup> multi-stakeholder consultation was to review the feedback from the Spotlight Secretariat on Version O of the CPD and make recommendations for addressing the areas identified by Spotlight for revision and further strengthening. Participants formed working tables aligned to each pillar of the CPD and provided concrete recommendations for addressing each of the comments provided by the secretariat. Those changes were incorporated into Version 1 of the CPD.





Name and title of representative	Name of organisation/agency	Area of focus of work	Type of organisation (civil society organisation, government, EU delegation, academia, etc.)	Dates of consultations
Jacqueline Dragone	SCLAN	Education and advocacy	CSO	August 13
Christine Valerio	US Embassy	International Development	International organization	August 13
Theodora Reneau	UNIBAM	Advocacy and education	CSO	August 13
Major Jonathon Kellman	Salvation Army	Education	FBO	August 13
Omar Rodriguez	Mary Open Doors	Services	CSO	August 13
Patricia Flores	Mary Open Doors	Services	CSO	August 13
Gem Hamilton	Belmopan Active Youths	Youth Development	CSO	August 13
Dericia Castillo	Our Circle	Advocacy and Education	CSO	August 13
Gloria Avila	GoBelize	SRH	CSO	August 13
Eva Burgos	GoBelize	SRH	CSO	August 13
Kim Aikman	Belize Chamber of Commerce	Business	Private Sector	August 13
Carlos Clarke	Ministry of Foreign Affairs	International Relations	Government	August 13
Sheena Gentle	BFLA	SRH	CSO	August 13
Lionel Arzu	Office of the Ombudsman	Human Rights	Government	August 13
Tyesha Estrada	Love Foundation	Youth and Women's Empowerment	CSO	August 13
Taheera Usher	Women's Department	Services	Government	August 13
Tisa Grant	UNFPA	International Development	UN Agency	August 13
Joan Burke Skeen	BFLA	SRH	CSO	August 13
Caleb Orosco	UNIBAM	Advocacy and education	CSO	August 13
Melissa Zuniga	National Garifuna Council	Indigenous Rights	CSO	August 13
Mark Miller	Plenty Belize	Community Development	CSO	August 13



Dorla Bowman	Building People Movement/Belize Violence Against Women Movement	Women's Empowerment, Advocacy	CSO	August 13
Joseph Stamp Romero	YATA	Youth Development	CSO	August 13
Fr. Brain Christopher	St. Martin's/Project Heal	Youth Development	CSO	August 13
Cynthia Williams	National Women's Commission	Policy and Advocacy	Government	August 13
Sherlene Neal	UNRC	International Development	UN	August 13
Mark Antrobus	MHDSTPA	M&E	Government	August 13



### Consultation # 7: Multi-stakeholder consultation

The objective of the 7<sup>th</sup> multi-stakeholder consultation was to (a) review and address feedback from the EU and Spotlight Secretariat on Version 1 of the CPD; ii) assess the proposed activities, based on EU and Spotlight feedback and engage in reflection on the right level of ambition of the proposed programmes, this to create the right balance between upstream and downstream interventions and iii) to identify additional areas for sustained CSO engagement during programme implementation.

Name and title of representative	Name of organisation/agency	Area of focus of work	Type of organisation (civil society organisation, government, EU delegation, academia, etc.)	Dates of consultations
Thandiwe Diego	POWA	Women's empowerment	CSO	7 October
Michele Irving	POWA	Women's empowerment	CSO	7 October
Dorla Bowman	BPM/Belize Women Against Violence Movement	Women's empowerment/advocacy	CSO	7 October
Natalia Beer	Ministry of Health	Health	Government	7 October
Froyla Tzalam	SATIIM	Indigenous Rights	CSO	7 October
Sherlene Neal	UNRCO	International Development	UN	7 October
Brian Christopher SJ	St. Martin De Porres	Community Development	CSO	7 October
Margaret Nicholas	NCFC	Multi-sectoral coordination	Government	7 October
Roxanne Marin	BAPDA	Persons with disabilities	CSO	7 October
Luwani Cayetano	UNICEF	International Development	UN	7 October
Joan Burke Skeen	BFLA	SRH services	CSO	7 October
Stephanie Lozano	UNRCO	International Development	UN	7 October
Yvette Gill	YWCA	Youth and Women's empowerment	CSO	7 October
Sandra Miranda	NGC	Indigenous rights	CSO	7 October
Kurlette Leslie	CDF	Child protection	CSO	7 October
Deborah Sewell	Love Foundation	Community Development	CSO	7 October
Tracey Hutchinson	UNRCO	International Development	UN	7 October



