

**Spotlight  
Initiative**

*To eliminate violence  
against women and girls*

## **COUNTRY PROGRAMME DOCUMENT**

**JAMAICA**

**October 2019**

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## COUNTRY PROGRAMME DOCUMENT

<p><b>Programme Title:</b></p> <p>Spotlight Initiative to Eliminate Family Violence, with focus on Violence Against Women and Girls, in Jamaica</p>	<p><b>Recipient UN Organizations (RUNOs):</b></p> <p>UN Women</p> <p>UNFPA</p> <p>UNDP</p> <p>UNICEF</p>
<p><b>Programme Contact:</b></p> <p>Name and Title: Mariko Kagoshima, Resident Coordinator ad interim</p> <p>Address: 1-3 Lady Musgrave road, Kingston 5, Jamaica</p> <p>Telephone: +1 (876) 978 2390</p> <p>E-mail: mkagoshima@unicef.org</p>	<p><b>Programme Partner(s):</b></p> <ul style="list-style-type: none"> <li>- UN Agencies/UN Programme Partners<sup>1</sup>: PAHO, UNESCO, UNAIDS</li> <li>- Government:</li> <li>- Ministry of Culture, Gender, Entertainment and Sports,</li> <li>- Ministry of Education, Youth and Information (MOEYI),</li> <li>- Ministry of National Security (MNS),</li> <li>- Ministry of Justice (MOJ),</li> <li>- Ministry of Health and Wellness (MOHW),</li> <li>- Ministry of Labour and Social Security (MLSS),</li> <li>- Planning Institute of Jamaica (PIOJ),</li> <li>- Ministry of Local Government and Community Development (MLGCD)</li> <li>- Ministry of Finance (MOF)</li> <li>- Statistical Institute of Jamaica (STATIN)</li> <li>- NGOs, CSOs: tbc</li> <li>- Others: Private Sector Organization of Jamaica, Jamaica Household Workers Union, Jamaica Council of Churches</li> </ul>
<p><b>Programme Country: Jamaica</b></p>	<p><b>Programme Location (provinces or priority areas):</b></p> <p>Kingston Metropolitan Area (St. Andrew and Kingston)</p> <p>Clarendon</p> <p>Westmoreland</p> <p>St. Thomas</p>

<sup>1</sup> See Country Programme Development guidance for a definition of Associated UN Agencies/UN Programme Partners.

<p><b>Programme Description:</b></p> <p>The Spotlight Initiative in Jamaica will contribute to transforming the society where women and girls can live free from family violence. It aims at addressing the issue of normalization of violence in Jamaica, and have society see family violence as public issue.</p> <p>The initiative will focus its intervention at four parishes exposed to high level of violence, while legislation and policy work will reach nationwide population.</p> <p>While the Initiative takes women and girls-centred approach, in particular the groups exposed to vulnerability, important efforts will be made to engage men and boys to address the toxic masculinity that is deeply imbedded in the society.</p>	<p>Total Cost of the Spotlight Country Programme (including estimated Unfunded Budget): <b>USD 10,929,604</b></p> <p>Total Funded Cost of the Spotlight Country Programme (Spotlight Phase I2 and UN Agency contribution): <b>USD 7,833,390</b></p> <p><b>Breakdown of Total Funded Cost by RUNO:</b></p> <table border="1"> <thead> <tr> <th>Name of RUNOs</th> <th>Spotlight Phase I (USD)</th> <th>UN Agency Contributions (USD)</th> </tr> </thead> <tbody> <tr> <td>UN Women</td> <td>1,804,234</td> <td>414,051</td> </tr> <tr> <td>UNDP</td> <td>1,585,915</td> <td>189,099</td> </tr> <tr> <td>UNFPA</td> <td>1,565,796</td> <td>240,040</td> </tr> <tr> <td>UNICEF</td> <td>1,644,055</td> <td>390,200</td> </tr> <tr> <td><b>TOTAL</b></td> <td><b>6,600,000</b></td> <td><b>1,233,390</b></td> </tr> </tbody> </table>	Name of RUNOs	Spotlight Phase I (USD)	UN Agency Contributions (USD)	UN Women	1,804,234	414,051	UNDP	1,585,915	189,099	UNFPA	1,565,796	240,040	UNICEF	1,644,055	390,200	<b>TOTAL</b>	<b>6,600,000</b>	<b>1,233,390</b>
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<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.

**Recipient UN Organization**

**UN Women**

**M. Alison McLean**

Signature

Date & Seal

*[Handwritten Signature]*  
**UN WOMEN**  
United Nations Entity for Gender Equality and the Empowerment of Women  
18 December 2019

**Recipient UN Organization**

**UNDP**

**Denise Antonio**

Signature

Date & Seal

*[Handwritten Signature]*  
**UNITED NATIONS DEVELOPMENT PROGRAMME**  
18 December 2019  
**KINGSTON, JAMAICA**

**Recipient UN Organization**

**UNFPA**

**Alison Drayton**

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Date & Seal

*[Handwritten Signature]*  
**UNITED NATIONS POPULATION FUND**  
18 December 2019

**Recipient UN Organization**

**UNICEF**

**Mariko Kagoshima**

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Date & Seal

*[Handwritten Signature]*  
**UNITED NATIONS CHILDREN'S FUND**  
18 Dec. 2019

**UN Resident Coordinator a.i.**

**Mariko Kagoshima**

Signature

Date & Seal

*[Handwritten Signature]*  
**UNITED NATIONS**  
18 Dec. 2019  
**KINGSTON, JAMAICA**

**Government of Jamaica**

**Hon. Olivia Grange**

Ministry of Culture, Gender, Entertainment and Sports

Signature

Date & Seal

*[Handwritten Signature]*  
**Minister**  
15 JAN 2020  
**Ministry Of Culture, Gender, Entertainment & Sport**

*The UN Executive Office of the Secretary General:*

*Ms. Amina J. Mohammed*

*Signature:* \_\_\_\_\_

*Date:* 15/01/2020

## Abbreviations and Acronyms

BGA	Bureau of Gender Affairs
CISOCA	Centre for the Investigation of Sexual Offences and Child Abuse
CSOs	Civil Society Organizations
DVICs	Domestic Violence Intervention Centre
EDF	European Development Fund
EU	European Union
ESP	Essential Services Package
FBO	Faith Based Organizations
FV	Family Violence
GBV	Gender-based Violence
GDI	Gender Development Index
GDP	Gross Domestic Product
GEWE	Gender Equality and Women's Empowerment
GOJ	Government of Jamaica
HDI	Human Development Index
HPs	Harmful Practices
IDA	International Development Agencies
IDPs	International Development Partners
IPCC	Intergovernmental Panel on Climate Change
JRIP	Justice Reform Implementation Plan
KM	Knowledge Management
KMA	Kingston Metropolitan Area
LGBTQI	Lesbian Gay Bisexual Trans-sexual, Queer, Intersex
LSDP	Local Sustainable Development Plan
MDAs	Ministries Departments and Agencies
MNS	Ministry of National Security
MOEYI	Ministry of Education, Youth and Information
MOH	Ministry of Health
MOJ	Ministry of Justice
NGO	Non-Government Organizations
NPACV	National Plan of Action for an Integrated Response to Children Violence
NPGE	National Policy on Gender Equality
NSAP-GBV	National Strategic Action Plan to Eliminate Gender-based Violence
PATH	Priority Assistance to Transition Home
PIOJ	Planning Institute of Jamaica
PMO	Project Management Office
SOP	Standard Operating Procedure
PSC	Project Steering Committee
SCT	Spotlight Coordinating Team
SDC	Social Development Commission
SDG	Sustainable Development Goals
SGBV	Sexual and Gender Based Violence
SI	Spotlight Initiative
SIDs	Small Island Developing States
STATIN	Statistical Institute
SISTREN	Sistren Theatre Collective
SMSSC	Spotlight Multi-Stakeholders Steering Committee
SRH	Sexual and Reproductive Health
SRHR	Sexual and Reproductive Health Survey
ToC	Theory of Change
UNCG	United Nations Communications Group
UNDP	United Nations Development Programme

UNAIDS	United Nations Programme on HIV/AIDS
UNICEF	United Nations Children's Fund,
UNFPA	United Nations Population Fund
UNESCO	United Nations Educational, Scientific and Cultural Organization
VAC	Violence Against Children
VAW	Violence Against Women
VAWG	Violence Against Women and Girls
VAW	Violence Against Women
WEP	Women Empowerment Principles
WHS	Women's Health Survey

## Key Terminologies

### Gender Based Violence (GBV)

GBV is an umbrella term for any harmful act that is perpetrated against a person's will and that is based on socially ascribed (gender) differences between females and males. The nature and extent of specific types of GBV vary across cultures, countries, and regions. Examples include sexual violence, including sexual exploitation/abuse and forced prostitution; domestic violence; trafficking; forced/early marriage; harmful traditional practices such as female genital mutilation; honour killings; and widow inheritance.

(<https://trainingcentre.unwomen.org/mod/glossary/showentry.php?eid=50>)

### Family Violence (FV)

Family violence covers physical, social, sexual, economic and emotional abuse and acts of aggression within relationships that are considered as family connections or akin to family connection. It includes married couples, intimate partners whether living together or dating, and violence between parents and children. Family violence is gender-based, with the most prevalent form of violence within the family being violence against women and girls. Intimate Partner Violence (IPV) for example, is a significant feature of FV in Jamaica.

### Intimate Partner Violence (IPV)

IPV refers to any behaviour within an intimate relationship that causes physical, psychological, or sexual harm to those in the relationship. Examples include acts of physical violence (such as slapping, hitting, kicking and beating), sexual violence, emotional (psychological) abuse, and controlling behaviours, including isolating a person from family and friends; monitoring their movements; and restricting access to financial resources, employment, education or medical care.

([https://apps.who.int/iris/bitstream/handle/10665/77432/WHO\\_RHR\\_12.36\\_eng.pdf;jsessionid=FC5D3D773F9B8FA4875FDB506050B2CA?sequence=1](https://apps.who.int/iris/bitstream/handle/10665/77432/WHO_RHR_12.36_eng.pdf;jsessionid=FC5D3D773F9B8FA4875FDB506050B2CA?sequence=1))

**Domestic Violence** is defined as violence perpetrated by intimate partners and other family members, and manifested through: physical abuse (e.g. slapping, beating, arm twisting, stabbing, strangling, burning, choking, kicking, threats with an object or weapon, and murder); sexual abuse (e.g. coerced sex through threats, intimidation or physical force, unwanted sexual acts, forcing sex with others or sexual acts without voluntary consent); psychological abuse (e.g. threats of abandonment or abuse, confinement to the home, surveillance, threats to take away custody of the children, destruction of objects, isolation, verbal aggression and constant humiliation); and economic abuse (e.g. denial of funds, refusal to contribute financially, denial of food and basic needs, and controlling access to health care, employment, etc).

### Child Sexual Abuse

The involvement of a child in sexual activity that he or she does not fully comprehend, is unable to give informed consent to, or for which the child is not developmentally prepared and cannot give consent, or that



violate the laws or social taboos of society. Child sexual abuse is evidenced by this activity between a child and an adult or another child who by age or development is in a relationship of responsibility, trust or power, the activity being intended to gratify or satisfy the needs of the other person. This may include but is not limited to the inducement or coercion of a child to engage in any unlawful sexual activity; the exploitative use of child in prostitution or other unlawful sexual practices; the exploitative use of children in pornographic performances and materials.

## I. Executive Summary

Jamaica has a good track record with respect to its commitment to key international women's rights instruments and the passage of local legislation to complement the rights and protections offered by these international conventions on paper. The country has clearly made some progress in fulfilling its obligations under these instruments and has also adopted and/or amended legislation to address the prevalence of gender-based violence, such as the Domestic Violence Act, the Child Care and Protection Act; and the Sexual Offences Act. There is also a National Policy for Gender Equality (NPGE); its main goal is the reduction of all forms of gendered discrimination in order to promote gender equality.

**Notwithstanding progress made in advancing gender equality and women's and girls' empowerment, gender discrimination, including its worst manifestation and forms, such as violence against women and girls, continue to adversely impact all the dimensions of sustainable development in Jamaica.** The country continues to be among those globally with the highest rates of crime and violence, with some crimes exceeding both global and regional averages. Whilst there is evidence that overall crime rate has been trending down since 2010, violence in the home continues to be high. Within this context, women and girls are disproportionately impacted. Data indicates that 8% of the victims of selected major crimes were children and that 60% of these were girls. One-fifth of Jamaican women report that they were sexually abused as children. Among women who reported sexual violence as children, the main perpetrators were friends or acquaintances (22.9%), complete strangers (16.5%) and family members other than parents or siblings (15.9%). **Lifetime prevalence of intimate physical and/or sexual violence for women between 15 to 64 years of age is 27.8 per cent.**

**The Spotlight Initiative (SI) in Jamaica, provides a unique opportunity to address family violence as a major public health and development issue that has significant ramifications at the individual, community and national levels.** Family Violence connotes secrecy, things that happen behind closed doors unlike other forms of violence and it presupposes a relationship between those persons involved. In the interaction between family and society, the social and cultural acceptance of family violence works to strengthen the norms, behaviours and attitudes learned within the family. The spill over effects into the society at large, is such that violence is maintained by the constant and repetitive reinforcement of violence as a norm.

**The SI in Jamaica will address three key priority areas within Family Violence against women and girls: 1) Child Sexual Abuse, 2) Intimate Partner Violence and 3) Discrimination against vulnerable groups.** The approach will be guided by the ecological theory that underpins the connections between family and society. The ecological model is seen as the best framework within which to address the causes, consequences, and response to family violence in Jamaica. The approach will also be guided by the core principle of the 2030 Agenda for Sustainable Development – *Leaving No One Behind* and underpinned by an intersectional approach that will ensure that interventions address key social factors such as socio-economic status, age, sexual orientation, health, educational and disabilities status are addressed.

The strategic direction of the SI in Jamaica will be to address Family Violence using a **life-cycle approach**. This requires preventing and intervening across the lifespan - from early childhood, to youth, to supporting adults and seniors. This direction is believed to be best approach to achieving the transformation envisaged to break the normalization and acceptance of violence, which starts very early in life in Jamaica and continues throughout adulthood. Data indicates that children who are exposed to violence in the home are more likely to be involved in abusive relationships in adulthood, thus promoting and maintaining inter-generational cycle of violence against women and girls. **As such, the Jamaica SI will prioritise significant efforts at intervening at the prevention level to address serious socio-cultural norms and discriminatory behaviours and attitudes that fuel family violence against women and girls. Efforts will be made to engage men and boys as agents of change within community mobilisation and school interventions.** It is anticipated that working within communities and schools, will encourage gender equitable norms, attitudes and behaviours within the homes, communities and the wider society.

**Civil society organisations and women's groups in Jamaica have been at the forefront of the response to violence against women and girls.** They will be supported through organizational development and technical support to continue to play this critical role. This will enable not only sustainability, but more joined up work and solidarity across diverse groups to create the impact required to address the scourge of violence against women and girls (VAWG) in Jamaica.

The Jamaica SI will work with Ministries Departments and Agencies (MDAs) to reinforce and operationalize a standard protection system where women and girls feel safe from violence. Through Pillars 1 and 2, the programme will address key legislative and policy gaps whilst building the capacity of duty bearers to respond in a humane fashion to VAWG. Generating understanding of the impact of family violence supporting the formulation of legal and policy guidelines to improve reporting of violence, prosecution of cases and the treatment and care of those impacted are a major part of the SI.

**The SI is fully aligned with Visions 2030, Jamaica, National Development Plan, the National Strategic Action Plan to Eliminate Gender-based Violence (2017-2027), and the National Plan of Action for Integrated Response to Children and Violence.** It will also draw on the mandates and collaborative advantages and partnerships of UN agencies' existing programmes and expertise, and on the capacities of the EU, CSOs, Government, Women's movements and other non-traditional partners.

Finally, and perhaps most importantly, **the Jamaica SI brings a new way of working together on an issue considered a public health and human rights emergency in Jamaica.** It brings together individual UN agency expertise and collective experiences on VAWG in Jamaica. Following the SI's principles of inclusiveness, transparency, accountability, consensus-based decisions, country participation and ownership, a Multi-Stakeholder Steering Committee (SMSSC) will be created as the key governance structure in Jamaica. The committee will be co-chaired by the Resident Coordinator and the Minister of Culture, Gender, Entertainment, and Sport (MCGES). Its membership will include:

- Representatives of the European Union (EU) Delegation in Jamaica.
- Representatives of the Planning Institute of Jamaica (PIOJ), Ministry of Foreign Affairs and Foreign Trade, Ministry of Education, Youth and Information, Ministry of Local Government and Community Development, etc.
- Senior Representatives of the four RUNOs (UN Women, UNFPA, UNICEF, UNDP) and the Associate Agencies (PAHO, UNESCO and UNAIDS)
- Three Representatives of the Civil Society National Reference Group (at least 20% representation of the Reference Group)

The Jamaica SI will serve as a catalyst in the way family violence is treated in Jamaica. It will positively contribute to promoting gender equality, social inclusion and protection of human rights, which are effective

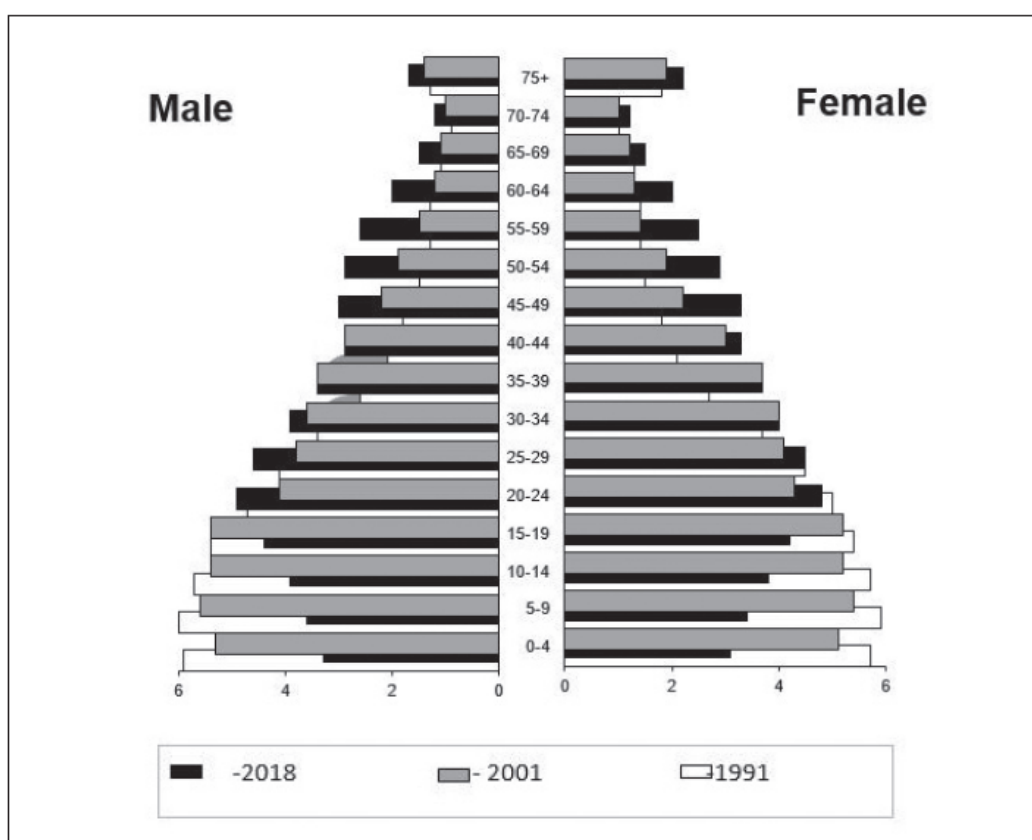
stimulants for poverty reduction and sustainable development. It will generate new and innovative ways of addressing VAWG that are sustainable and will challenge historically entrenched norms and behaviours that continue to perpetuate violence against women and girls.

## II. Situational Analysis

### National Context

Jamaica is characterized by a stable political environment and has witnessed significant social, political, and economic changes over the past few years. Jamaica has a population of 2.89 million people, of which 50.33% are females, and 49.65% are males<sup>3</sup>. The population is projected to reach 3.8 million in 2050<sup>4</sup>. A significant portion of the Jamaican population is young, with 27% under the age of 15 years old and 21% between the ages of 15 – 24 years.

**Figure 1: Population by Age and Sex, Census 1991, 2001 and Estimates 2018**



Source: Economic Social Survey Jamaica 2018

Over the past five years, Jamaica has experienced improved economic performance, evidenced by, *inter alia*, macroeconomic stability, improved labour market outcomes, and incrementally improving levels of Gross Domestic Product (GDP) growth. The GDP growth rate for 2018/2019 was 1.9% compared to the previous period when it was 0.9%. The country has also managed to lower the debt ratio to below 100%.

<sup>3</sup>STATIN Population Statistics: [https://statinja.gov.jm/Demo\\_SocialStats/Newpopulation.aspx](https://statinja.gov.jm/Demo_SocialStats/Newpopulation.aspx)

<sup>4</sup> PIOJ Projection, 2005

The debt-to-GDP ratio as at the end of December 2018 was 96.1 per cent, which represented a 7.3 percentage point decline relative to December 2017.

Despite improvements in its economic indicators, Jamaica continues to grapple with several social development challenges including widespread poverty, high unemployment especially among females and youth, and **one of the highest levels of crime and violence in the world**, especially in poor and disadvantaged communities. Crime continues to be a deterrent to economic growth and social stability.

Jamaica is currently categorised as an upper-middle income country<sup>5</sup> which has been placed in the high human development category based on the 2018 UNDP's Human Development Index (HDI).<sup>6</sup> The 2017, female HDI value for Jamaica was 0.731 in contrast with 0.739 for males, resulting in a Gender Development Index (GDI) value of 0.988. However, the country's Gender Inequality Index was 0.412 which ranked it 95 of 160 countries.

**Table 1: Jamaica Gender Inequality Index and Other Key Indicators (2017)**

Indicator	Year	Value
HDI Rank	2017	97
Gender Inequality Index (GII)/Rank	2017	0.412/95
Maternal mortality ratio (deaths per 100,000 live births) SDG3.1	2017	89
Adolescent birth rate (births per 1,000 women ages 15–19) SDG3.7	2015-2020	52.8
Share of seats in parliament (% held by women) SDG5.5	2017	19
Population with at least some secondary education (% ages 25 and older) SDG4.6	2010-2017	69.9 (Female)
		62.4 (Male)
Labour force participation rate (% ages 15 and older)	2017	57.3 (Female)
		77.4 (Male)

Source: <http://hdr.undp.org/en/composite/GII>

### Gender inequity and inequality

Jamaica's ranking on the Gender Inequality Index is a stark reminder that in contemporary Jamaica, gender inequality and gender inequity remain a major barrier to human development. Whilst women and girls have made major strides in education, gender equity and equality continue to elude women and girls.

**The disparities between females and males are significant in various spheres and are manifested in: the wage gap, especially between men and women in the lower socio-economic strata; income inequality between women and men; high levels of GBV directed at women and girls; higher poverty**

<sup>5</sup> World Bank Report (2019): <https://www.worldbank.org/en/country/jamaica/overview>

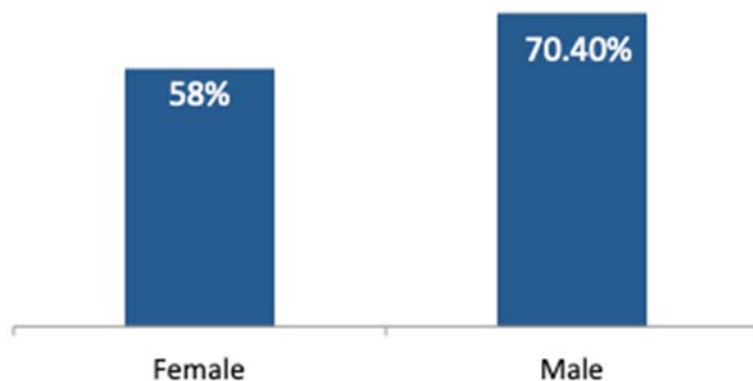
<sup>6</sup> Jamaica has been ranked 94th of 188 countries

**levels in female-headed households compared to male-headed households, and the marginalization of women in decision-making**, which limits their ability to redress these gender inequalities.

Further, Jamaica is highly susceptible to natural disasters such as hurricanes, flooding, and the impacts of climate change. Environmental vulnerability exacerbates the economic challenges faced by women. **Gender inequality means that women and girls are disproportionately affected by the impact of environmental hazards, including higher exposure to violence during and after such events.**

In 2018, the female labour force participation rate was 58.0 per cent, compared with 70.4 % for men. Women also experience higher rates of unemployment, with 11.8 % compared to 6.7 % for men (ESSJ 2019), despite bringing higher levels of qualifications and skills to the labour market than men (ibid). Young women aged 14 – 24 years old had the highest rate of unemployment at 29.2%. The 2018 Global Gender Gap Report showed that Jamaican women were earning approximately 61 cents for every dollar earned by a man for similar work (World Economic Forum 2018).

**Figure 2: Labour Force Participation Rate, by gender (2018)**



The inequality in the labour force has important ramifications for women and girls as it creates a situation in which their vulnerabilities are increased, and they are more exposed to threats of poverty and exploitation. Women's decision-making power within the ambit of the home is also impacted and this further affects decision-making around sexual and reproductive health and the care and support of their children.

Source: Economic and Social Survey Jamaica 2018

### **Violence and Crime: Gender-Based Violence**

Gender inequality is also manifested in high levels of crime and violence in the country. Jamaica is among countries that, though they are not in a state of war, have the highest rates of crime and violence, with some crimes exceeding both global and regional averages (MTF 2018 – 2021). Harriott and Jones (2016) indicates that between 2009 and 2013, homicides in Jamaica declined by 30.2 %, shootings by 25.8 % and robberies by 12.5%. Murder of women, or femicide, declined by 15 %, but as a proportion of all homicides, femicide remained stable at 10 %.

**Table 2: Age Group and Sex of Victims of Crimes, 2018**

AGE GROUP	MURDER		SHOOTING		ROBBERY		BREAK-IN		LARCENY		RAPE	AGGRAVATED ASSAULT		TOTAL BY SEX		GRAND TOTAL
	M	F	M	F	M	F	M	F	M	F	F	M	F	M	F	
0-9	3	5	8	7	0	0	0	0	0	0	22	2	2	13	36	49
10-14	4	4	9	10	14	10	2	2	2	1	130	7	6	38	163	201
15-17	25	4	42	15	23	17	5	14	3	3	101	20	2	118	156	274
18-24	238	15	272	57	154	177	42	72	6	8	112	60	22	772	463	1 235
25-34	334	30	382	49	192	170	128	164	15	17	48	62	29	1 113	507	1 620
35-44	217	24	212	40	147	133	156	158	11	25	19	41	20	784	419	1 203
45-54	138	24	136	28	122	93	140	102	11	12	6	45	7	592	272	864
55-59	36	6	37	8	48	20	56	40	5	2	4	15	2	197	82	279
60 & Over	59	10	32	9	83	41	111	57	8	19	4	10	7	303	147	450
Unknown	104	7	467	14	8	3	9	2	5	1	1	14	2	607	30	637
TOTAL	1 158	129	1597	237	791	664	649	611	66	88	447	276	99	4 540	2 275	6 815

Source: Jamaica Constabulary Force, Statistics, and Data Management Unit

Whilst the overall crime rate has been declining since 2010, violence in the home continues to be high; within these contexts, women and girls are disproportionately impacted. In 2016, data from the police indicated that 8 % of the victims of selected major crimes were children and that 60 % of these were girls.

### **Violence within the family**

The family is recognised as the first environment in which gender roles and expectations are transmitted and take root. It is the space within which patterns of violence are established and justifications for gender-based violence are produced and reproduced (Barnett et al, 2005).

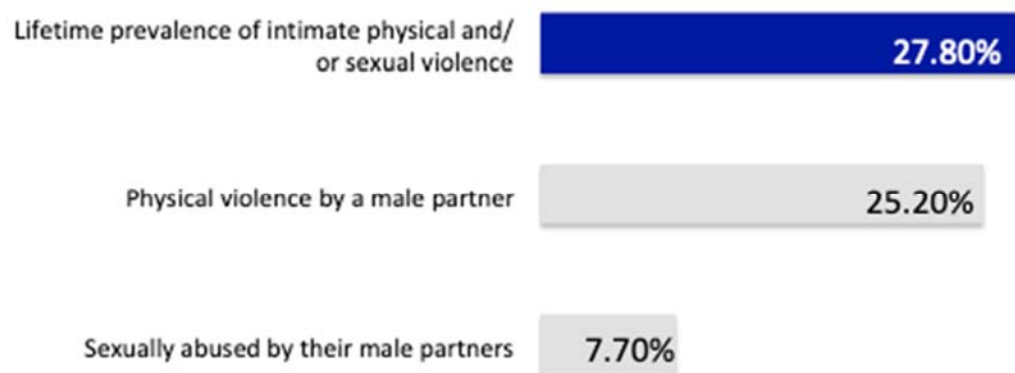
Family Violence (FV) refers to physical, social, economic and emotional abuse and acts of aggression within relationships that are considered as family connections or are akin to family connections. It includes married couples, intimate partners whether living together or dating, and violence between parents and children. Family violence also encapsulates those areas of the family that tend to be hidden from scrutiny and are not captured in official data such as sibling violence, child to parent violence, elder abuse, and violence between close relatives such as uncles and nieces and nephews, grand-parents and grand-children, adopted parents and adopted children, foster parents and foster children, step-parents and their step-children plus step-siblings.

In the interaction between family and society, the social and cultural acceptance of family violence works to strengthen the norms, behaviours and attitudes learned within the family. The spill over effects into the society at large, is such that violence is seen a means of problem solving and gaining or re-acquiring dominance over someone else. This constant and repetitive reinforcement of violence as a norm underlines the magnitude of the situation that must be addressed.

**Family violence is gender-based, with the most prevalent form of violence within the family being violence against women and girls, as per the Caribbean Investment Plan for Spotlight Initiative.**

Intimate Partner Violence (IPV) for example, is a significant feature of FV in Jamaica. The 2016 Jamaica Women's Health Survey (WHS) indicates that the lifetime prevalence of intimate physical and/or sexual violence for women between 15 to 64 years of age is 27.8 per cent.

**Figure 3: Jamaican women's reported experience of family violence**



Source: Women's Health Survey (WHS) Jamaica 2016

The survey further indicates that women are at high risk for both physical and sexual violence by an intimate partner. It shows that 25.2% of women have experienced physical violence by a male partner, and 7.7 per cent of women reported that their male partners have sexually abused them. Young women under 30 years old, women who are poorly educated, economically vulnerable, and women who began living with a man as minors, are at higher risk for multiple forms of violence and abuse.

Violence against girls and women is integrally linked to unequal gender roles adopted from childhood and adolescence. Within this context, 'manhood' is constructed in terms of dominance and 'womanhood' as the subjugated other. **Almost 8 out of 10 women in Jamaica believe it is natural for a man to be the head of the family, and 7 out of 10 believe that a woman's role is to take care of the home.** Three out of 10 women think that wives are obligated to have sex with their husbands. An important point highlighted by the 2016 Women's Health Survey is that these beliefs around gender roles are produced and reproduced over generations and has become fact for many. Thus, the survey indicates that nearly 2 out of 10 adolescent girls aged 15 to 19 years think a husband or partner is justified in hitting or beating his wife or partner in some situations.

According to the Women's health Survey 2016, almost half, 47.7 per cent, of Jamaican women who experienced intimate partner sexual violence had been beaten as children, as were 38.1 per cent of women who were physically abused by their partners. Comparatively, only 18.5 per cent of women who had never been abused were hit during childhood. Being humiliated or insulted as a child is also correlated to lifetime experience with intimate partner violence.

**Figure 4: Violence in Childhood and Women's Experience of Physical and Sexual Violence**



Source: Women's Health Survey 2016, Jamaica

Sexual abuse and sexual exploitation in Jamaica appear normalised and are among the most persistent problems affecting the health, social, economic, security, political progress, and empowerment of the girl-child in Jamaica. The Jamaica Injury Surveillance System (JISS) indicates that between 2014 and 2017, 20% of all child visits to public hospital were due to sexual assault. Females are over-represented within this data with 40% of all female child visits being as a result of a sexual assault. For the majority of the reported cases, the perpetrator was known, and included a relative, friend, acquaintance, or intimate partner. Whilst there were a minority of cases perpetrated by strangers, for the most part, the sexual assault of the girl-child occurs at home (National Plan of Action for an Integrated Response to Children and Violence 2018–2022: 6).

In 2018, police data indicate that of the total number of girls under 18 years of age who were victims of crime, 71.2% were victims of rape. Further, girls aged 0 – 17 years old bear the brunt of all cases of rape accounting for 56.5% of all reported cases. In 2018, girls aged 10 – 14 years old accounted for 29% of all rape cases (ESSJ 2019).

It is well established that official sexual violence records do not necessarily reflect the magnitude of sexual abuse that takes place among children. Thus, data from the Jamaica Office of the Children's Registry (OCR), the Jamaica Constabulary Force, and hospital records (through its Injury Surveillance System) are usually different. The study 'Crime and Violence' noted that from January to December 2013, 814 cases of rape were reported to the JCF. In the same year, for the months January to September, the injury surveillance system of the Ministry of Health recorded that 1,225 cases of sexual assault were treated at public hospitals in the country (Harriot and Jones 2016: 31 – 32). By comparison, in 2014, the number cases reported to the OCR was 3,806 (OCR 2017: 12). The disparities in reporting figures could be due to differences in data collection capabilities, victim's access to reporting mechanisms, as a result of impunity, and lack of trust on the part of victims on the justice system, or it could reflect victims' willingness to report abuse to certain agencies.

Discriminatory gender power dynamics and their impacts on vulnerable groups is also a major concern. Vulnerable groups, defined as "individuals or groups who may be exposed to exploitation, discrimination and violence based on age, ill-health, minority status such as disability or sexual orientation, or their



otherwise disempowered position in society through poverty or remote geographical location” (National Strategic Action Plan to Eliminate Gender-Based Violence (NSAP-GBV) in Jamaica 2017-2027: 17).

Whilst there is limited data, it is recognised globally, that the human rights of vulnerable groups tend to be significantly violated at the state level including through laws and policies and based on cultural or religious norms. Vulnerable groups tend to also experience higher risk of poverty and are generally socially excluded. The Jamaica NSAP – GBV recognises that unequal gender power relations are shaped by discrimination and other societal norms and practices. Thus, it is believed that vulnerable groups such as children, persons with disability, rural women, lesbian, gay, bisexual, and transgender (LGBT) are being impacted differentially by GBV in Jamaica. Guided by the NSAP-GBV, the Jamaica SI recognises the need to address the discriminatory gender power dynamics within families that impact women and girls within this group.

Whilst the data above may only reflect information submitted to official reports, the issues of IPV, violent physical abuse of children and child sexual abuse are urgent and pressing problems that must be addressed in an intersectional, multi-sectoral and coordinated way.

Jamaica is a signatory to seven of the nine core international human rights instruments and has also passed local legislation to complement the rights and protections offered by these international conventions. Some of these include the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), the Convention on the Rights of the Child, the Convention on the Rights of Persons with Disabilities. It is clear that Jamaica has made some progress in fulfilling its obligations under these instruments and has also adopted and/or amended legislation to address the prevalence of gender-based violence, such as the Domestic Violence Act, the Child Care and Protection Act; and the Sexual Offences Act. The government also approved the National Policy for Gender Equality (NPGE) in 2011. The NPGE has as its main goal, the reduction of all forms of gendered discrimination in order to promote gender equality.

Notwithstanding progress made in advancing gender equality and women’s and girls’ empowerment, gender discrimination, including its worst manifestation and forms, such as **violence against women and girls, continue to adversely impact all the dimensions of sustainable development in Jamaica.** Though the Charter of Rights and Freedoms in the Jamaican Constitution also grants explicit protection against discrimination based on being male or female, its effectiveness is however yet to be fully realised. Therefore, gender discrimination remains a threat to the human rights of women and girls in Jamaica.

Many of the abovementioned laws, policies, and agreements do address aspects of family violence in Jamaica. However, based on the country data presented earlier, it would appear that Jamaica needs to go beyond public spaces and into the homes to address the violence that disproportionately affects women and girls. Although there are laws and policy frameworks to address aspects of family violence in Jamaica, the increasingly high level of violence within the homes and the resultant societal impact, requires a coordinated, multi-pronged approach.

## **Issues of Family Violence in the context of Spotlight Initiative’s Outcomes**

### **Pillar 1 – Legislative and Policy Framework**

Jamaica has a strong local legislative and policy framework<sup>7</sup>, which provides the enabling environment in which key issues relating to family violence and gender-based violence can be addressed. However,

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<sup>7</sup> Including a wide array of local laws and signatory to a variety of international legal instruments including CEDAW (1979), Convention of the Rights of the child (1990); The UN Declaration on the Elimination of Violence against Women (1993); The Inter-American Convention on the Prevention, Punishment, and Eradication of VAW (1994); International Convention on the rights of Persons with Disabilities (2006), The 2030 Agenda for the SDGs.

implementation is lagging behind and there still remain significant legislative and regulatory gaps with regards to safeguards for women and girls. Therefore, the high incidence of violence against women and children, especially girls remains a major obstacle to the achievement of gender equality, the empowerment of women, and national development.

The key features of the legislative and policy framework and its implementation include that:

1. The Jamaican law grants equal rights for both women and men, and there is no clear discrimination against women and girls. The Charter of Rights and Freedoms in the Jamaican Constitution, for example grants explicit protection against discrimination based on sex. Laws such as the Sexual Offences Act 2009, provide equal protection for boys and girls.
2. Jamaica has adopted the following policies and plan, such as: National Policy on Gender Equality (NPGE), 2011; National Strategic Action Plan to Eliminate Gender-based Violence (2017 - 2027) (NSAP-GBV), and the National Plan of Action for an Integrated Response to Children and Violence, 2018-2022. Despite the approval of these policies, violence against women and children remains widespread. For instance, actions by judicial and law enforcement agencies/individuals are at times not based on legislation or policy guidelines and tend to be discriminatory in their application of justice and law. Significant victim-blaming still occurs and are reflected in the courts. Recent newspaper reports point to sexual and gender-based crimes being either dismissed or perpetrators given light sentences. The effect is that it makes survivors feel fearful, unprotected and at risk of further violence.
3. The Child Care and Protection Act (2004) provides legislative protection against the sexual abuse of children. The Act makes it mandatory for Jamaicans to report suspected or known acts of child abuse (including — but not limited to — sexual abuse). This has brought the high incidence of abuse of children, especially the disproportionately high incidence of sexual abuse of the girl-child, to the fore.
4. The Domestic Violence Act (1994, amended in 2004) provides redress and protection to persons affected by domestic violence. **However, domestic violence is not defined in the Act. It is believed that this omission can lead to uncertainty in the interpretation of crime statistics.** Further, the Act does not distinguish intimate partner violence (IPV) from general intra-family violence, a key feature of family violence in Jamaica (Women's Health Survey 2016).
5. The Sexual Offences Act (2011) created new sexual offences for the protection of women and girls (and boys and men). These include the criminalization of sexual touching, sexual grooming, and procuring a minor for sex. The Sexual Offences Act also created the offence of *Grievous Sexual Assault*, which includes non-consensual sexual acts, including touching, anal and oral sex. In the Act, the age of consent is recognized as 16 years for both boys and girls. Incest is also recognized as gender-neutral in the Act.
6. Acts passed to address child pornography and child prostitution respectively were the: Trafficking in Persons (Prevention, Suppression and Punishment) Act in 2009 and the Child Pornography (Prevention) Act.
7. The sexual and reproductive rights of minority groups such as sex workers and those who identify as LGBTQI are not legally recognized, with prostitution remaining illegal. These groups therefore continue to face multiple systems of oppression that are simultaneously embedded in the Jamaican legal, socio-economic, health, and education infrastructures. Further, except for grievous sexual assault and sexual grooming, none of the offences under Sexual Offences Act (2009) apply to same-sex violations.

While the Child Care and Protection Act (CCPA) and other legislation have been enacted, there are areas regarding children in general and violence against children, where the Act either gives insufficient authority

(administration) or it is not enforced (enforcement). Revisions to many of the laws and policies related to violence against women and children are in order, as they currently act as impediments to transformation and improved service delivery to victims of violence.

Steps have been taken in this regard. In 2016, a Joint Select Committee (JSC) was established to review four key pieces of legislation, which provide protection for women, children, and other vulnerable groups from violence and abuse. These were **a) The Sexual Offences Act, b) The Offences Against the Person Act, c) The Domestic Violence Act, and d) The Child Care and Protection Action Act**. The focus of this review was on the offences and penalties under the law with respect to the murder of pregnant women, assault of women, children and the elderly, sexual offences against women, children and the elder, and other violence against these groups. In response to submissions from civil society, faith-based organisations, UN organisations, and government agencies, the JSC made wide-ranging recommendations for effective protection and the better administration of justice under these laws. Among these recommendations were:

- Expanding the aggravating circumstances for assaults that would carry mandatory sentences. It is now recommended that known or visible pregnancy of the victim be one such circumstance.
- That the marital rape exceptions be removed, and once a woman has withheld consent it is rape, whether or not this takes place in marriage
- That an offence of 'Predatory Sexual Assault' should be created to protect children under 12 years and someone with a mental disorder from the actions of adults. This new offence would carry a maximum penalty of life imprisonment.
- Expansion of the range of offences for which in camera hearings are held in an attempt to protect victims of sexual offences
- Actions to make the Sex Offenders registry system more comprehensive and more effective
- Increases in the penalties for offences against children and for aggravated assaults against women, children, the elderly, and persons with disabilities.