Taheerah Usher	Women's Department	Women's development	Government	7 October
Susan Kasedde	UNICEF	International development	UN	7 October
Indira Card	UNICEF	International development	UN	7 October
Mindy Pratt	Haven House	Services	CSO	7 October
Ingrid Fernandez	UNHCR	International development	UN	7 October
Joseph Hendrix	UNHCR	International development	UN	7 October
Tisa Grant	UNFPA	International development	UN	7 October
Cynthia Williams	NWC	Multi-sectoral coordination	Government	7 October
Caleb Orosco	BAPDA	Persons with disabilities	CSO	7 October

## ANNEX 2: Communication and Visibility Plan

Developed from the Spotlight [Communications and Visibility Guide](#)

### Objectives

**Objective #1:** Raise awareness of family violence and its prevalence in Belize by publicizing data and supportive facts, creative messaging to key audiences, exhibiting thought leadership on violence against women and girls, media sensitization and training.

a. Key Indicator(s)

- i. Outcome Indicator 3.1: Percentage of people who think it is justifiable for a man to (subject) beat his wife/intimate partner (to violence), by sex and age.
- ii. Output Indicator 3.3.1 Number of news outlets that develop standards on ethical and gender-sensitive reporting.
- iii. Output Indicator 3.3.4 Number of journalists better able to sensitively report on family violence.
- iv. Percentage of audience with accurate knowledge on the prevalence of family violence.

**Objective #2:** Illustrate and promote the impact and results of Spotlight Initiative-supported interventions by identifying, sharing and promoting the stories of women and girls whose lives have been positively transformed by Spotlight Initiative-supported interventions.

a. Key indicator(s)

- i. Percentage of identified audiences with accurate knowledge of the Spotlight Initiative**
- ii. Percentage of identified audiences with a positive perception of the Spotlight Initiative**



**iii. Output Indicator 3.3.3: Number of new and other media stories/reports that sensitively report on family violence**

**Objective #3:** Provide communications for development support to strengthen Spotlight Initiative's programme design and implementation by influencing the creation and delivery of behaviour-change and culture-shift activities, campaigns and initiatives.

a. Key indicator(s)

**i. Output Indicator 3.2.2: Number of people reached by campaigns challenging harmful social norms and gender stereotyping**

**ii. Output Indicator 3.2.5: Number of campaigns challenging harmful social norms and gender stereotyping, including of women and girls facing intersecting and multiple forms of discrimination, developed and disseminated**

**Objective #4:** Ensure visibility for the Spotlight Initiative, the European Union, other donors and partners by coordinating consistent and coherent branding, high-profile endorsements from social influencers, top-tier media placements, organizing publicity events and campaigns.

a. Key indicator(s)

**i. Percentage growth of Spotlight Initiative audiences (segmented)**

**ii. Percentage increase in Spotlight Initiative brand recognition**

## **2. Messages**

- Spotlight Initiative has developed global messages to ensure consistency in communication. These messages will be adapted for use within the Belize context, taking into account cultural relevance.
- Guided by SI's overall objectives, each pillar will reflect a key set of messages tailored to reach the specific target audience for the relevant pillar.

## **3. Audiences**

- Spotlight programme beneficiaries (e.g. women, girls, boys, men), traditional and religious leaders, civil society organizations, government entities, youth groups and networks, UN agencies, EU delegations, and development partners. Approximately, 117,645 women, men, boys and girls who are the direct beneficiaries of Spotlight Initiative will be reached with communication and visibility actions as well as some 100,000 members of the general public through mass media and social media activities.
- Women's groups and relevant civil society organizations including peer networks and umbrella groups.
- Government entities.
- Private sector/ business leaders.
- Youth groups and networks.
- Groups facing multiple and intersecting forms of discrimination such as lesbian, gay, bi, trans, and intersex (LGBTI) youth, indigenous women, migrant women, persons living with disabilities, persons living with HIV.
- Cultural and media influencers, performing artistes and/or their associations.
- Media, journalists and editors, communications objectives and priorities per target group will be detailed within the communications plan.