With respect to the Domestic Violence Act (DVA), the JSC acknowledged that the available remedies for victims were inadequately enforced, and that victims had no immediate relief if Orders made under this act were being breached. The Committee recommendation that the Act be revised to carry a specific definition of DV and that the categories of persons who can apply for a Protection Order on behalf of a victim of abuse be expanded. Despite making these recommendations, the JSC felt that the DVA needed a dedicated Joint Select Committee of Parliament to consider comprehensive changes. It recommended that such a Committee be established.

## **Pillar 2 - Strengthening Institutions**

While some progress has been made with the tabling of some recommendations for enhancing the DVA, there is still work to be done to ensure that the recommendations are taken forward to actual legislative review. In addition, some recommendation, such as sexual offences against a child should be considered by a judge only (removing the jury element), were not accepted, and hence there is need for continued advocacy around these issues. Most importantly, strong advocacy is needed to push for the establishment of the Joint Select Committee on the DVA, and technical support to prepare submissions to the Committee once established.

The Government of Jamaica has demonstrated its desire to provide an institutional framework for the implementation of the laws, policies, and interventions to eliminate family violence in all its forms. While progress has been made in terms of institutional support to respond to intimate partner violence and girl-

child sexual abuse and the provisioning of high quality SRH services, the allocation of resources to implement the above-mentioned laws, regulations, policies and interventions, have been sparse. There is no standardised data that provides information on how much the Government of Jamaica allocates to the EVAWG. Furthermore, institutional and staff capacity and accountability mechanisms remain weak. There remains insufficient awareness and training among judges, prosecutors, police officers and health professionals on the root causes and consequences of violence against women and girls. Key issues for consideration include:

1. **Slow pace of prioritization and integration of gender equality and family violence into annual plans and budgets of all ministries, departments, and agencies (MDAs)** at the national and local levels, as provided for in key documents such as the NSAP-GBV, the National Action Plan on Violence Against Children. The key institutions that would need to mainstream gender equality and family violence at the institutional-planning level include: Ministry of Education, Youth and Information, Ministry of Justice, the police, Ministry of Sports, Gender, and Culture.
2. Gaps in legal literacy and capacity of MDAs and sub-national agencies to engage in participatory planning and gender-responsive budgeting, and to implement legislation and services relating specifically to family violence. The UN Joint Global Programme/Guidance Tool identifies essential services to be provided to all women and girls who have experienced GBV.
3. The **lack of multi-sectoral mechanisms**, with linkages to CSOs for collaborative implementation and accountability for family violence hinders implementation. There is also weak implementation of rights-based approaches and inefficiencies in programming and implementation of gender-responsive interventions for access to justice, SRH and children's rights. Also, there is a lack of integrated engagement of specialists and multidisciplinary teams, such as health care providers, police and social workers/psychologists, prosecutors, and victim advocates working together as a joined-up team to safeguard the dignity and wellbeing of survivors and victims of family.

**The Bureau of Gender Affairs** is the body designated to coordinate and implement measures to achieve gender equality in Jamaica. Now a Division of the Ministry of Culture, Gender, Entertainment and Sport (MCGES), the **BGA has limited autonomy and significant resource limitations in carrying out its portfolio responsibilities**. These concerns have been subject of review in the past, and there are initiatives to help develop the capacity of the BGA (including work by UN Women). However, there is still need for on-going capacity building and support, particularly as more initiatives to achieve gender equality are brought onboard, stretching the already tight capacity of the organisation.

4. **National and citizen security policies and programmes have traditionally excluded a focus on VAWG** and have instead only emphasised organized crime, drug interdiction, human trafficking, violent crime and public safety. Failure to make a clear link between generalised crime and VAWG has reinforced the idea that VAWG, including family violence is a private issue. This has also meant that efforts to eliminate VAWG have not directly benefitted from the resources allocated to national and citizen security programming through initiatives such as the Zones of Special Operation (ZOSO).<sup>8</sup>

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<sup>8</sup> Zones of Special Operation (ZOSO) are high-crime areas so designated to allow the GOJ to undertake specific activities to address crime as provided for under the Zones of Special Operations Act (2017). Among the provisions of the Act is the establishment of a Social Intervention Committee to oversee the human and social capacity building activities in these communities/areas.

5. Further, there is a critical need to strengthen inter-sectoral coordination within and between government institutions and with CSO actors, in order to harmonize gender-responsive Standard Operating Procedures (SOPs).
6. Limited technical capacity within CSOs has hindered the effective integration of gender equality and VAWG principles in their programmes, processes, and activities. There is also a limited number of CSOs in rural Jamaica that provides gender responsive programmes. Thus, women and girls in rural areas lack representation. This lack of CSO representation in rural Jamaica, along with weak governmental support has resulted in women and girls in these areas being left even farther behind. Given that capacity building for duty bearers is fragmented, ad hoc and uncoordinated, activities and programming (both among CSOs and between CSOs and government) are often misaligned, resulting in duplication of efforts and services to victims and survivors of family violence.

The SI in Jamaica provides the opportunity to support the strengthening of national and sub-national institutions, empowering them to deliver integrated, coordinated, high quality, evidence-based and sustained programmes to address family violence. More specifically, the benefits to be realized through implementation of this outcome (Pillar 2) include:

- Improved capacity of all relevant government agencies, CSOs, in the designing, planning and implementation of programmes that address family violence, and in eliminating violence in all its forms in Jamaica including the application of gender responsive budgeting.
- Improved multi-sectoral coordination for the implementation of the NSAP-GBV
- Local Development Plans and programmes address Family Violence through the mainstreaming of VAWG and FV considerations in all activities being planned at the local level across stakeholder agencies.
- That all institutional policies, procedures, regulations, protocols and guidelines that inform the operation of the criminal justice agencies to promote gender equality, do not perpetuate tolerance for gender stereotyping and inequality.
- The integration of efforts to eliminate VAWG, including FV with national and citizen security policy and programming, thereby benefiting from the resources allocated to the generalised fight against crime
- Integrate VAWG in the pre-service training curriculum of first line health responders, teachers and school administrators

### **Pillar 3 - Prevention and Social Norms**

In Jamaica, harmful social norms, attitudes, behaviours, and practices, particularly discriminatory gender norms and inequitable power relations between women and men, are root causes of family violence in Jamaica. The patriarchal system in Jamaica holds values, beliefs and practices that privilege men and their normative roles in society over those of women. In this context, violence is accepted as an integral part of normal gender relations. These normalized beliefs and practices also engender a culture of impunity for family violence. The concept of male power within the home remains a major driver for intimate partner violence in Jamaica. Over 70% of women in Jamaica believe that the man is the head of the household, which speaks to normative ideas about gender roles and gender power imbalances. This informs what persons come to identify as acceptable behaviours from the male partners and how women exercise or not exercise agency within the home – which lead to violence. This culture of violence within families often results in generational violence, as children who observe their mothers being beaten are more likely to be perpetrators themselves or victims of IPV and other violent behaviour.

Exposure to violence starts very early in life – as toddlers learn to walk and talk and explore their new world. Data show that caregivers use violent discipline to punish children at very early stages of their lives – between the tender ages of two and four – more than older children. Violent discipline at home is by far the most common form of violence experienced by Jamaican children. Eight out of ten Jamaican children under age 15 are subjected to violent methods of discipline at home, which include psychological aggression and corporal punishment (MICS,2011). This problem is manifested in a broader way in the general culture of violence that exists in the wider society. Many of the issues relating to family violence are grounded in stereotypes and social norms that see violence and corporal punishment as an appropriate response to day-to-day issues throughout the life cycle. Overall tolerance of violent discipline within the household mainly towards both women and children which is prevalent in the region is also linked to these historical factors which condone and reinforce violence in familial and intimate partner relationships.

Women and girls who are facing multiple and intersecting forms of discrimination often experience heightened forms of violence directed against them. These include young women and girls with disabilities, women and girls living with HIV, sex workers, and members of the LGBTQI community.

The prevention of family violence cannot be addressed in isolation of the broad social context in which it is nurtured and maintained. As such, the SI will facilitate the strengthening of strategies to address root causes, drivers, and triggers of family violence, promoting gender equality, positive social norms, attitude, and behaviours changes, and the promotion of the human rights of women and girls. **These strategies will take a multi-sectoral and whole of community approach and will be broad enough to protect all women and girls in Jamaica.** In keeping with the principle of leaving no one behind, the initiative will pay particular attention to the most vulnerable adolescent girls and members of the LGBTQI community, among others.

**Efforts aimed at preventing violence against women and girls in the Jamaica have been fragmented with limited investment in and analysis of successful strategies, methodologies, and coordinated approaches.** Approaches to prevention are seldom sustained over periods of time necessary to facilitate behavioural change and are seldom subject to rigorous monitoring and evaluation. The Jamaica SI will address this through its multi-sector approach. Further, the initiative recognises that stopping violence at its source requires intervening at the earliest possible time and identifying wider opportunities to challenge and change attitudes and behaviours that underpin family violence. In order to create and implement effective, comprehensive, and sustainable strategies to prevent family violence, the SI will ensure the participation of all relevant agencies from design, through implementation and monitoring and evaluation.

#### **Pillar 4 - Delivery of Quality, Essential Services**

There is an urgent need for quality, accessible and affordable services for survivors of family violence in Jamaica. In 2017, 450 cases of rape were reported to the Jamaica Constabulary Force with a clear up rate of 39.6%. The clear-up rate does not in any way reflect crimes committed in the same year and could include cases from many years prior (PIOJ, 2018). Similarly, there were 310 arrests for rape, but these may not relate to crimes committed during the year. The disparities are cause for concern and an indication that survivors are not receiving the prompt services required.

The Victim Services Division (VSD) which offers services including counselling and emotional and court support to victims of crime indicated that in 2017, **sex related offences (19.0%) ranked high** among the main offences for which clients sought services. Additionally, **6.3% of persons sought assistance for domestic violence.** Other offences include murder (10.4%); behavioural problems (8.8%); assault (6.8%); wounding (3.8%) and 'other' (44.9%). Of the new clients who sought services from the VSD in 2017, 71.4% were female.

Despite surveys that show high levels of intimate partner violence, there is limited official data on IPV and there is currently no systematic process in place to collect this data. The Women's Health Survey 2016

indicate that 66% of women affected by physical and sexual violence do not seek help from the formal service system. Of those who do, 32% of them sought help from the police and 12% from health services.

**There is a need to increase accessibility, availability, and affordability of quality, coordinated services to victims and survivors of family violence.** Health service providers are not adequately trained in how to identify victims of GBV and there are insufficient protocols with regards to the medical management of these victims. There is no referral pathway in primary health care facilities, as such, there are no national protocols for health care providers to follow, that would ensure an integrated approach to the delivery of high-quality services. As a result, health care providers (and first responders) operate in silos and are left to their own judgment, which is often tainted with personal biases and discriminatory beliefs.

**There is also a lack of standard operating procedures (SOPs) and a formal referral pathway for victims and survivors of family violence.** Where referral mechanisms exist, they are often inoperative and underfunded at the sub-national level, and ineffective in ensuring a continuum of support for survivors of violence. Current<sup>1</sup> protection mechanisms in Jamaica, such as victim support and legal support services are fragmented, often creating parallel and duplicated mechanisms for survivors with insufficient integration of multi-sector guidelines as set out in the NSAP-GBV. The Children's Registry offers a hotline for reporting child abuse, but there is no seamless linkage between the Registry hotline and the Jamaica Constabulary Force – again, standard operating procedures are not enforced.

**In Jamaica, there are not enough safe spaces for victims and survivors of GBV, including shelters. This is especially so in rural areas.** Furthermore, the only shelter in Kingston, operated by a NGO, does not permit children to refuge with their mothers, thereby exposing them to continued abuse. The shelter does not provide comprehensive long-term recovery support for survivors of IPV and safe spaces are limited to 14 – 21 days for adult women only and there are also access issues. There are criteria for admittance such as the woman must have a fixed address for transitioning and interviews for access only occurs Monday to Fridays between 8 am and 5 pm. Therefore, any incident of violence outside of those hours and days will not be accommodated and are referred to police. Additionally, there are also inadequate safety nets for adolescent girls. For example, the PATH programme does not extend cash transfers to adolescent girls who are mothers, because they are minors.

There is also **a lack of child-friendly court system for survivors and victims of sexual abuse.** The court system requires that an adult caregiver must accompany the minor to court. In instances where the adults are not supportive of the process, they may not take the minor to court. In such instances, cases are put off and very little follow up done to ascertain the reasons children do not turn up. Routinely, cases of girl-child sexual abuse take up to two years before it goes to trial.

Under this outcome, efforts will be collaborated and coordinated with the efforts under other outcomes to develop appropriate legislation, policies, data collection, policy and procedures, and institutional capacity building to ensure appropriate treatment of children/adolescent survivors of family violence and to deliver a high quality, comprehensive and integrated care package that considers the various points of contact along the continuum of care.

Additionally, **an Essential Services Package (ESP) will be adapted that is culturally relevant and appropriate to the Jamaica** context and aligned to both the Jamaica National Strategic Action Plan to Eliminate Gender-based Violence (NSAP-GBV) and the National Plan of Action for an Integrated Response to Children and Violence (NPACV).

## **Pillar 5 - Data Availability and Capacities**

It is well established that official sexual violence records do not necessarily reflect the magnitude of sexual abuse that takes place among children. Thus, data from the Jamaica Office of the Children's Registry (OCR), the Jamaica Constabulary Force, and hospital records (through its Injury Surveillance System) are usually different.



Tracking and monitoring family violence, including violence against women and girls, requires robust data. A 2015 UN Women assessment of the capacity of the Jamaican national statistical system's capacity to produce, analyse and disseminate gender statistics (including both survey and administrative data) revealed some challenges. With respect to the capacity of the Statistical Institute of Jamaica (STATIN), the assessment revealed a number of gaps: 1) a need for additional staff to support data processing and analysis, 2) a need to upgrade and improve data collection methodologies in various types of surveys and 3) financial constraints which limit STATIN's capacity in the use of the limited range of software licenses.<sup>9</sup> Weaknesses in the capacity of data producers in the national statistical system (aside from STATIN) were also noted. For example, in terms of the administrative data requirements, which is significantly health related, Jamaica has a well-established Health Information Unit which is attached to the Ministry of Health. There has however, been expression of concern about the data that is provided to the Health Information Unit from its various sources and consequently the quality of data provided by the HIU. In summary, challenges persist in terms of staffing, training and funding for technological upgrades in the Jamaican national statistical system.

Since 2015 when the abovementioned assessment was undertaken, the UN system in partnership with other donors and development partners, have addressed some of these challenges. STATIN, with technical and financial support from UN Women and the IDB, fielded the Women's Health Survey in 2016, which produced national prevalence data on violence against women.

Administrative data is being produced through the Jamaica Crime Observatory, the Jamaica Injury Surveillance System, and the National Children's Registry. However, efforts to include coverage of VAWG in these three systems are necessary. What the abovementioned also reveals is a dire need for coherence in data collection, production, data sharing and analysis, generally and with respect to data on VAWG, among key data producers in the national statistical system, specifically in the health, justice, police and social services sectors.

The SI will contribute to addressing the significant institutional capacity challenges that prevent data production and analysis; while supporting the analysis and dissemination of existing data to inform programme and policy development and implementation.

Further, the SI will support the establishment of legally enforceable minimum standards and protocols for the management of VAWG administrative data. A minimum data set on administrative VAWG will be a key output of this initiative, with the proposed minimum standards and protocols providing an overall guiding technical, operational and ethical framework. This creates a critical link to Outcome 1 of the SI on laws and policies.

While administrative data provides information to track the number of new cases or occurrences over a time period, it cannot be used to measure prevalence. Jamaica has produced data on the prevalence of VAWG through the conduct of the Women's Health Survey, 2016. Further analysis of the survey dataset in order to produce information beyond what is currently publicly available, is necessary to advance programme and policy development and implementation of the NSAP-GBV. The focus will be on analysis and dissemination of VAWG prevalence data to enable robust monitoring and reporting of the SDG target 5.2 indicators as well as SDG 16 target 16.2 (16.2 End abuse, exploitation, trafficking and all forms of violence against and torture of children).

Qualitative analysis and research will be undertaken on the experiences of violence of marginalised and "at risk" groups of women such as women with disabilities, adolescent and young women, women who have been pregnant, and girls who may suffer multiple and intersecting forms of discrimination. This builds on recommendations from a series of five national user-producer dialogues held from September 11- October 11, 2018 in Kingston on the results of the 2016 Women's Health Survey. The user-producer dialogues were

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<sup>9</sup> Colin Williams for UN Women MCO-Caribbean "National Capacity Assessment Report: Gender Equality Indicators Model," (Unpublished), November 2015



designed to align with Pillars 1, 2 and 3 of the NSAP-GBV (Prevention, Protection and Investigation, Prosecution and Enforcement of Court Orders). The results of the qualitative research are intended to provide information to support the implementation of the NSAP-GBV including these three pillars.

The limited capacities of the civil society sector in the collection analysis of data is well known and is addressed in the Spotlight Initiative through training and capacity building.

## **Pillar 6 - Supporting the Women's Movement**

Historically, the women's movement in Jamaica has been the driving force in advancing the legislative and policy agenda around Gender Equality and Women's Empowerment (GEWE) in Jamaica. Women have also been at the forefront of influencing and shaping a Caribbean feminist agenda and Caribbean feminist thought which evolved from the unique post- and neo-colonial experiences and identities of Caribbean women.

For the last thirty years critical service provision for those affected by FV, in particular survivors of DV and IPV has been maintained exclusively by CSOs without significant support of the state or private sector – the crisis hotline and the only operational shelter in Jamaica being the most obvious examples. The SI must therefore learn from these survival mechanisms and scale up these initiatives and others, which have been carried single-handedly by the CSO sector at the same time. Whilst the State has supported some women's organizations through monthly subventions and office space and almost fully funds the only service organization supporting teenage mothers who have had to leave the formal school system, in general, state support to women's organizations has been episodic and constrained by fiscal challenges.

For many CSOs in Jamaica limited funding and operational capacity (resource mobilization, human resources) severely constrain their capacity to execute an effective social accountability role. With regards to CSOs in particular, there are gaps in the services they provide due to weak institutional infrastructure caused by insufficient capital, limited human resources, inadequate technical expertise, no comprehensive knowledge of issues, harmful hetero-normative beliefs systems and behaviour patterns that have been normalized, have feed into the institutional culture and practices of CSOs, among others. Further, there is a critical need to strengthen inter-sectoral coordination within and between institutions and with CSO actors, in order to harmonize gender-responsive Standard Operating Procedures (SOPs).

Weak institutional capacity of CSOs has hindered them from effectively integrating gender equality and VAWG principles in their programmes, processes and activities. Most CSOs are headquartered in urban areas, particularly cities and this has resulted in a lack of representation and outreach for women and girls living in these communities. This lack of CSO representation along with weak governmental support has resulted in women and girls in these areas being left even farther behind. Given that capacity building for duty bearers is fragmented, ad hoc and uncoordinated, activities and programming (both among CSOs and between CSOs and government) are often misaligned, resulting in duplication/waste and substandard services to victims and survivors of family violence.

Engagement varies significantly within the women's movement in Jamaica depending on thematic and generational entry points. This has led to some break down in collaborative work. Many young women and men are not aware of the history of the Caribbean women's movement. And for many young women and men who do seek to engage, they have spoken of exclusionary practices that seem not to recognize and value what they bring to the movement. Therefore, it is necessary to create an enabling environment that defines and communicates the core values and goals of the movement as a whole; that facilitates the letting go of preconceptions and misconceptions across the generations; and that builds mutually beneficial intergenerational partnerships for activism.

The women's movement is not monolithic. In keeping with the principle of leaving no one behind and reaching the furthest behind first, movement building requires the involvement and inclusion of marginalized groups. What is therefore necessary is determining what are the barriers to inclusion and participation or

what has prevented inclusion and participation to date. Barriers may range from the power dynamics and internalized stereotypes to ageism or generalizations about different age groups. Despite the enthusiasm, participation and capacity demonstrated by young women and some young men in a new activism, the women's movement faces a significant challenge related to succession planning, inter- and multigenerational activism and intersectional organizing. Without these the movement will not stay relevant, nor will it address leadership gaps and transitions in order to maintain its relevance and ensure its longevity. Addressing generational issues, interests and priorities and creating space for multigenerational organizing can refocus the movement in that the space is reshaped to allow for shared learning as well as for building mutual trust and respect.

In the face of rising conservatism and a backlash against women's rights and gender equality, there is need to provide the civic and women's movements with safe spaces in which to work to end violence against women and girls. On the other hand, this pushback provides the opportunity for the movement to work with other 'like-minded' entities and support the new wave of men organizing independently and in partnership with women to address violence against women and girls.

### III. Programme Strategy

#### Vision and Impact

The vision of the Jamaica Spotlight Initiative is that the rights of women and girls to live free from violence are protected, promoted, and upheld. The impact that the SI will work towards achieving is that all women and girls, particularly those who are most vulnerable, live a life free from violence and harmful practices.

#### Broad Objectives

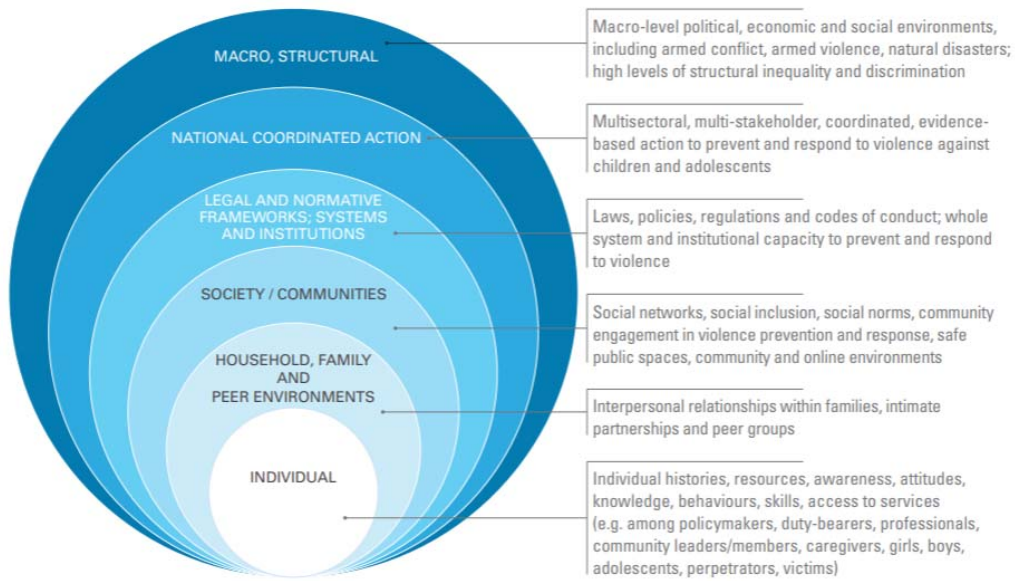
The main objectives are:

1. To contribute to the reduction of family violence against women and girls and
2. To improve access for women and girls to essential, safe, adequate, integrated gender-responsive services

#### Strategic Approaches

Family violence (FV) is a manifestation of gender inequality, created through unequal gender power relations, which overlap with harmful masculine stereotypes. In addressing family violence, Jamaica will come face to face with powerful cultural family constructs and internal and external conflicts about the meaning of violence within the bounds of households, primary relationships, and intimate partners. As such, the approach will be guided by the **ecological theory** that underpins the connections between family and society. The ecological model is seen as the best framework within which to address the causes, consequences, and response to family violence in Jamaica

**Figure 5: Ecological Model**



Source: Adapted from UNICEF Office of Research–Innocenti, ‘Understanding Children’s Experiences of Violence in Peru: Evidence from Young Lives’, p. 14. [www.unicef-irc.org/publications/pdf/IWP\\_2016\\_17.pdf](http://www.unicef-irc.org/publications/pdf/IWP_2016_17.pdf)

Ecological models offer a broad-based conceptualization that considers the complex interactions among individual, family, community, and societal risk factors in the occurrence of family violence. Thus, when considering family violence, one has to bear in mind that the individual, family, community, and societal factors can significantly influence the increase or decrease of the risk for violence against women and girls.

The approach will also be guided by the core principle of the 2030 Agenda for Sustainable Development – **Leaving No One Behind**. It will thus take an **intersectional approach** that will ensure that interventions address key intersecting social factors such as socio-economic status, age, sexual orientation, health, educational and disabilities status. This will ensure that those most affected by family violence are targeted. As violence against women and girls is a human rights violation, the programme will also adopt a human rights-based approach focused on building the capacities of duty bearers and rights holders.

Violence is an all-of-society issue and as such, this comprehensive response will be multifaceted, multi-layered, interlinked, and survivor-centred. A **survivor-centred approach** is fundamental to the protection and promotion of the human rights of women and girls affected by violence. It will take an all-of-government approach and a community approach; it will accelerate CSOs, women’s movements and vulnerable social groups and the media to become more effective partners in ending FV. Family violence will be treated as a public emergency, thus removing it from secrecy and from the inaccurate belief that it is a private matter that should not be intervened with publicly. However, the Spotlight Initiative in Jamaica and the prevention and service delivery programme interventions in particular will be guided also by the **“Do no Harm” principle**, ensuring that women and girls, particularly those facing multiple forms of discrimination will not be exposed to any form of risk.

The strategic direction of the SI in Jamaica will be to address FV using a **life-cycle approach**. This means preventing and intervening with populations across the lifespan - from early childhood, to addressing the unique vulnerabilities of youth, to supporting adults and seniors. The life-cycle approach is being used in recognition that it is necessary to break the normalization and acceptance of violence, which, in Jamaica, starts very early in life and continues throughout adulthood. The life-cycle approach will also inform the sexual and reproductive health (SRH) needs and concerns of women and girls at different stages of their lives, especially for women and girls facing multiple, intersecting forms of discrimination. This approach

seeks to address the problem from its inception, as FV starts very early in children's lives, which is when the normalization process begins, and is carried throughout their entire life where violence becomes a solution to day-to-day issues. The SI in Jamaica will also address deep-rooted and complex gender roles and stereotypes to empower the Jamaican society to confront social norms and behaviours that accepts violence against women and girls.

As such, efforts will be **made to engage men and boys**. The Programme will seek to build synergies around community-based and other traditional youth networks, engaging everyone to become active partners in ending family violence.

The Jamaica SI adapts the key assumptions of the Jamaica National Strategic Action Plan-GBV are that:

- Family Violence inhibits women's and girl's ability to realize full and equal citizenship, economic opportunities and health outcomes, including increased risk of HIV, sexual and reproductive ill-health.
- The experience of GBV, whether early in life, in adolescence, or as an adult, can severely constrain an individual's ability to fully participate in political processes, earn a living, and enjoy good health.
- The roots of family violence are based on historically unequal relations of power and discrimination within the Jamaican society that reinforces subordinate roles within the household.
- The experiences of vulnerable groups are often marginalised or ignored because of discriminatory cultural and religious beliefs, norms and practices.
- Preventing and responding to GBV is a social responsibility for all, thus a multi-sectoral response is essential.

### Priority Areas

To that end, the priority areas in Family Violence that will be addressed for the Jamaica SI are:

1. Child Sexual Abuse
2. Intimate Partner Violence
3. Discrimination against vulnerable groups

#### a. Child Sexual Abuse

Jamaica is among countries in Latin America and the Caribbean with the highest reported incidences of girl-child sexual abuse at 11%. The closest other Caribbean country is Haiti at 10%. The incidence rate is more than five times that of Paraguay (2%) and more than three times that of Columbia and Guatemala (both are 3%). (UNICEF, Jamaica 2019).

The parishes of St. Catherine, Kingston and St. Andrew and, Clarendon recorded the highest numbers of sexual assaults in 2017 at 180, 151 and 119 respectively.

**Figure 6: Child Sexual Assaults by Parish (2017)**



Source: UNICEF Jamaica 2019: Sexual Violence Against Girls

The 2016 Women's Health Survey indicates that one-fifth of Jamaican women reported being sexually abused as children. Among women who reported sexual violence as children, the main perpetrators were friends or acquaintances (22.9%), complete strangers (16.5%) and family members other than parents or siblings (15.9%).

The main factors fuelling child sexual abuse in Jamaica include inter alia: widespread inter-generational and transactional sex, gender disparities, harmful social norms, and a culture of silence. The Jamaica SI recognises that girl-child sexual abuse results from the unequal power relationships between men and women and adults and children and that it is the perpetrator who bears responsibility for initiating and maintaining the sexual abuse of children. The motivation for, and incidence of, girl-child sexual abuse is "found in the complex interplay between existing social structures, conventional attitudes and socialisation, in particular, the differential gender socialisation of males and females in a patriarchal society".<sup>10</sup> In interpreting girl-child sexual abuse as a power relationship, Jamaica acknowledges that the abuse is an extension of the social, economic, and political systems in which the girls live and therefore any intervention will have to take these into consideration.

Actions to address girl-child sexual abuse will address key issues including social norms, gaps in legislation, the provision of services for victims, enforcement of laws and factors that prevent or affect reporting. Civil Society Organisations' capacity will be enhanced to undertake a national campaign to generate a much better understanding of the nature and scope of the challenge, to help parents/caregivers better protect their children and for girls and women to better protect themselves.

#### b. Intimate Partner Violence

Data from 2016 indicates that more than one in every four Jamaican women aged 15 - 64 years will, over their lifetime, experience intimate partner physical and/or sexual violence. The Women's Health Survey further shows that some groups of women experience higher levels of IPV than others.

**Figure 7: National Lifetime and Current Prevalence by type of Violence and Abuse, Jamaica, 2016**

<sup>10</sup> See <https://www.secasa.com.au/pages/theories-on-why-sexual-abuse-happens/the-feminist-approach/>. Accessed November 25, 2018.



**80 % tell their friends, families and neighbours**

**Most women do not formally seek help from institutions or agencies that can provide this help.**

**Women may only seek help from the police when they are severely injured;**

- Women who are abused have poorer general health and are more likely to suffer from depression and consider suicide

Source: Women's Health Survey (2016)

This is because certain socio demographic characteristics heighten women's vulnerability. At particular risk are women with either no or only a primary level of education, women who have been pregnant and women who began cohabiting with a male partner when they were minors.

The root causes of IPV in Jamaica include gender inequality, gendered notions of power, toxic masculinities and negative gender roles and norms. Further, IPV tend to thrive in environments where children are continuously exposed to violence, either as witnesses or victims. The 2016 Women's Health Survey indicates that women whose male partners were exposed to violence in childhood had a higher rate of intimate partner violence victimization than other women. The reverse is also true – women who were exposed to childhood violence also showed a propensity to experience intimate partner violence in adulthood.

Formal support services for victims of IPV continue to be limited in Jamaica. Most women who recently experienced physical or sexual partner violence told someone about the abuse (81%), however, almost two thirds of them did not seek any help (63%). Four out of 10 women who sought help indicated that they did not receive it. Those who did get help received support mainly from family and friends. Women who were sexually abused and did not report it indicated that the main reason for not doing so was that it was "normal" and not "serious". The researchers hypothesised that this points to the "deep roots of violence (IPV) among Jamaicans".

The continuum of abuse experiences is not only a problem for individual women, it also reflects the cyclical nature of relationship violence from generation to generation in a country like Jamaica where violence is normalized and used widely for disciplining children. Many women who have faced abuse in adult relationships have come from families in which violence was prevalent. Survivors recalled, as children, witnessing their mothers being beaten and, in some cases, described being beaten or raped in front of their own children. A growing body of evidence also highlights the adverse effects of children's exposure to violence against mothers at home. This exposure to violence is also known to impact perpetration and experiences of victimization later in life.

Actions in this area will address early cohabiters, improved services for survivors, prevention of corporal punishment and IPV, addressing social norms and practices that condone violence and strengthening institutions to offer a continuum of care inclusive of prevention, treatment and care and support.

#### c. Discrimination against vulnerable groups

It is globally recognised that certain groups are more vulnerable to violence, including girls and young women from poor or rural communities, those who are or are perceived to be LGBTI, those living with disabilities, girls and women living with HIV, as well as children under the age of 15 who are exposed to



violent discipline. Anecdotal data and limited research indicate the same is true for Jamaica. The root causes of gender discrimination against vulnerable groups are believed to include: lack of protective legal framework, making these vulnerable groups targets for abuse without fear of prosecution; the criminalisation of special populations such as LGBTI persons, stigma fuelled by lack of knowledge about certain illnesses such as women living with HIV..

The above factors act as impediments to the reporting of family violence. Research suggests that members of vulnerable groups are reluctant to report abuse based on past experiences of stigmatisation and discrimination. In other instances, reporting, care and support and treatment is hampered by access to professional services or infrastructure.

The NSAP-GBV notes that women and girls with disabilities are at the “intersection of gender and disability which combine to create a distinct experience of disadvantage and discrimination.” Women and girls with disability to a large extent are excluded from many facets and treated as different, inferior, and abnormal. It is the “othering” of this particular group that makes them highly vulnerable to GBV.

Lesbian, gay, bisexual, transgender, and intersex (LGBTI) persons are at high risk of GBV, to a large extent because they represent a direct challenge to traditional gender norms and roles. Research shows that because they are unable to conform to socially sanctioned stereotypes of men and women, LGBTI persons are subject to stigma, harassment, and sexual and physical violence at the hands of family members and the wider community.

Women in rural and remote areas in Jamaica also experience family violence. However, services and legal protection are not usually accessible.

Intimate partner violence and sexual violence foster the spread of HIV and AIDS. Studies indicate that there is a strong correlation between sexual violence and HIV with some studies indicating rates up to three times higher than those who were never raped.

Actions to combat discrimination against vulnerable is crosscutting and will be permeate the entire programme.

Corporal punishment is the preferred method for disciplining children in Jamaica. The children who are most likely to be subjected to violent discipline are the youngest and the poorest. The use of severe physical punishment is five times higher among children in the poorest families than those in the wealthiest. Evidence indicates that corporal punishment stems from four interrelated factors: 1) strong belief that corporal punishment is an effective method of discipline; 2) lack of knowledge about alternative, positive ways to discipline children; 3) lack of awareness of stages of child development and age appropriate behaviour; and 4) parental stress, particularly for poor women, many of whom are either single mothers or get little economic or domestic help from their partners (National Plan of Action for an Integrated Response to Children and Violence 2018–2022).

Addressing Family Violence requires a deep understanding of the complex nature of gender equality, which includes institutional, historical, socio-economic as well as cultural factors that support and reinforce each other. The above priority areas present the clearest challenges faced by Jamaica in addressing Family Violence. It is believed that addressing the areas above will allow the country to begin the process of transforming the society into one where women and girls can live free of violence.

### **Building on Evidence and in line with National Frameworks**

The SI in Jamaica will be building on evidence. The SI will be developed around the five key priority areas reflected in the existing policy on Gender based Violence (NSAP -GBV 2017 -2027), as well as the key pillar of SI, building the women’s groups and civil society:

#### **1. Prevention**

2. Protection
3. Investigation, Prosecution and Enforcement of Court Orders
4. Enforcement of Victim's Rights to Compensation, Reparation and Redress
5. Protocols for Coordination and Data Management Systems

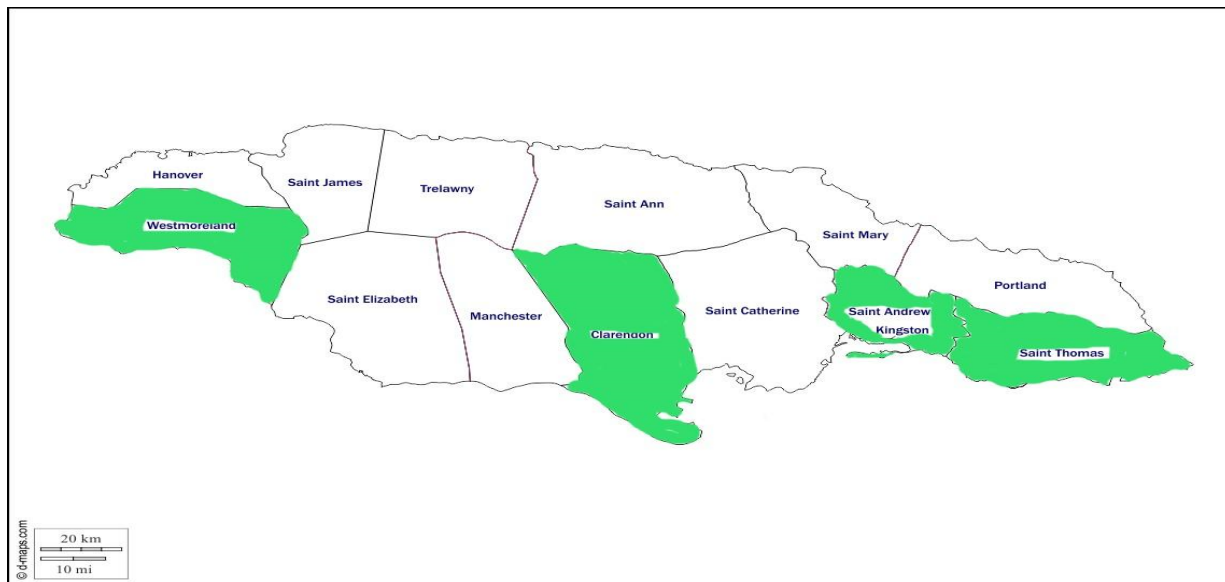
Interventions will be designed based on the relevant data available and the socio-economic, cultural, and social norms of the country. They will also take into consideration lessons learnt from previous interventions locally and regionally and the specific needs as articulated by those most impacted by violence. The SI will design activities based on the existing knowledge of “what works” to respond to and prevent family violence. Such evidence will be drawn from formal evaluations and assessments, research and studies, expert consensus and recommendations, shared practitioner experiences and the feedback of survivors. As such, the SI in Jamaica will utilize evidence-based approaches:

- **Community Mobilization:** This strategy identifies community based, grass root organizations as partners and co-creators of the initiatives. Implicit in the concept is that the community will be the locus of change in the context of individual behaviour change and the development of safety enhancing peer norms. Community mobilisation is a strategy for involving community members in the process of identifying needs and planning, carrying out and evaluating activities on a participatory and on-going basis to transform a situation. It involves introducing ideas, processes, and mechanisms within the community to raise awareness, inspire action, and support positive change. Within this context, family violence is a community problem. By working with community-based grass roots organisations, the SI shifts the responsibility of addressing and family violence and other harmful practices from a ‘government’ issue to the community.
- Support improvements in the capacity of duty bearers to respond effectively to victims and survivors of family violence in a gender-sensitive way, utilising human rights approaches that are inclusive and that honour and respect the person and his or her rights to life, justice and liberty.
- **The Jamaica SI will augment existing programmes and interventions addressing family violence and will support new interventions and scale-up existing ones.** Based on the complex and interlocking nature of family violence, the SI will take an all of society approach in order to make tangible inroads into the priority areas for intervention. A key lesson learnt from past and current interventions is that programming around gender-based violence is fragmented, disjointed and uncoordinated and involves only selected groups. This situation is untenable and will not allow the country to reach the goals of gender equality and the elimination of gender-based violence. Therefore, the SI in Jamaica will collaborate and bring into the discourse non-traditional actors, such as rural women and girls, groups representing women with HIV and disabilities, sex workers, LGBTQI networks, among others. Efforts will be made to provide mentorship to amplify their voices around family violence and their rights, based on the principle of leaving no one behind. These entities will also be invited to be part of the accountability framework.
- Finally, the Spotlight Initiative (SI) represents an opportunity to strengthen intersectional work by taking an integrated, ecological approach for understanding family violence in Jamaica; working with CSOs and other non-traditional women's groups to ensure that deep-seated structural biases that are rooted in hegemonic masculinities are addressed in the construction of laws and policies to eliminate gender-based violence; and that all women and girls are empowered to become co-creators of the legislative framework that affects them.



The SI in Jamaica will be national in scope and targeted intervention will focus on the following four parishes: **the Kingston Metropolitan Area (Kingston and St. Andrew), St. Thomas, Clarendon, and Westmoreland** – three of which are rural<sup>11</sup>.