#### **4. Communication Activities:**

1. Recruitment of Spotlight Communications Officer and Development of a Spotlight Communication Work Plan, inclusive of the Spotlight Communication and Visibility Plan.
2. Development of tailored messages based on SI Global Messages.
3. Development of Branded Items to promote Spotlight and the European Union as the main donor for SI: All branded materials developed for the project will be developed using the Spotlight Initiative Brand Guidelines.
4. Periodic Reviews and Key Moments of Reflection with Partners: Three progress review meetings will be held with partners and stakeholders involved in the implementation of the project, with government representatives in attendance. Photos will be taken, and captions/posts produced for them to be used on the EU's social media channels. These will acknowledge the support from the European Union.
5. Social Media Coverage: Weekly posts will be produced and posted on all UN Facebook pages. Posts will include photos featuring the Spotlight logo. Whenever possible, will tag the EU and relevant partners and will be integrated into Spotlight's Global social media platforms. UNICEF's existing social media campaign to end violence against children.
6. Human Interest Stories: Two Human Interest Stories will be developed, per quarter and shared with the Spotlight Initiative Secretariat and across UN's channels in Belize (social media and website) and EU's channels (as appropriate). Stories will be developed using the Spotlight Initiative's [Guidelines for web-writing](#), using the Issue, Action, Impact model of storytelling. Efforts will be made for these stories to be promoted on UNICEF's global channels for wider exposure. The human-interest stories will focus on project beneficiaries and impact, while highlighting the contribution of the European Union and its partnership with UNICEF to produce project results.
7. Photo Essay: Recognizing the power of visuals in engaging, inspiring and moving people to action, a photo essay will be developed and posted on UN's channels, including Facebook.
8. Joint site visits: One site visit including EU representatives, UNRCO, UN agencies representatives and the Communication Consultant will be organized to assess project implementation and seek feedback from community leaders and other project beneficiaries. Representatives of national media will be invited in the visit to report on the project.
9. Video: A video will be produced to communicate project highlights and key concepts. The video will be uploaded to UN's YouTube platform and promoted across UN's communication channels.
10. Spotlight's Communication Officer will work closely with the UN Focal points to produce identified communication assets. An external contractor will be engaged to assist with video production. Support will be solicited from European Union's Communication Officer to provide feedback as necessary and sign off materials.

#### **5. Channels**

- Consistent dissemination of SI branding and messaging across all social media channels (e.g. Instagram, Facebook, Twitter, and YouTube), with respect for SI's guidance related to hashtags, attribution. This includes social media platforms of all RUNOs, associate agencies and the UNRCO.
- Regular updates through local Spotlight e-newsletter
- Multi-media- videography and photography.
- Regular updates to the spotlight website and global spotlight newsletter.



- Media Engagement – media training and media guidance on reporting on family violence
- Dissemination of messages through community based CSOs, community leaders and other community networks.
- Engagement with local artist and key opinion leaders, including men who will encourage action on family violence
- Billboards in strategic geographic locations promoting key messages as well as the EU as main donor of SI
- Use of U-Report Belize

### Monitoring and Evaluation

Communication and Visibility Actions will be monitored and reported on by the Communications Officer. Outcome and Output level indicators to be monitored – including baselines and targets – include:

Outcome Indicators
<i>Percentage of people who think it is justifiable for a man to (subject) beat his wife/intimate partner (to violence), by sex and age.</i>
Output Indicators
<ul style="list-style-type: none"> <li>• Number of news outlets that develop standards on ethical and gender-sensitive reporting.</li> <li>• Number of journalists better able to sensitively report on family violence</li> <li>• Percentage of audience with accurate knowledge on the prevalence of family violence</li> <li>• Percentage of identified audiences with accurate knowledge of the Spotlight Initiative</li> <li>• Percentage of identified audiences with a positive perception of the Spotlight Initiative</li> <li>• Number of new and other media stories/reports that sensitively report on family violence</li> <li>• Number of people reached by campaigns challenging harmful social norms and gender stereotyping</li> <li>• Number of campaigns challenging harmful social norms and gender stereotyping, including of women and girls facing intersecting and multiple forms of discrimination, developed and disseminated</li> <li>• Percentage growth of Spotlight Initiative audiences (segmented)</li> <li>• Percentage increase in Spotlight Initiative brand recognition</li> </ul>

### Resources



## **6. Human Resources**

A Spotlight Communication Officer will be employed full time to support the implementation of SI communication actions. Additionally, UNICEF's Communications Officer will provide technical support and support for technical coherence of communication and visibility actions.

The UNRCO and the UNCT will provide general oversight of the communication activities. However, the Communication Officer will be directly responsible for implementation.

## **7. Financial Resources**

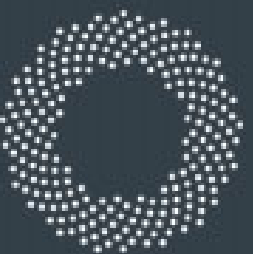
A total of 44,062 USD will be required to implement the activities outlined.

## **8. Partnerships**

Key communication partners include:

- European Union
- RUNOs and Associate agencies (UNDP, UNICEF, UNFPA, UNHCR, UN Women, ILO, OHCHR, PAHO/WHO, UNHCR)
- Key government ministries (Ministries of Human Development, Health, National Security, Education)
- CSOs, FBOs, Community leaders
- Media
- Local artists and popular opinion leaders





**Spotlight  
Initiative**

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