**Figure 8: Map of Jamaica Highlight Four Target SI Parishes**

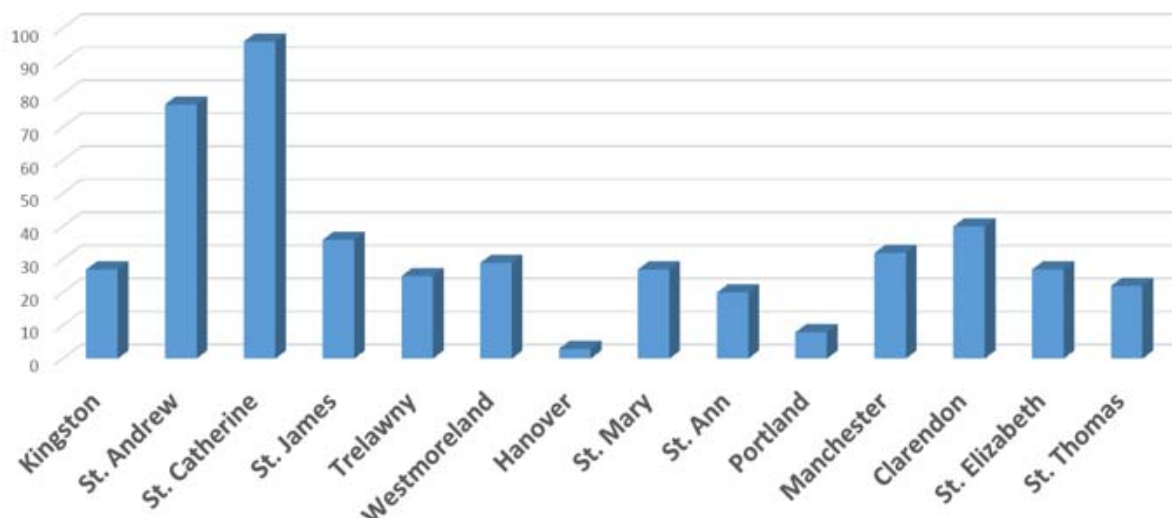


The four parishes were chosen because of the high levels of crime and because of their high population density, which provides the opportunity to maximise the impact of the SI in Jamaica. High focus is being placed on rural parishes because of the dearth of similar interventions in these communities. The selection of these parishes offers great opportunities to directly impact large numbers of women and girls that are most at risk of family violence and other harmful practices. The selection of these parishes is further justified based on the following considerations:

- The data shows the highest number of rapes and murders of women and girls take place in the KMA and Clarendon parishes.
- The four parishes together constitute approximately 41% of Jamaica's total population; therefore, creating significant impact at scale at the national level.
- All four locales face serious gaps in coverage of integrated service delivery relating to family violence.
- Consideration of the need to narrow access gaps that exist and improve coverage in rural areas (Clarendon and Westmoreland).
- Selection of parishes in Western, Central, and Eastern Jamaica allows for indirect impact in surrounding parishes as well as lessons learned for scalability.

**Figure 9: Rape Victims by Parish (2017)**

<sup>11</sup> St. Thomas, Clarendon and Westmoreland are rural parishes



Source: Economic & Social Survey, Jamaica 2017

### Target population

Family Violence is an issue that affects women and girls of every socio-economic status in Jamaica and therefore, women and girls will be central in our efforts. Following the Leaving No One Behind principle, the **SI in Jamaica will place focus on adolescent girls, women in rural area, women with low socio-economic status, as well as underserved groups, such as persons with disabilities, living with HIV, or LGBTQI.** The SI in Jamaica identified men and boys as critical elements to achieve the overall impact of the SI - all women and girls, particularly those most vulnerable, live a life free of violence and harmful practise.

**Table 3: Jamaica Spotlight Initiative Target Population**

Parish	Population (2018)
1. Kingston and St. Andrew (Kingston Metropolitan Area)	669, 773
2. Clarendon	247,702
3. St. Thomas	94,939
4. Westmoreland	145,628
TOTAL	1,158,042

Source: Statin 2018

In keeping with the commitment to provide comprehensive, integrated, coordinated and multi-sectoral services for preventing and responding to violence, the SI strategy will be to partner with a wide range of government agencies and sub-agencies including as Ministry of Culture, Gender Entertainment and Sport (MCGES), Ministry of Education, Youth and Information (MOEYI), Ministry of National Security (MNS), Ministry of Justice (MOJ), Ministry of Health and Wellness(MOHW), Ministry of Labour and Social Security (MLSS), and Planning Institute of Jamaica (PIOJ), among others. This will be augmented by strong engagement of CSOs and Faith Based Organizations (FBOs) in the design, implementation and monitoring of the SI programme. Synergies will also be created with the private sector, the media, the EU, UN agencies, and other International Development Partners (IDPs).

**Table 4: Jamaica Spotlight Initiative's Beneficiaries by Pillar**

Direct Beneficiaries	Indirect Beneficiaries									
	Girls	Women	Boys	Men	Total	Girls	Women	Boys	Men	Total
<b>Pillar 1</b>	324,229	473,489	82,123	187,325	1,067,166	342,229	1,052,198	410,613	936,627	2,723,667
<b>Pillar 2</b>	0	550	0	450	1000	342,229	1,052,198	410,613	936,627	2,723,667
<b>Pillar 3</b>	105,000	207,480	105,000	202,340	619,820	277,000	407,350	275,000	402,350	1,361,700
<b>Pillar 4<sup>12</sup></b>	4,775	14,625	500	0	19,400	195,000	390,000	191,000	382,000	1,158,000
<b>Pillar 5</b>	1,200	1,000	500	300	3,000	300,000	50,000	300,000	50,000	700,000
<b>Pillar 6</b>	100	300	100	100	600	1,500	1,000	500	500	3,500
<b>TOTAL</b>	<b>435,304</b>	<b>697,444</b>	<b>188,223</b>	<b>390,515</b>	<b>1,711,486</b>	<b>1,439,958</b>	<b>2,952,746</b>	<b>1,587,726</b>	<b>2,708,104</b>	<b>8,688,534</b>

## Overarching Theory of Change

The SI in Jamaica has the potential to be transformative in ending family violence by addressing socio-cultural norms linked to the elimination of violence against women and girls. The Theory of Change (ToC) reflects the overall change-process that the Initiative aims to achieve over the six outcome areas, while identifying and mapping back to root causes and fundamental systemic issues that sustain the problem of family violence as well as strengthening institutional capacities and accountabilities for improved responses.

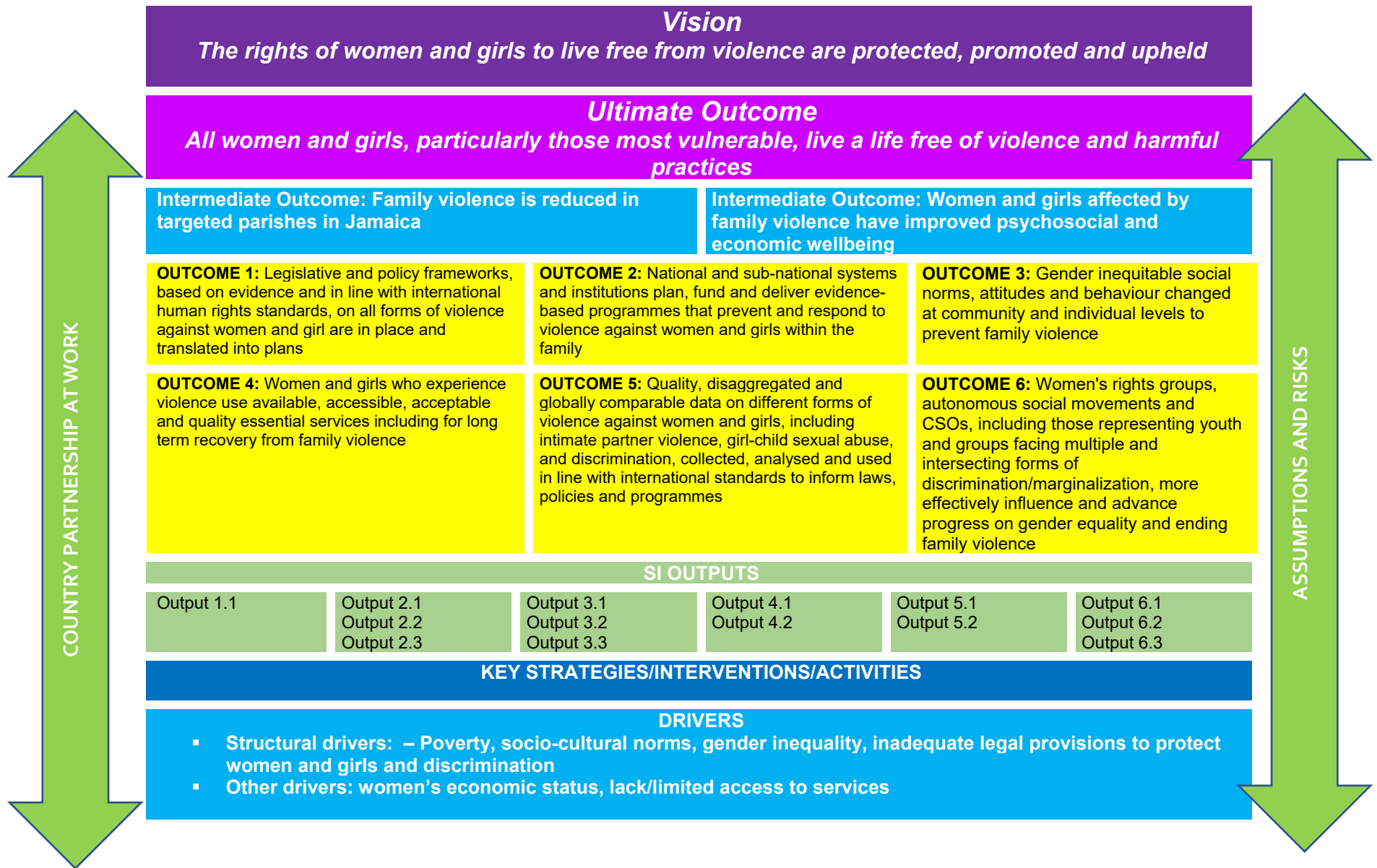
The theory of change underpinning the programme is that:

**If** (1) policy and legislative frameworks on family violence are strengthened and adopted in line with regional and international human rights standards; **if** (2) institutions and organizations that implement policies and legislation have the commitment, capacity and are accountable in meeting their obligations; **if** (3) social norms that condone stereotypes, harmful behaviours and practices, discrimination, and violence are changed for women, girls, men and boys; **if** (4) access to quality essential services, is made available to and used by persons especially affected by family violence (survivors, perpetrators of violence and children of survivors and perpetrators); **if** (5) quality, disaggregated data on family violence are collected, analysed, and used to inform laws, policies, and programmes; and **if** (6) all women and girls are empowered to know and claim their rights and their voices are included through an effective and inclusive women's movement; **then** (a) family violence including, intimate partner violence, child sexual abuse and discrimination against especially vulnerable groups will be reduced; (b) victims and survivors, including vulnerable persons, will see improvements in their psychosocial and economic well-being towards a sustainable path to recovery, empowerment and advocacy, and (c) women and girls will live free of family violence.

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<sup>12</sup> Direct Women and Men beneficiaries as well as Indirect Women and Men beneficiaries does not yet include the number of ice providers (social, health, police and justice) in the four parishes and nationally respectively

Figure 10: Theory of Change Graphic



## Outcome Statements

### Pillar 1 – Legislative and Policy Framework

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

This Outcome is associated with Pillar 1: Legislative and Policy Frameworks which is to support the Government of Jamaica (GOJ) in advancing legal reform to enhance the policy and legislative environment conducive to the elimination of family violence.

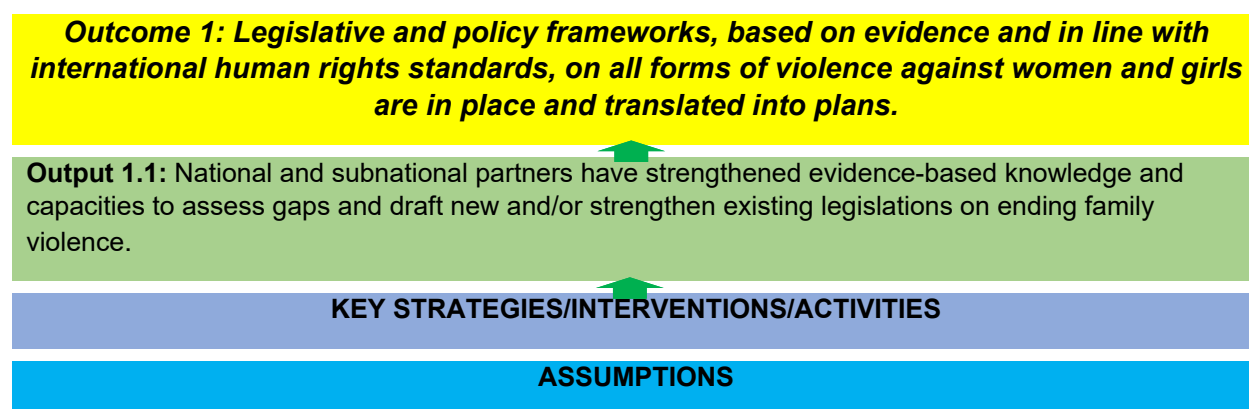
The following key outputs that will contribute to the achievement of this outcome is:

**Output 1.1:** National and subnational partners have strengthened evidence-based knowledge and capacities to assess gaps and draft new and/or strengthen existing legislations on ending family violence.

### Theory of Change

**If** (1) civil society including women's groups, community members, family violence experts are engaged in advocating for development of or reforms to laws and policies to end family violence; and **if** (2) implementation of legislations and policies is monitored; and if support is given to institutions that provide alternative models of justice; **then** (3) an enabling legislative and policy environment to respond to family violence is in place to adequately address the issues rounding family violence, **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.

**Figure 11: Theory of Change Graphic – Outcome 1**



### Scope and Scale of Support

Strategies proposed for Outcome 1 were selected based on what is realistic for the three-year implementation period considering the lengthy process for amending and or approving policies and legislation. Hence, key strategies will include advocacy for the approval of recommendations from the Report of the Joint Select Committee of Parliament on four key (4) laws (Sexual Offences Act, Offences Against the Persons Act, Domestic Violence Act, Child Care and Protection Act) as outlined in Activity 1.1.1. Other activities will build CSO's capacity to participate in legal reform related to VAWG and FV. In addition, the approval of recommendations to amend these Acts will significantly advance actions to address girl-child sexual abuse, IPV, and discrimination against vulnerable groups. The advocacy will also focus on the establishment of a Joint Select Committee on the Domestic Violence Act, which was a recommendation made by the last JSC, and technical support to prepare further submissions to the new Committee. In

addition, the SI will support the review and update of the 2011 National Policy on Gender Equality to ensure alignment with the NSAP-GBV and other relevant policies and legislation. Based on these interventions the scale of the Outcome will be national and regional.

Other key strategies will include support to the Justice Service Centres in the Ministry of Justice (MOJ) where alternate models of justice can be accessed without burdening the criminal justice system. The idea is that this would make justice more accessible at the local level through Justices of the Peace specially trained as VAWG mediators and interrupters of family violence under the principle of leaving no one behind. This intervention will be in line with activities being undertaken under current initiatives such as the Justice Undertakings for Social Transformation (JUST) Project.

### Signature Interventions

A key intervention will be SI's support to the establishment of a Parliamentary Caucus on VAWG, including family violence. This intervention will aim to secure buy-in at the highest level and ensure that there is greater understanding of VAWG, including family and the importance of an enabling policy, legislative and institutional framework to ensure the elimination of VAWG.

The review and update of the 2011 National Policy on Gender Equality to ensure alignment with the NSAP-GBV and other relevant policies and legislation are to be undertaken. The intervention will boost policy harmonization to ensure that the actions of the Policy and the NSAP-GBV are mutually reinforcing. In addition, the activity will support the costing for the implementation of the Policy, thus enhancing its execution.

### Target Groups and Geographical Scope

The direct beneficiaries for Outcome 1 will be women and men, given the nature of the work to be undertaken in the revision of specific legislative and policy documents. Nonetheless, it is expected that the work of these beneficiaries will indirectly impact a wide cross-section of the population to include, women, girls, men and boys. Participatory and consultative activities involving women and men, and will occur in the parishes of Kingston, St. Andrew, St. Thomas, Clarendon, and Westmoreland.

**Table 5: Outcome 1 Beneficiaries by Target Group**

Target Group	Direct Beneficiaries	Indirect Beneficiaries
Women	110	47, 349
Girls	0	32,423
Men	60	18,733
Boys	0	8,213
<b>TOTAL</b>	<b>190</b>	<b>106,718</b>

### Implementation Approach and Modality of Support

The interventions under this outcome reflect the collaboration between UNDP, UN Women, and UNICEF to advocate for legislative and policy reforms. Primarily, CSOs will be supported and empowered to offering inputs to support the approval of the legislative recommendations (e.g. research, feedback, assessments, advocacy). The CSO mechanism will also be a medium for strengthening the capacity and engagement of networks to allow for voice and participation of underserved groups and at-risk women and girls. The extensive and integrated nature of family violence requires a multi-level, multi-sector approach that hinges on key partnerships among a variety of stakeholders. The flexibility, dynamism, and ability of CSOs to connect with and represent local, community and at-risk groups are essential to ensure that policy and legislation and development planning frameworks meet the requirements of the target groups and the general population.

The main activities to deliver the outputs under this outcome are outlined in the table below:

**Table 6: Outcome 1 – Output and Activities Matrix**

<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><b>Outcome Indicator:</b> 1.1 Proportion of target countries with laws and policies on VAWG/HP that adequately respond to the rights of all women and girls, including exercise/access to SRHR, are evidence-based and in line with international HR standards and treaty bodies' recommendations</p> <p><b>Baseline:</b> 1 VAWG policy for Jamaica</p> <p><b>Target (2022):</b> 1 revised VAWG policy for Jamaica submitted for approval</p>	
Outputs/Indicators	Activities
<p><b>Output 1.1:</b> National and subnational partners have strengthened evidence-based knowledge and capacities to assess gaps and draft new and/or strengthen existing legislations on ending family violence.</p> <p><b>Performance Measures</b></p> <p><b>Indicator 1.1.1:</b> Number of draft new and/or strengthened laws and/or policies on ending VAWG and/or gender equality and non-discrimination developed that respond to the rights of women and girls facing intersecting and multiple forms of discrimination and are in line with international HR standards.</p> <p><b>Baseline:</b> 6 laws (Domestic Violence Act, Sexual Harassment Act, Sexual Offences Act, Offences Against the Person Act, Childcare and Protection Act).</p> <p><b>Target:</b> 6 laws strengthened by 2022 (Acceptance of recommendations for changes to laws) (Domestic Violence Act, Sexual Harassment Act, Sexual Offences Act, Offences Against the Person Act, Childcare and Protection Act)</p> <p><b>Indicator 1.1.3</b> Proportion of draft laws and/or policies on ending VAWG and/or gender equality and non-discrimination which have received significant inputs from women's rights advocates</p> <p><b>Baseline:</b> 0</p> <p><b>Target:</b> 100% of laws have inputs from advocates by 2021 (National Policy for Gender Equality)</p>	<p><b>Activity 1.1.1.</b> Support the advancement of the legislative process to incorporate approved policy positions to address VAWG and family violence into local legislation (such as recommendations of the Joint Select Committee of Parliament to review provisions pertaining to marital rape, giving married women the same legal protection as single women).</p> <p><b>Activity 1.1.2:</b> Support the review and update of the 2011 National Policy for Gender Equality (NPGE) to ensure alignment with NSAP-GBV and other relevant policies and legislation, including an assessment of cost to implement the NPGE to eliminate violence against women and girls.</p> <p><b>Activity 1.1.3:</b> Review legal issues around inter-agency data sharing protocols and propose recommendations for accessibility to relevant data to users and producers of data to inform decision making as indicated under Pillar 5. This includes reviewing the effect of the proposed Data Protection Act, and the implications of existing legislation protecting respondent confidentiality (such as the Statistics Act) on the ability of agencies to share data in a format that can facilitate active/targeted interventions.</p> <p><b>Activity 1.1.4:</b> Support the establishment of a Parliamentary Caucus on VAWG, including family violence.</p> <p><b>Sub-activities</b></p> <ul style="list-style-type: none"> <li>▪ Development of a concept and structure of the parliamentary caucus</li> <li>▪ Develop programme of activities to include training of parliamentarians and opportunities for south-south corporation (e.g. study tours)</li> </ul> <p><b>Activity 1.1.5:</b> Support CSO to drive advocacy on legal reform on VAWG, including family violence.</p> <p><b>Activity 1.1.6:</b> Support CSOs, through financial and technical modalities, to develop and advocate for evidence-based and human rights-based proposals for reforms to</p>



<p><b>Indicator 1.1.4</b> Number of women's rights advocates<sup>13</sup> trained to draft legislation and/or policies on VAWG including family violence and/or gender equality and non-discrimination</p> <p><b>Baseline: 0 advocates</b></p> <p><b>Target (2021): TBD</b></p> <p><b>Indicator 1.1.5</b> Number of Parliamentarians and staff of human rights institutions with strengthened capacities to advocate for, draft new and/or strengthen existing legislation and/or policies on VAWG including family violence and/or gender equality and non-discrimination and implement the same</p> <p><b>Baseline: 0 parliamentarians</b></p> <p><b>Target: By 2021, 38 parliamentarians (60% of 63)</b> have strengthened capacities to advocate for, draft new and/or strengthen existing legislation and/or policies on VAWG</p>	<p>legislation and national policy on VAWG and family violence, with particular attention to vulnerable and under-served groups and inclusive of areas not resolved by the review of the Joint Select Committee of Parliament, and in keeping with recommendations of the NSAP-GBV.</p>
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## Lessons Learned

The key lessons learned from previous work on legislative and policy reform will be taken into consideration including:

- Weak laws, policies, regulations, and action plans – including those that are not evidenced-based or gender-responsive – affect implementation and enforcement. Additionally, the discriminatory dispositions of existing legislation - including in criminal proceedings and sentencing, as well as civil and criminal laws related to IPV, girl-child sexual abuse, inadequate safeguards for victims of sexual and domestic violence - prevent full and effective implementation of family violence and related laws and policies.
- Laws and policies as well as their effective implementation are critical in establishing and maintaining trust between duty bearers and rights holders.
- Implicit bias prevents duty bearers from developing and passing legislation that addresses Family Violence in a holistic manner.
- Adequate resources (e.g. costing and budgeting) are critical to the effective implementation of legislation and policies.

## Sustainability

- The knowledge products and other outputs of the public education campaign to revise key laws will be available well beyond the life of the project

<sup>13</sup> Including those from groups facing multiple and intersecting forms of discrimination.



- The development of a framework to mainstream family violence which can be implemented in planning and programming across all sectors, including those most directly on the frontline of violence prevention and response.

## Pillar 2 – Strengthening institutions

### National and sub-national systems and institutions plan, fund, and deliver evidence-based programmes that prevent and respond to violence against women and girls within the family

This outcome responds to the capacity challenges faced by state agencies in effectively carrying out their role as duty bearers. It also addresses capacity challenges faced by CSOs in undertaking work aimed at reducing IPV, girl-child sexual abuse, and discrimination against vulnerable groups. The outputs that will be delivered to support the achievement of Outcome 2 are:

**Output 2.1:** Key officials at national and/or sub-national levels are better able to develop and deliver evidence-based programmes that prevent and respond to family violence, especially for those groups of women and girls facing multiple and intersecting forms of discrimination.

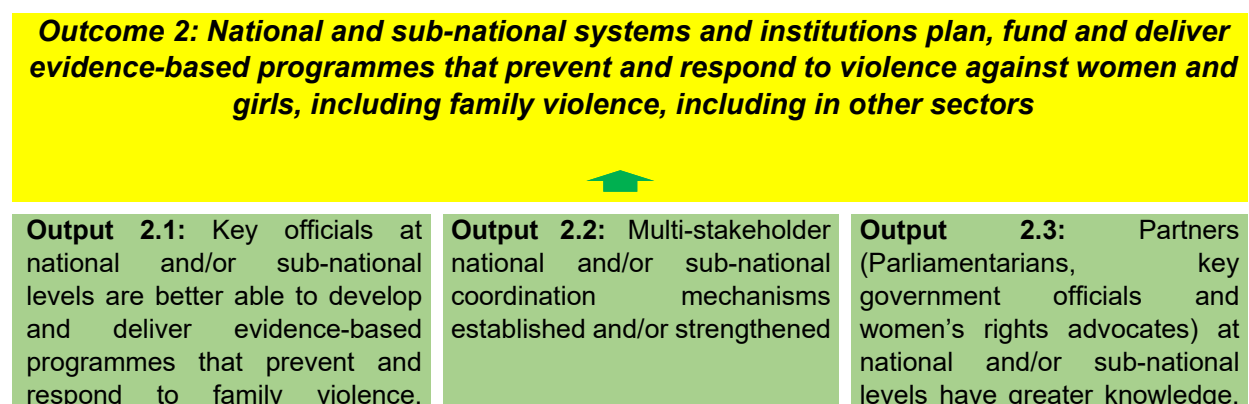
**Output 2.2:** Multi-stakeholder national and/or sub-national coordination mechanisms established and/or strengthened and adequately funded to address family violence

**Output 2.3:** Partners (Parliamentarians, key government officials, and women’s rights advocates) at the national and sub-national levels have greater knowledge, capacities and tools on gender responsive budgeting to end VAWG, including family violence.

## Theory of Change

Institutional change requires appropriate capacity, adequate funding as well as political engagement and leadership to sustainably address family violence. Therefore **if** (1) relevant decision-makers and stakeholders in all sectors of government and relevant CSOs and Faith Based Organizations (FBOs) 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 sub-national bargaining processes are effective in overcoming the hurdles of collective action to address and prevent family violence; and **if** (4) tools on gender-responsive budgeting are mobilized and 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.

Figure 12: Theory of Change Graphic – Outcome 2



especially for those groups of women and girls facing multiple and intersecting forms of discrimination.	and adequately funded to address family violence	capacities and tools on gender-responsive budgeting to end VAWG, including family violence
KEY INTERVENTIONS/ACTIVITIES		
ASSUMPTIONS		

## Scope and Scale of Support

The interventions under this outcome include the following:

- Multi-sectoral mechanisms in national and sub-national level institutions strengthened for implementation of policies and legislation
- Coordination, operationalization, monitoring and the institutionalization of policies, programmes and national plans of action related to violence against women and girls.
- Support for the integration of VAWG, including family violence, prevention and response in (i) the generalised crime fighting infrastructure for citizens security programming; and (ii) curriculums of first line health responders, teachers and school administrators.
- Support Gender Responsive Budgeting of programmes and plans of sectors to address Family Violence against Women and Girls

Strategies will include support to **operationalise, monitor and institutionalize the National Plan of Action on Violence Against Children (NPACV) and the National Strategic Action Plan on GBV (NSAP-GBV)**<sup>14</sup>. With respect to the National Plan of Action on Violence Against Children, the SI will support the creation of the proposed mechanism - the Inter-Ministerial Committee on Children and Violence (IMCCV). The IMCCV will have responsibility for the overall coordination of the NPACV and will be chaired by the Prime Minister's delegated representative. The IMCCV will ensure greater coherence of efforts, a fully functional and robust framework for monitoring and evaluation of the NPACV to provide evidence-based policy advice and recommendations and provide directions and leverage resources to address obstacles or bottlenecks surrounding implementation, monitoring, and evaluation of the plan. Various technical working groups will support the IMCCV. To facilitate the effective functioning of the IMCCV and its sub-committees, a secretariat (a permanent entity) will be needed to support the performance of the functions of these groups which will include progress tracking, research and analysis, stakeholder consultation, forging of partnerships, policy recommendations, communication and reporting. The secretariat will become a unit within the Child Protection and Family Services Agency (CPFSA), which is a part of the Ministry of Education, Youth and Information.

<sup>14</sup> Jamaica is a member of the Global Partnership to End Violence Against Children and as such has committed to the implementation of the national plan to guide the country in achieving its goals of protecting and reducing violence against children. Coordination among the many entities that provide services to children is crucial to the successful implementation of the NPACV. To ensure effective and efficient implementation of the plan, the Spotlight Initiative will support the establishment of a mechanism that will ensure an integrated approach on the part of government, CSOs and private sector entities, as well as international development partners.

The SI will also support the development of protocols and the dissemination of information to stakeholders and the public concerning the purpose and content of the NPACV and the aims and functions of the governance/implementation machinery.

With regards to the National Strategic Action Plan on GBV (NSAP-GBV), the SI will support its operationalisation through support to the GOJ in the implementation of activities set out in the plan. This includes:

- Strengthening multi-sectoral coordination for the implementation of the NSAP-GBV through **support for the Gender Advisory Council**, which has oversight for implementation and activities to **strengthen capacity of the Bureau of Gender Affairs (BGA)** to provide leadership on the implementation of the Plan.
- Strengthening capacity of all relevant government agencies and CSOs, in the designing, planning and implementation of programmes that address family violence. This includes programmes that align with the focus of the key pillars of the Plan.

In commitment to its thrust for transformational changes, including accountability to the priority needs of women and girls affected by violence, the SI will work towards ensuring the NSAP-GBV is institutionalised. This will include working with stakeholders to make sure activities undertaken to address VAWG are aligned to the framework provided by the Plan. It is envisioned that all agencies and CSOs will use the NSAP-GBV as their primary planning tool.

The SI will support the monitoring and evaluation of the NSAP-GBV through:

- Strengthening the capacity of GOJ and CSOs to collect data for monitoring and evaluating the effectiveness of programmes implemented as part of operationalizing the plan.
- Improving capacity to deliver evidence-based programmes to address VAWG, as recommended in the Plan

Additionally, strategies will include support to the Social Development Commission to address family violence, scaling up gender-responsive administration of justice specifically focusing on the police, judiciary and victim services division and working with the Bureau of Gender Affairs to bolster its capacity to train government officials on human rights and gender issues.

Other strategies will be employed **to strengthen coordination mechanisms at the national and subnational** levels to advance the elimination of family violence; this will be done by supporting the National Gender Machinery to perform its inter-ministerial policy coordination functions on gender equality and GBV as mandated under Beijing PFA and recommendations from CEDAW.

### Target Groups and Geographical Scope

The interventions under outcome 2 will be undertaken in all four Spotlight Parishes – Clarendon, Kingston Metropolitan Area (St. Andrew and Kingston), St Thomas and Westmoreland. The interventions will target key institutions at the national and sub-national levels (including municipal corporations). Target agencies at the sub-national and national levels and specifically the following groups should benefit adolescent girls, women in rural areas, women with low economic status and underserved groups such as persons with disabilities and members of the LGBTQI community. However, the entire population (women, men, girls and boys) should benefit from enhanced gender equality. Key officials at the national and sub-national levels and decision-makers should directly benefit from the interventions under this Outcome.

**Table 7: Outcome 2 Beneficiaries by Target Group**

<b>Target Group</b>	<b>Direct Beneficiaries</b>	<b>Indirect Beneficiaries</b>
Women	550	34,890
Girls	0	23,260
Men	450	22,507
Boys	0	11,250
<b>TOTAL</b>	<b>1,000</b>	<b>91,907</b>

#### **Signature interventions**

**The strengthening of the Bureau of Gender Affairs to enhance its capacity to carry out its mandate to advance gender equality is a key output that will significantly contribute to the elimination of family violence. The strengthening of the Bureau of Gender Affairs to enhance its capacity to carry out its mandate to advance gender equality is a key output that will significantly contribute to the elimination of family violence.** The intervention will augment the mechanisms that already exist in Jamaica to ensure integrated and whole-of-government support for ending family violence. The intervention will include the participation of a diverse group of stakeholders at all levels and it will strengthen policy coordination at the inter-ministerial level, including civil society and the private sector. This approach is needed to advance gender equality and end family violence.

**Work with the Social Development Commission (SDC) to expand its work at the local and community levels is an innovation.** The strategic partnership with SDC will result in updating and supporting the **implementation of Community Priority Plans (which are community owned) to facilitate on-the-ground** implementation of plans to address family violence. This will be a new mechanism for translating policy imperatives on VAWG directly to communities and beneficiaries through the activities of the SDC.

In addition, Outcome 2 will also support the development of a Local Sustainable Development Plan (LSDP) for the Kingston Metropolitan Area (KMA), in order to mainstream and integrate family violence in LSDP. The LSDP is the broad planning framework for parish-level municipal corporations, which reflects the development plans at the local level and is a pertinent vehicle for transmitting national actions to the local and community levels. Coordination of the prevention and response to VAWG, including family violence, at the parish level is critical given the widespread occurrence of VAWG across all parishes in the island. This means that VAWG response cannot be centralised or planned only at the national level. Local authorities must take a leading role in determining how VAWG, including family violence will be addressed in their parishes and communities. This local integration of the prevention and response will strengthen the protection offered to women and girls across the island. The integrated, multi-stakeholder, multi-dimensional and multi-sectoral nature of the LSDP will serve as a cohesive model to integrate actions to eliminate family violence and associated interventions, which can be replicated to other parishes. The LSDP activities will be undertaken in the KMA only as the highest number of IPV, girl-child sexual abuse, and reported discriminatory acts against vulnerable groups occurs in these parishes.

Another innovation of the SI programme is **the partnership with the Jamaica Social Investment Fund (JSIF) and the Social Intervention Committee of Zones of Special Operations (ZOSO) to integrate VAWG prevention and response in social interventions in the special zones as part of citizen security programming.** This important intervention will help to reposition VAWG and family violence from the private to the public domain and recognise it as a significant citizen security issue to be integrated in the overall national response to crime in Jamaica.

## Implementation Approach and Modality of Support

The interventions under this outcome will be implemented through an integrated approach including through relevant ministries, departments, and agencies (MDAs) such as the Bureau of Gender Affairs (BGA) and the Social Development Commission (SDC). The National Strategic Action Plan Against Gender Based Violence (NSAP-GBV) and National Action Plan for an Integrated Response to Children and Violence are the underlying national documents that guide the implementation of this pillar. In partnering with the SDC, community-based organisations will be integral to the implementation of activities in the community priority plans. This approach will also facilitate direct inputs from community members.

The main activities to deliver the outputs under this outcome are outlined in the table below:

**Table 8: Outcome 2 – Outputs and Activities Matrix**

<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</b>	
<p><b>Outcome Indicator 2.1:</b> Proportion of countries that have functioning national and/or sub-national coordination and oversight mechanisms at the highest levels for addressing VAWG/HP that include representation from marginalized groups</p> <p><b>Outcome 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>	
<b>Outputs</b>	<b>Activities</b>
<p><b>Output 2.1:</b> Key officials at national and/or sub-national levels are better able to develop and deliver evidence-based programmes that prevent and respond to family violence, especially for those groups of women and girls facing multiple and intersecting forms of discrimination.</p> <p><b>Performance Measures</b></p> <p><b>Indicator 2.1.1:</b> Number of institutions that develop strategies, plans and/or programmes to prevent and respond to VAWG, including for those groups of women and girls facing intersecting and multiple forms of discrimination</p> <p><b>Baseline:</b> TBD (baseline assessment)</p> <p><b>Target:</b> TBD</p> <p><b>Indicator 2.1.2:</b> Jamaica with internal and external accountability mechanisms within relevant government institutions in place to</p>	<p><b>Activity 2.1.1:</b> Support the Bureau of Gender Affairs to perform its inter-ministerial policy coordination functions on gender equality and GBV as mandated under Beijing PFA and recommendations from CEDAW.</p>
	<p><b>Activity 2.1.2:</b> Strengthen the national Gender Focal Points (GFP) structure to ensure that gender implications are considered and addressed in policies and programmes being implemented by the GOJ and private sector and to shift gender norms in society and organisations.</p>
	<p><b>Activity 2.1.3:</b> Review and update pre-service training curriculum for first-line health responders to integrate VAWG comprehensively.</p>
	<p><b>Activity 2.1.4:</b> Review and update VAWG Awareness in the training curriculum for pre-service and In-service teachers and school leaders/ administrators.</p>
	<p><b>Activity 2.1.5:</b> Mainstream GBV and family violence in the curriculum for dispute resolution and mediation with the Dispute Resolution Foundation (DRF).</p>
	<p><b>Activity 2.1.6:</b> Provide support to SDC to update Community Priority Plans and implement relevant projects to address</p>

<p>monitor GEWE and VAWG, including family violence</p> <p><b>Baseline:</b> Jamaica has an internal accountability mechanism (the Gender Focal Point system)</p> <p><b>Target:</b> By 2022, Jamaica has a strengthened Gender Focal Point system</p> <p><b>Indicator 2.1.3:</b> Number of strategies, plans and programmes of other relevant sectors that integrate efforts to combat VAWG developed in line with international HR standards</p> <p><b>Baseline:</b> 0 Local Sustainable Development Plans (LSDP), and priority plans have VAWG integrated</p> <p><b>Target:</b> 1   by 2021, LSDP and 1 priority plan has VAWG integrated</p> <p><b>Indicator 2.1.5</b> Percentage of targeted national and sub-national public training institutions for public servants that have integrated gender equality and ending VAWG, including family violence, in their curriculum, as per international standards</p> <p><b>Baseline:</b> 0</p> <p><b>Target:</b> By 2022, 100% (teacher and first line health responders' teaching institutions)</p>	<p>VAWG in 2 parishes, and in line with early warning systems intervention in pillar 4.</p> <p><b>Activity 2.1.7:</b> Update at least 1 Local Sustainable Development Plan to integrate and mainstream strategies to eliminate family violence.</p> <p><b>Activity 2.1.8:</b> Partner with Jamaica Social Investment Fund (JSIF) and the Social Intervention Committee of Zones of Special Operations (ZOSO) to integrate VAWG prevention and response in social interventions in the special zones as part of citizens' security efforts.</p>
<p><b>Output 2.2:</b> Multi-stakeholder national and/or sub-national coordination mechanisms established and/or strengthened and adequately funded to address family violence</p> <p><b>Performance Measures</b></p> <p><b>Indicator 2.2.1:</b> Proportion of supported multi-stakeholder coordination mechanisms established at the highest level and/or strengthened composed of relevant stakeholders, with a clear mandate and governance structure and with annual work plans</p> <p><b>Baseline:</b> 0</p>	<p><b>Activity 2.2.1:</b> Assess and revise the position of the Bureau of Gender Affairs to ensure that they are equipped to train other government officials on human rights and gender</p> <p><b>Activity 2.2.2:</b> Strengthen the Gender Advisory Council and enhance participation of CSOs as the mechanism responsible for the implementation, monitoring and reporting of the NSAP-GBV.</p> <p><b>Activity 2.2.3:</b> Support the establishment of a Parliamentary caucus on family violence and support Gender Responsive Budgeting (GRB) and FV training series for parliament, local government and CSOs in targeted parishes/communities.</p> <p><b>Activity 2.2.4:</b> Support the Ministry of Education in the review, operationalization, monitoring and institutionalization of the National Plan of Action on Violence Against Children</p>

<p><b>Target: By 2022, 100% (Gender Advisory Council, Caucus)</b></p> <p><b>Indicator 2.2.2</b> Proportion of national and sub-national multi-stakeholder coordination mechanisms that include representatives of groups facing multiple and intersecting forms of discrimination</p> <p><b>Baseline: TBD (baseline assessment)</b></p> <p><b>Target: TBD (2021)</b></p> <p><b>Indicator 2.2.3: Number</b> of national and sub-national multi-stakeholder coordination mechanisms that are costed</p> <p><b>Baseline:</b> 0 mechanisms are costed  <b>Target:</b> By 2022, one (1) costed strategy for Institutional strengthening of Gender Advisory Council and Caucus completed</p>	
<p><b>Output 2.3:</b> Partners (Parliamentarians, key government officials and women's rights advocates) at national and/or sub-national levels have greater knowledge, capacities and tools on gender-responsive budgeting to end VAWG, including family violence</p> <p><b>Indicator 2.3.1</b> Number of multi-sectoral programmes developed that include proposed allocations of funds to end VAWG, including family violence</p> <p><b>Baseline:</b> 0 (Social intervention strategy for Zones of Special Operations)</p> <p><b>Target:</b> By 2020, 1 Social intervention strategy for Zones of Special Operations (aka the current citizen security plan)</p> <p><b>Indicator 2.3.3</b> Number of key government officials with greater knowledge, capacities and tools on gender-responsive budgeting to end VAWG including family violence</p>	<p><b>Activity 2.3.1:</b> Support Gender Responsive Budgeting (GRB) and FV sensitization and training for parliament, local government and CSOs in targeted parishes/communities.</p>

## Lessons Learned

The strategies articulated under Outcome 2, build on key lessons learned from other programmes, including that:

- Factors essential for programme success include: 1) national ownership and early buy-in of stakeholders at all levels, 2) coordination of all agencies in the programme (e.g. UN entities, national/subnational agencies, CSOs, private sector), and 3) involvement of an effective



Programme/Project Steering Committee (PSC) comprising representatives with decision making roles in their respective institutions.

- Programmes on family violence should: 1) be aligned to existing national plans and strategies and, 2) as far as possible, be complementary to and augment current programmes.
- Interventions should be targeted, for example by geography.
- Up-scaling innovative pilots that have demonstrated success should be supported.
- Capacity building requires sustained effort and cannot be achieved through ad hoc training; instead it must be strategic and systematic and deliberate in for example, targeting specific capacities.
- The involvement of all key stakeholders at the local level, led by the local authorities and CSOs in the mainstreaming of family violence activities, and its inclusion in the LSDP will ensure that the activities, strategies, and approaches will be carried forward beyond the life of Spotlight.

### **Sustainability**

- Mainstream actions under policies, plans, and strategies related to family violence across Ministries, Departments, and Agencies (MDAs) to enhance, prevention and response.
- Support and promote a multi-level, multi-sectoral approach to addressing family violence.
- Promote national ownership of programmes that address family violence and early buy-in of all relevant stakeholders.
- Support the improvement of existing structures, systems, and mechanisms (e.g. inter-agency coordination) to address IPV, girl-child sexual abuse, and discrimination against vulnerable groups.
- Align SI Programme interventions to existing policies, plans, strategies and legislation to address family violence, specifically to the Jamaica's NSAP-GBV
- Multi-pronged approach to capacity development involving institution-wide capacity improvement while enhancing the knowledge and expertise of key officials at the national and local levels to develop and deliver programmes to address family violence.

### **Pillar 3 – Prevention and Social Norms**

**Gender inequitable social norms, attitudes, and behaviour changed at community and individual levels to prevent violence against women and girls, including family violence.**

This outcome will contribute to the reduction of gender inequities, harmful social norms, attitudes, and behaviours at community and individual levels as it relates to IPV, girl-child sexual abuse, and discrimination against vulnerable groups.

The following 3 outputs are required to support the achievement of this Outcome 3:

**Output 3.1:** National and/or sub-national evidence-based programmes that promote gender-equitable norms, attitudes and behaviours, including on IPV, girl-child sexual abuse and those facing multiple and intersecting forms of discrimination for in and out of school settings are implemented.

**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 in relation to IPV, and girl-child sexual abuse and those facing multiple and intersecting forms of discrimination.

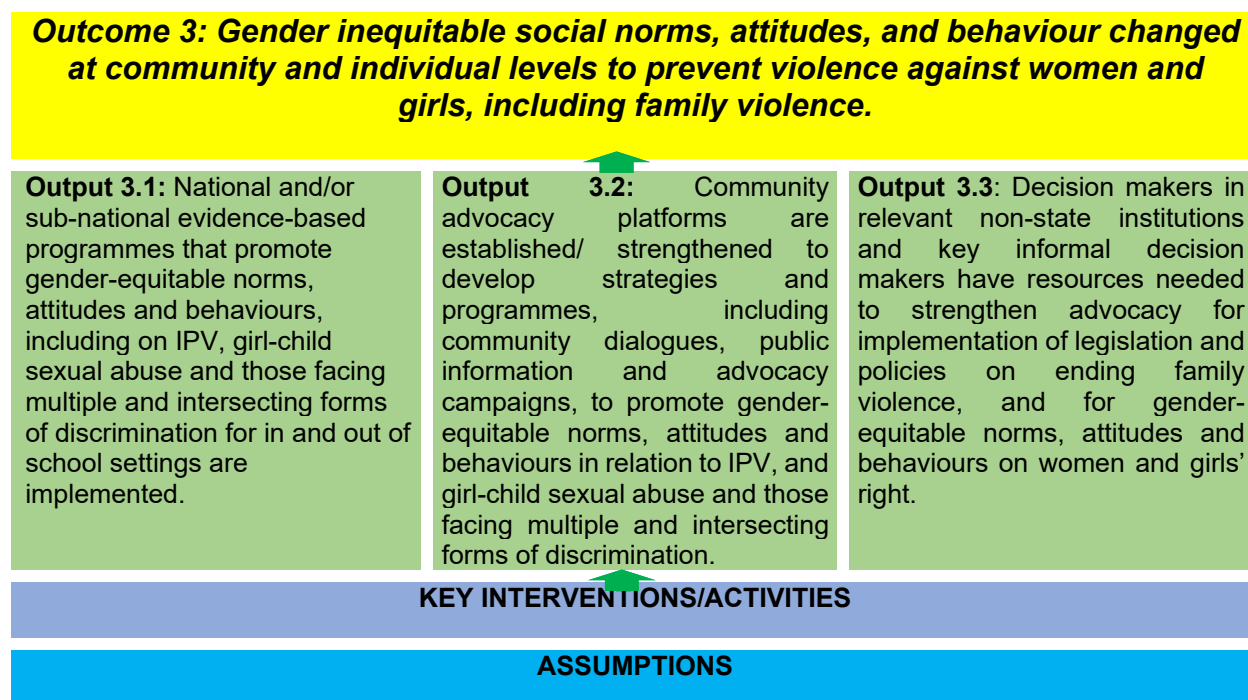
**Output 3.3:** Decision makers in relevant non-state institutions and key informal decision makers have resources needed to strengthen advocacy for implementation of legislation and policies on ending family violence, and for gender-equitable norms, attitudes and behaviours on women and girls' right

## Theory of Change

Multi-pronged prevention initiatives that mutually reinforce each other and include analyses of power and gender norms, can effectively shift individual and socio-cultural norms including those affecting women's and girl's sexuality and reproduction, their socio-economic well-being and their risk to family violence.

Therefore, **if** (1) multiple strategies such as community mobilization to promote social change, key stakeholder's engagement (including traditional and non-traditional stakeholders), and education and livelihood strategies are carried out in an integrated and coordinated manner, based on a shared understanding and approach and in line with international and national standards based on evidence on preventing family violence; and **if** (2) formal and informal stakeholders advocate for implementation of legislation and policies on ending family violence, and for gender-equitable norms, attitudes and behaviours and women and girls' rights; **then** (3) favourable social norms, attitudes and behaviours will be promoted at institutional, community, and individual levels (across the ecological model) to prevent family violence.

**Figure 13: Theory of Change Graphic – Outcome 3**



## Scope and Scale of Support

Building on key achievements and lessons learned, prevention strategies will centre on reaching approximately 1.3 million women, girls, men and boys island wide. Interventions will be carried out in schools and communities through culturally appropriate methods (including relevant traditional and social

media). Efforts will be made to ensure the full participation of beneficiaries and the acquisition of knowledge and skills for the reduction of VAWG.

At the national level, behaviour change communication campaigns will be implemented. Although the main goal is to influence social norms around VAWG, it is anticipated that the campaigns will facilitate national discussions and advocacy for policy development on key issues. The campaign will be implemented at the school and community levels through activities that address negative gender and violence related norms including parent support and community outreach to highlight and address norms around harmful practices regarding sex with girls and GBV.

Strong partnerships between civil society organizations and government will facilitate the expansion of in-school and out-of-school interventions. Support will be provided to MOEYI and CSOs to scale up and sustain the implementation of the Health and Family Life Education (HFLE) curriculum with a stronger focus on GBV and FV for children and young people in and out of school.

Further, the Ministry of Justice and the Bureau of Gender Affairs will be supported to engage men who are before the Family Court for family violence related matters. The support will include providing education, skills, and support to encourage a violence-free lifestyle and to increase perpetrator accountability. In collaboration with the Ministry of Culture, Gender, Entertainment, and Sports, a curriculum for coaches on prevention of gender-based violence will be developed and 500 community and school coaches will be trained per year. A sport for development programme will be rolled out in six communities heavily affected by violence to deliver life skills for prevention of VAWG and family violence among children and adolescent girls and boys.

Community conversations will be facilitated using Theatre-for Development (T4D) and other face-to-face outreach methodologies. Engagement of adolescent girls and boys will be expanded beyond schools through the establishment of safe spaces in at least two targeted parishes to ensure non-judgemental access – particularly for adolescent girls – to the internet for academic and other information, while benefiting from voluntary and confidential counselling, HIV and pregnancy testing as well as mental health support. Parenting support will also form a major part of community outreach efforts engaging mothers and fathers using multi-faceted, gender-responsive parenting support to prevent family violence.

The interventions will promote respect for women and girls, positive masculinities and conflict resolution among other approaches. Efforts to keep family violence issues on the public agenda will be underpinned by the identification and partnership with key influencers as VAWG prevention champions. Opinion leaders from the entertainment fraternity and the religious community will be engaged as champions. The advocacy and support of the private sector and media will be incorporated through the expanded application of the Women Empowerment Principles (WEP) Framework as part of a multi-sector approach to the empowerment of women. To date, 40 companies have signed on to the WEP through the EU/ILO/UN Women 'Win Win' Project. The programme will now be leveraged and scaled up to integrate a wider range of private sector leaders including from the media and worker rights organizations. Advocacy efforts will focus on creating champions for gender equality and safer workspaces for women who are affected by family violence.

### **Target Groups and Geographical Scope**

Outcome 3 interventions will have national and community reach. It is proposed that the prevention interventions will be delivered in the 4 target parishes; these parishes will also be sites of focus for improved delivery of services. However, given the size of the country, it is expected that work within the 4 parishes will have a wider impact across the island.

Family violence prevention interventions will target women, men and girls and boys among the most vulnerable populations and will have a special focus on families with disabilities, people with HIV and those at high risk for infection, LGBTQI persons, and the poorest households. Communities will be selected based on the high levels of violence and rural poverty recorded in last two years.

**Table 9: Outcome 3 Beneficiaries**

Target Group	Direct Beneficiaries	Indirect Beneficiaries
Women	207,480	407,350
Girls	105,000	277,000
Men	202,340	402,350
Boys	105,000	275,000
<b>TOTAL</b>	<b>619,820</b>	<b>1,361,700</b>

### Signature Interventions

Key interventions that will be implemented to achieve Outcome 3 include targeted Community actions aimed at promoting positive gender norms, respect for women and girls and conflict resolution skills within families and communities. The activities will be implemented using a Communication for Development Approach that includes:

- **Development and implementation of a comprehensive prevention strategy with a whole of community approach**, that includes interventions that will utilize culturally appropriate methods including Theatre-for-Development, community conversations (e.g. “street corner reasoning”), sport for development, and other key strategies to engage women and girls (and men and boys) in the four target parishes. The key focus will be actions that address the root causes of violence and promote positive gender norms.
- **Engagement of parents through multi-faceted gender-responsive parenting support interventions** to prevent IPV and girl-child sexual abuse with special attention to families of children with disabilities. The National Parenting Support Commission will be assisted to develop and implement gender-responsive parents training courses and the dissemination of material which promote prevention of family violence and recognize the unique roles and responsibilities of mothers and fathers. Parenting and social mobilization interventions will be followed up through a mobile messaging platform based on *Rapid Pro Technology*, an open-source software for sharing real-time information through mobile phones. This platform will be used to disseminate relevant messages and engage with fathers and mothers that attend parenting and community mobilization sessions.
- **School-based interventions including health and family life education that engage students and the wider school community in life skills education and promotes positive and gender sensitive social norms.** These interventions will centre on the delivery of a life skills-based curriculum and the promotion of an environment of respect for students with a special focus on girls and women. The **Health and Family Life Education (HFLE)** curricula focuses on building skills for improved self-awareness and interpersonal communication, conflict resolution and promotion of positive masculinities through age-appropriate modules from grades 1-9 spanning the 6-15 years age range in primary and secondary schools. Additionally, the HFLE programme will facilitate student-led campaigns, design of audio- visual, and other relevant material on prevention of VAWG for adolescent girls and boys both in and out of school.

In six schools in target parishes, a school-wide pilot intervention will be implemented to engage girls and boys as well as teachers, school administrators, vendors and parents through class room activation, parenting workshops, student and teacher leadership training as well as the identification and engagement of a group of VAWG Prevention champions at each of the six schools.

As it relates to the Health and Family Life Education (HFLE) curriculum, the focus will be on enhancing the sexual health component in order to address the critical gaps relating to family violence. Through the SI, the MOEYI and CSOs will be supported to scale up and sustain the implementation of HFLE with a stronger focus on GBV and FV for children and young people in and out of school. This will include inter alia: (i) support to school-based, student-led campaigns; review and update materials for HFLE sessions/workshops in schools and out-of-schools; (ii) training in VAWG for MOEYI and CSO programme staff; (iii) technical support to the development of a robust monitoring and evaluation system to assess process, outcomes and impact of HFLE interventions; (iv) develop a solid teacher training programme and curricula for pre-service and in-service teachers that is culturally relevant and gender sensitive. It is anticipated that a competency-based certification programme for teachers will be a key output; and (v) support the development of an online training module that can be used by teachers, parents, and students.

### Implementation Approach and Modality of Support

Activities will be implemented by government and CSO partners through the provision of funding and technical assistance from UNICEF, UNFPA and UN Women for the planning and design of activities in conjunction with community, family and institutional stakeholders who will also be involved in implementation and evaluation processes. A robust monitoring and evaluation framework will guide the planned activities.

The main activities to deliver the outputs under this outcome are outlined in the table below:

**Table 10: Outcome 3 – Outputs and Activities Matrix**

<b>OUTCOME 3: Gender inequitable social norms, attitudes and behaviour change at community and individual levels and prevent violence against women and girls, including family violence</b>	
<u>Indicators, Baseline, Target</u>	
<p><b>Indicator 3.1:</b> Percentage of people who think that it is justifiable for a man to (subject) beat his wife/intimate partner (to violence), by sex and age  <b>Baseline:</b> 10% (<i>Women Health Survey 2016</i>)  <b>Target (2021):</b> 5%</p> <p><b>Indicator 3.3:</b> Number of evidence-based, transformative/comprehensive prevention strategies/programmes that address the rights of those marginalized  <b>Baseline:</b> 0  <b>Target (2022):</b> 3</p>	
<b>Outputs</b>	<b>Activities</b>
<p><b>Output 3.1:</b> National and/or sub-national evidence-based programmes are developed to promote gender-equitable norms, attitudes and behaviours, including on IPV, girl-child sexual abuse and those facing multiple and intersecting forms of discrimination for in and out of school settings</p> <p><b>Performance Measures</b>  <b>Indicator 3.1.2:</b> Number of young women and girls, young men and boys who participate in programmes in school and out</p>	<p><b>Activity 3.1.1:</b> Conduct a baseline study to assess the knowledge, attitudes, practices and behaviours towards family violence of women and men (including adolescents and young people) to identify possible drivers for change and in-depth analysis of root causes of GBV in Jamaica</p>
	<p><b>Activity 3.1.2:</b> Scale-up evidence-based sport-based family violence prevention interventions for boys and girls</p> <p><u>Sub-Activity</u></p> <ul style="list-style-type: none"> <li>• <i>Train coaches and physical education teachers in educational institutions (primary to tertiary) and community sporting fraternities to strengthen their capacity to raise awareness and promote attitudes,</i></li> </ul>

<p>of school that promote gender-equitable norms, attitudes and behaviours and exercise of rights, including reproductive rights</p> <p><b>Baseline:</b> 0</p> <p><b>Target:</b> By the end of 2022 30,000 in and out of school youth</p> <p><b>Indicator 3.1.3:</b> Number of national and/or sub-national programmes developed for inclusion in educational curricula to promote gender-equitable norms, attitudes and behaviours, including targeting young women and girls, young men and boys facing multiple and intersecting forms of discrimination</p> <p><b>Baseline:</b> 1 programme</p> <p><b>Target:</b> By 2021, 1 programme enhanced with of HFLE curriculum for in school students and extension of use to out-of-school youth)</p>	<p><i>behaviors and norms that will reduce the incidence of gender-based and family violence</i></p> <ul style="list-style-type: none"> <li>• <i>Advocate for the completion of a training in family violence and gender-based violence as criteria for the registration/licensing of coaches and for this training to be mandatory for physical education teachers</i></li> </ul>
	<p><b>Activity 3.1.3:</b> In collaboration with CSOs and the Ministry of Education, Youth and Information (MOEYI), establish a school-wide programme for gender-based violence prevention in primary and secondary schools aimed at students, teachers, school professional and the guidance counseling departments to include the promotion of positive masculinities, respect for girls and women, conflict resolution and discriminatory practices in schools in six volatile communities in targeted parishes.</p>
	<p><u>Sub-Activities</u></p> <ul style="list-style-type: none"> <li>• <i>Train cross-section of youths in targeted schools as VAWG Youth Champions geared toward transforming youth's attitude and behaviour toward gender norms and values and strengthening conflict management skills among youths<sup>15</sup>.</i></li> <li>• <i>Provide support to school-based, student-led campaigns on VAWG</i></li> <li>• <i>Develop and deliver training in VAWG, advocacy methodology and leadership for students and school-based professionals</i></li> <li>• <i>Produce programme materials for dissemination (e.g., posters, etc.)</i></li> </ul>
	<p><b>Activity 3.1.4:</b> Support the MOEYI and CSOs to scale up and sustain the implementation of the Health and Family Life Education (HFLE) curriculum for children and young people in and out of school</p> <p><u>Sub-Activities</u></p> <ul style="list-style-type: none"> <li>• <i>Review and update materials for HFLE sessions/workshops in schools and out-of-schools</i></li> <li>• <i>Training for MOEYI and CSO programme staff in VAWG</i></li> </ul> <p><b>Activity 3.1.5:</b> Establish safe spaces for adolescent males and females in at least 2 targeted parishes to ensure a safe and healthy space where teenagers – particularly adolescent girls - can access the internet for academic and other information, while benefiting from voluntary and confidential counselling, HIV testing, as well as mental health support. Issues around SRHR, teen pregnancies, substance abuse, suicides and others relevant issues are addressed.</p> <p><u>Sub-Activities</u></p> <ul style="list-style-type: none"> <li>• <i>Support to MOHW to identify and re-furbish spaces to facilitate the establishment and operationalize the hubs.</i></li> </ul>

<sup>15</sup> The intervention will build on the success of the current MOEYI School-wide Positive Behaviour Intervention and UNESCO Clubs and Youth Ambassadors Programme and will be complemented by the work with parents, guardians and other members of the selected communities.

	<ul style="list-style-type: none"> <li>• Support the operational costs of the spaces that will be assumed MoHW after two years.</li> <li>• Conduct VAWG training for hub staff and adolescents, especially girls</li> </ul>
<p><b>Output 3.2:</b> 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 in relation to IPV, girl-child sexual abuse and those facing multiple and intersecting forms of discrimination.</p> <p><b><u>Performance Measures</u></b></p> <p><b>Indicator 3.2.1</b> 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  <b>Baseline:</b> TBD  <b>Target:</b> TBD</p> <p><b>Indicator 3.2.2:</b> Number of people reached by campaigns challenging harmful social norms and gender stereotyping  <b>Baseline:</b> 0  <b>Target:</b> 1 million</p> <p><b>Indicator 3.2.3:</b> 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  <b>Baseline:</b> 0  <b>Target (2022):</b> 2,000 men and boys who regularly attend gender transformative programmes</p> <p><b>Indicator 3.2.5:</b> Number of campaigns challenging harmful social norms and gender stereotyping, including of women and girls facing intersecting and multiple forms of discrimination, developed and conducted  <b>Baseline:</b> 0  <b>Target:</b> By 2022, 3 campaigns developed and conducted (Intimate Partner Violence,</p>	<p><b>Activity 3.2.1:</b> Develop and implement multi-pronged, national and whole of community-based social and behavioral change campaigns complemented by community mobilization interventions to change social and gender norms that perpetuate family violence (to include engagement of young people, faith leaders and other stakeholders).</p> <p><b><u>Sub-Activities</u></b></p> <ul style="list-style-type: none"> <li>• Engage with men, women, boys and girls, to change harmful community norms regarding sex with girls and women, using platforms that support the participation of survivors of sexual abuse</li> <li>• Design a comprehensive communication strategy that builds on the analysis of the root causes of violence and stereotype that condone violence and includes all interventions linked to prevention and social norms under the Spotlight initiative.</li> <li>• Establish coordination mechanism to articulate the different communication, advocacy and behavioral change interventions among partners under SI (this includes the links between communication campaigns under pillar 4 and advocacy efforts in other pillars).</li> <li>• Community theatre to promote change in social norms and cultural practices</li> <li>• Enhance community initiatives that provide opportunities and create platforms for survivors to share their experiences</li> <li>• Support the design and implementation of a national campaign re-enforced at the community level in targeted communities where residents design and implement the campaigns</li> <li>• Establish and strengthen citizens' support groups' capacity to address harmful social norms, especially men's groups</li> </ul> <p><b>Activity 3.2.2:</b> Conduct Parenting Support and community outreach sessions through community groups in selected parishes to engage mothers and fathers using multi-faceted, gender-responsive parenting support to prevent family violence (addressing GBV and child sexual abuse).</p> <p><b><u>Sub-Activities</u></b></p> <ul style="list-style-type: none"> <li>• Review existing curricula and protocols and will use innovative strategies such as community corner reasoning. Special attention will be provided to families of children with disabilities</li> <li>• Strengthen CSOs and community support groups to mobilize mothers and fathers, facilitate rap sessions, workshops and innovative community events, measure behavior change and make referrals (There will be a special effort made to mobilize fathers)</li> </ul>



<p><i>Child Sexual Abuse, Violence Against Children)</i></p>	<ul style="list-style-type: none"> <li>Establish a mobile messaging platform using Rapid Pro technology-an open-source platform for sharing real-time data to disseminate regularly messages and engage with fathers and mothers that attend parenting community mobilization sessions</li> </ul> <p><b>Activity 3.2.3:</b> Engage boys and girls in targeted communities to prevent sexual abuse of girls and change harmful community norms regarding sex with girls, using platforms that support the participation of survivors of sexual abuse.</p> <p><u>Sub-Activity</u></p> <ul style="list-style-type: none"> <li>Strengthen/establish girls' and boys' groups to facilitate dialogue, problem-solving and individual and community action to promote healthy social norms</li> </ul>
<p><b>Output 3.3:</b> Decision makers in relevant non-state institutions and key informal decision makers are better able to advocate for implementation of legislation and policies on ending family violence, and for gender-equitable norms, attitudes and behaviours on women and girls' rights</p> <p><b>Baseline:</b> TBD <b>Target:</b> TBD</p> <p><b>Performance Measures</b> <b>Indicator 3.3.3</b> Number of new and other media stories/reports that sensitively report on VAWG including family violence and GEWE more broadly</p> <p><b>Baseline:</b> TBD <b>Target:</b> TBD</p> <p><b>Indicator 3.3.5:</b> 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 ending VAWG and for gender-equitable norms, attitudes and behaviours and women and girls' rights</p> <p><b>Baseline:</b> Not available <b>Target:</b> 5 non-state institutions'/ social influencers with strengthened awareness and capacity to advocate</p>	<p><b>Activity 3.3.1:</b> Develop the capacity of public personalities, entertainers, media and other key influencers including social media influencers, the religious community to advocate on gender and VAWG to become champions of the national and community-level campaigns</p> <p><u>Sub-Activities</u></p> <ul style="list-style-type: none"> <li>Strengthen awareness of relevant influencers at national and community level to ensure sensitive reporting on VAWG, effective advocacy, knowledge of relevant legislation and policies to inform programme planning and decision-making</li> <li>Enable influencers to develop and execute strategies in support of the national and community level campaigns and advocacy initiatives.</li> </ul>

## Lessons Learned

The strategies articulated under Outcome 3, build on key lessons learned from other programmes, including that:

- Gender-responsive and gender transformative parenting programmes foster healthy family relationships by improving skills and knowledge and teaching positive practices. To be effective,

they should include content on gender roles, power, IPV and, sexual abuse and discrimination against vulnerable groups.

- The development of culturally relevant and comprehensive approach to social norms change in Jamaica have been hindered by 1) fragmented approaches to prevention, including those that are not evidence-based 2) limited evidence of promising prevention practices, and 3) limited scale up of promising interventions.
- Support should be given to agencies with the knowledge and track record of addressing FV so that they can expand their reach especially among the most vulnerable.
- Approaches to addressing family violence which fail to take gender power relations and structural inequalities of gender into account, and which instead focus on psychological factors only, do not address root causes of family violence. Further these approaches miss the importance of an emphasis on family violence as the catalyst to addressing all forms of violence against women and girls.
- Complementarity of efforts: Social and community mobilization and prevention approaches are more effective when coupled with enhanced responsiveness of support services. Implementing partners acknowledged the challenge of raising awareness and enhancing knowledge in contexts without the necessary support services. Outcome effectiveness is hindered in projects, when complementary interventions are inadequate or non-existent.

### **Sustainability**

Outcome 3 interventions will combine strengthened capacity within key government institutions to deliver prevention services for women and girls and community-based projects (with the potential for national scale up once assessed and evaluated) implemented through civil society organizations.

Prevention activities will be focused on changing harmful social norms and behaviours. It is anticipated that this will yield sustainable results within a society that is more gender-equal and free of violence in the family. As family violence happen along the life cycle, it teaches children who witness or are victims of violence to accept or perpetuate these forms of violence. Prevention interventions that interrupt the cycle of violence will not only be of immediate benefit to women and girls but will also serve to benefit generations to come.

These investments will build on and complement a national life skills education programme through the Health and Family Life Education Programme in schools. It will also expand whole-school interventions that rule out the use of violent discipline and encourages respect for girls and women in the school, community, and family settings. Additionally, use of innovative community outreach strategies coupled with traditional and social media engagement will ensure that the attitudes and norms that perpetuate family violence are challenged at all levels of influence with men and women, boys and girls as advocates for gender equality.

### **Pillar 4 - Delivery of Quality, Essential Services**

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

Associated with Pillar 4: Quality Services

The outputs that will be delivered to support the achievement of this outcome are:

**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

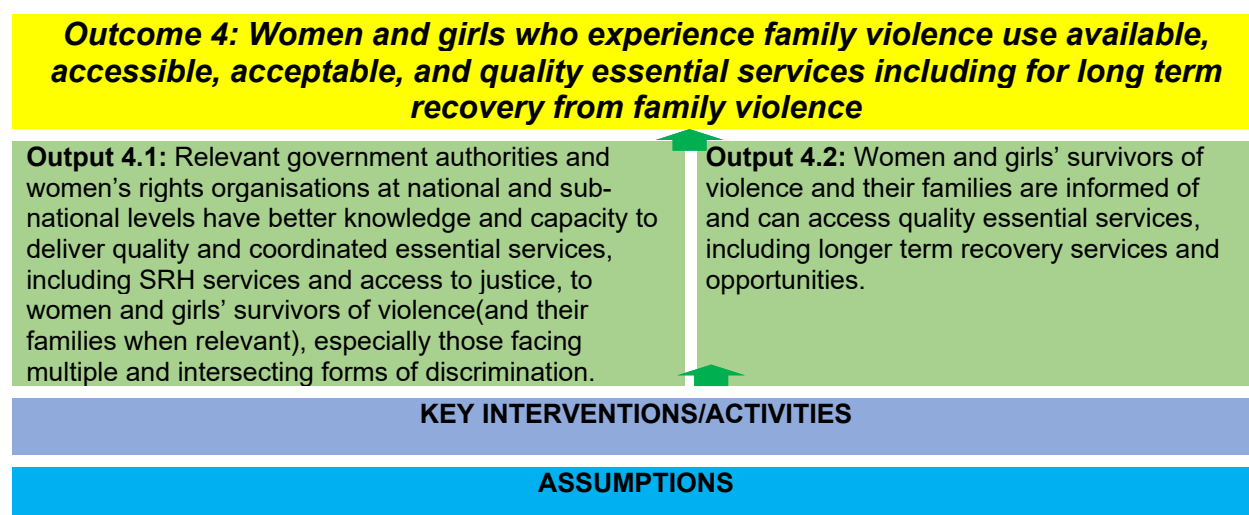
(and their families when relevant), especially those facing multiple and intersecting forms of discrimination.

**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.

### 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; **if** (2) these services are made available and accessible to women and girls, especially adolescent girls, women in rural and underserved areas and who have a low economic status, and during normal development, post-crisis and humanitarian contexts; 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 any form of family violence will increase their use of services and recover from violence, while perpetrators will be prosecuted and punished given that the underlying barriers to women and girls' access to services have been addressed.

**Figure 14: Theory of Change Graphic – Outcome 4**



### Scope and Scale of Support

Outcome 4 focuses on the **provision of a referral pathway to a package of essential services to respond to family violence**. The recommended multi-sectoral mechanisms for integrated assistance for women and girl victims and survivors of violence will cover five sectors: health services, education, national security, justice and social services which include social protection and legal services **as described in the Essential Services Package**.

A quality police and justice response is crucial in ensuring that: relevant laws against women and girls meet international standards; are enforced and keep women and girls safe from violence, including from the re-occurrence of further violence; hold perpetrators accountable, and provide for effective reparations for victims and survivors. Justice systems, and all actors within the system, must be accountable for ensuring that they deliver on their obligations.

In recognising the key role played by the police, health care workers, social workers and the judiciary, a **readiness assessment (availability, accessibility, responsiveness, adaptability, appropriateness, quality and gaps identification)** will be completed, using the guidelines of the Essential Service Package and the objectives. The assessment will support the implementation plan of the NSAP-GBV in line with the Essential Service Package.

A major challenge faced by Jamaica is the siloed approach to national challenges. Institutional capacity development for essential services must focus on consistent and shared understanding of the gendered nature of family violence; a shared philosophical framework on the appropriate response amongst the multi-agencies involved; accountability of all agencies involved; broad stakeholder involvement; establishment of clear targets and indicators for on-going monitoring and assessing impact, and the presence of methods for integrated work and sharing information. As such, **the Jamaica SI will support the provision of integrated, essential and quality multi-sectoral services (e.g. police, health, social services, justice) for women and girls who have experienced intimate partner violence, child sexual abuse and those facing multiple and intersecting forms of discrimination in line with NSAP and existing networks.**

Further, the Jamaica SI will support **the development and/or strengthening of national guidelines or protocols in line with the guidance and tools for essential services.** This will include the development of Standard Operating Procedures (SOPs) for service delivery to women and girls, including those facing intersecting and multiple forms of discrimination, and who experience intimate partner violence and child sexual abuse.

Based on its commitment to multi-sectoral and multipronged approach, **government and CSO service providers will be supported to deliver quality and coordinated essential services to women and girl survivors of violence.** The justice and health sectors of government and CSOs engaged in actions on family violence are on the frontline of secondary prevention and ensuring access to justice for women and girls. Building their capacity in evidence-based interventions and monitoring and accountability systems is essential. The interventions will include training, psychosocial support and other support services.

Whilst all 11 core elements of quality essential justice and policing services provision are being assessed and addressed, specific focus will be placed on: **(i) scaling up legal support services; (ii) strengthening and expanding gender-responsive administration of justice** through the Caribbean Association of Judicial Officers and the Association of Caribbean Commissioners of Police **(iii) establishing protocols to improve capacity to investigate and prosecute cases of VAWG, including family violence, and to enforce court orders in a sensitive and timely manner; and (iv) Domestic Violence Intervention Centre in police stations.**

Human rights and legal literacy training of underserved communities, including women living with HIV, transgender populations, women/girls with disabilities, LGBTIQ+, sex workers, cohabitating adolescent girls, pregnant women and teenage mothers will be conducted. **Other actions with underserved communities will include establishment and operationalization of GBV networks in each parish to respond to the unique needs of women and girls, particularly women living with HIV, transgender populations, women/girls with disabilities, LGBTIQ+, sex workers, cohabitating adolescent girls, pregnant women and teenage mothers.**

Lastly, a key strategy of the Jamaica SI will be its support of the **Ministry of National Security to establish an early warning system response tool that will be integrated into the existing iWatch system.**

### **Target Groups and Geographic Scope**

As highlighted in the situation analysis, young women under 30 years old, women who are poorly educated, economically vulnerable, and women who began living with a man as minors, are at higher risk for multiple forms of violence and abuse. One core objective of each of the programme interventions will therefore be to making services youth-friendly in order to increase the utilization by adolescent girls. Focus will also be placed on other underserved communities such as women living with HIV, transgender populations, women

and girls with disabilities, LGBTIQ+, sex workers, cohabitating adolescent girls, pregnant women, and teenage mothers.

**Table 11: Outcome 4 Beneficiaries**

Pillar 4 <sup>16</sup>									
Direct Beneficiaries					Indirect Beneficiaries				
Girls	Women	Boys	Men	Total	Girls	Women	Boys	Men	Total
4,875	9,750	500	250	15,375	195,000	390,000	191,000	382,000	1,158,000

Interventions will be implemented in all four Spotlight parishes – Clarendon, St Andrew (Kingston Metropolitan Area), St Thomas, and Westmoreland as well as with CSO and government entities for national coverage. Interventions will target those hardest to reach and those left furthest behind in order to maximize programme resources and impact while meeting the principle of ‘leaving no one behind’ and adhering to the “Do no Harm” principle. Some interventions, due to their nature, will be implemented at the regional, parish, and community levels.

### Signature Intervention

**The Essential Services Package (ESP) will be localized, culturally relevant and appropriate to the Jamaica context and aligned to both the Jamaica National Strategic Action Plan to Eliminate Gender-based Violence (NSAP-GBV) and the National Plan of Action for an Integrated Response to Children and Violence (NPACV).** The provision, coordination and governance of essential health, police, justice and social services can significantly mitigate the consequences that violence has on the well-being, health and safety of women and girls, can assist in the recovery and empowerment of women, and stop violence from reoccurring. Essential services can diminish the losses experienced by women, families and communities in terms of productivity, school achievement, public policies and budgets, and help break the recurrent cycle of violence. **The Spotlight Initiative in Jamaica looks at strengthening the services that are delivered by both government and CSO partners and aims to ensure an efficient client-friendly referral pathway.**

### Implementation Approach and Modality of Support

Government and CSO partners will implement activities through the provision of funding and technical assistance from UNFPA, UN Women, UNICEF, and UNDP. The SI will collaborate with PAHO and UNAIDS to plan and design activities in conjunction with community, family and institutional stakeholders who will also be involved in implementation and evaluation processes. A robust monitoring and evaluation framework will guide planned activities.

The main activities to deliver the outputs under this outcome are outlined in the table below.

**Table 12: Outcome 4 – Outputs and Activities Matrix**

<b>OUTCOME 4: Women and girls who experience family violence use available, accessible, acceptable, and quality essential services including for long term recovery from family violence.</b>
<b>Outcome 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>16</sup> Direct Women and Men beneficiaries as well as Indirect Women and Men beneficiaries estimates the number of service providers (social, health, police and justice) in the four parishes and nationally respectively

Outputs	Activities
<p><b>Output 4.1:</b> 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><b>Baseline:</b> TBD <b>Target:</b> TBD</p> <p><b>Performance Measures</b></p> <p><b>Indicator 4.1.1:</b> centralized risk assessment system/early warning systems in place bringing together information from police, health and justice sectors.</p> <p><b>Baseline:</b> No early warning system <b>Target:</b> Yes, early warning system</p> <p><b>Indicator 4.1.4</b> Number of government service providers that 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>Baseline:</b> TBD <b>Target:</b> TBD</p> <p><b>Indicator 4.1.5</b> Number of women's rights organizations that 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>Baseline:</b> TBD (by baseline assessment)</p>	<p><b>Activity 4.1.1:</b> Support the Ministry of National Security to establish early warning system response tool to detect, prevent and respond to violence; seek integration of existing iWatch.</p>
	<p><b>Activity 4.1.2:</b> Undertake readiness assessment (availability, accessibility, responsiveness, adaptability, appropriateness, quality and gaps identification) of different sectors (police, health, social services, justice) to provide services to inform the implementation plan of the NSAP-GBV in line with the Essential Service Package.</p>
	<p><b>Activity 4.1.3:</b> Support the establishment and operationalization of a referral pathway and a coordination platform among government and CSO service providers in each of the target parishes to provide oversight and enable social services, health - including integrated HIV/SRH/GBV services, psychosocial support and mental health services -, police, justice and education sector to ensure a continuum of care in the provision of quality and coordinated essential services to women and girl victims and survivors of violence.</p>
	<p><b>Activity 4.1.4:</b> Update and/or develop SOPs for health service delivery to women and girls, including those facing intersecting and multiple forms of discrimination, and who experience intimate partner violence and child sexual abuse, including at community level.</p>
	<p><b>Activity 4.1.5:</b> In line with the guidance and tools for essential services, adjust models of care for service delivery, establish referrals within the health and other sectors and with FBOs and CSOs, and develop national framework for the provision of gender-sensitive and responsive services, including integrated HIV/GBV and SRH services.</p>
	<p><b>Activity 4.1.6:</b> Expand and support the existing rape crisis hotline to provide women and girls, including those facing intersecting and multiple forms of discrimination, access to information, referral and other SRH related services</p>
	<p><b>Activity 4.1.7:</b> Develop and operationalize usage of standardized intake forms and client registration formats by both government and CSO service providers.</p>
	<p><b>Activity 4.1.8:</b> Provide technical support to the Bureau of Gender Affairs and relevant NGOs on the development of protocols and guidelines for the operationalization of shelters.</p>
	<p><b>Activity 4.1.9:</b> Conduct training of social service providers to identify intimate partner violence and child sexual abuse, provide counseling, psychosocial support and other support services, conduct safety and danger assessments and referrals to other services</p>
	<p><b>Activity 4.1.10:</b> Enhance training for health professionals on identification of IPV and standardized procedures for dealing</p>



<p><b>Target: TBD</b></p> <p><b>Indicator 4.1.8</b> Number of local networks established among authorities and communities to prevent and respond to family violence that include adequate representation of women and girls facing multiple and intersecting forms of discrimination.</p> <p><b>Baseline:</b> <i>TBD (by baseline assessment)</i></p> <p><b>Target:</b> <i>8 local networks established</i></p> <p><b>Indicator 4.1.9</b> Existence of national guidelines/protocols and tools for essential services that specifically address the needs of women and girls facing multiple and intersecting forms of discrimination available</p> <p><b>Baseline:</b> <i>No guideline/protocol</i></p> <p><b>Target:</b> <i>Yes, completed guideline/protocol</i></p>	<p>with victims of GBV, particularly IPV, in a gender-sensitive manner and to better integrate VAWG response into integrated sexual and reproductive health services</p> <p><b>Activity 4.1.11:</b> Strengthen and expand gender-responsive administration of justice through CAJO and ACCP protocols to improve capacity to investigate and prosecute cases of VAWG, including family violence, and to enforce court orders in a sensitive and timely manner</p> <p><b>Activity 4.1.12:</b> Conduct interdisciplinary training targeting Victim Support Unit; police; health and social services; and judges, prosecutors and lawyers on child sexual abuse; IPV including physical, verbal, emotional and psychological abuse; about women's rights under domestic and international laws; and obligation of service providers when dealing with children and girls who are victims of child sexual abuse</p> <p><b>Activity 4.1.13:</b> Support community-led organizations in the response to cases of sexual violence against most marginalized populations</p> <p><b>Activity 4.1.14:</b> Support relevant CSO(s) and relevant local government department(s) to strengthen legal support services and community-based family counseling, mediation and rehabilitation services, particularly those facing multiple and intersecting forms of discrimination</p> <p><b>Activity 4.1.15:</b> Support the delivery of improved mental health and emotional support services for adolescent girls and young women who are victims of violence, including peer to peer support</p> <p><b>Activity 4.1.16:</b> Establish two (2) Domestic Violence Intervention Centre (DVICs) in police stations</p> <p><b>Activity 4.1.17:</b> Conduct training of health providers and CSOs in the provision of the minimum initial service package (MISP) for integrated HIV/RH/GBV prevention and response to natural disasters</p> <p><b>Activity 4.1.18:</b> Support the establishment and operationalization of GBV networks – including government authorities and CSO - in each parish.</p>
<p><b>Output 4.2:</b> Women and girls' survivors of VAWG, including SGBV/HP, and their families are informed of and can access quality essential services, including longer term recovery services and opportunities</p> <p><b>Performance Measures</b></p> <p><b>Indicator 4.2.1:</b> Number of women and girls' survivors of violence that have increased knowledge of and access to</p>	<p><b>Activity 4.2.1:</b> Support awareness raising on Improve human rights and legal literacy of underserved communities, including women living with HIV, transgender populations, women/girls with disabilities, LGBTIQ+, sex workers, cohabitating adolescent girls, pregnant women and teenage mothers (in line with pillar 3)</p> <p><b>Activity 4.2.2:</b> Design and implement a communication campaign on available services and information, on reporting mechanisms, and discrimination (using Digital &amp; Multimedia/ Online &amp; Offline platforms).</p>



quality essential services, disaggregated by age group.  <b>Baseline: TBD</b> ( <i>by baseline assessment</i> )  <b>Target: TBD</b>	
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## Lessons Learned

Outcome 4 builds on key lessons learned in other programmes, including:

- Coordination mechanisms and division of labour among UN Agencies, government, and other stakeholders is fundamental to advancing programmatic processes efficiently.
- The development and proliferation of normative guidance when accompanied with capacity building significantly improved the sustainability of programme delivery.
- Empowerment of rights holders, training of duty bearers and promotion of rights literacy are fundamental to uptake and use/reuse of health services.
- Movement on sensitive and difficult issues is dependent on empowerment of community groups to develop and implement advocacy initiatives.
- Implementation of strong and resourced interagency communication arrangements expands the reach and improves the efficiency and quality of programme delivery.
- As universal screening” or “routine enquiry” (i.e. asking women in all health-care encounters) about intimate partner and family violence should not be implemented, the focus of capacity building interventions will be pre-dominantly on identification of signs of family violence and if screening for intimate partner violence is paired with an intervention (e.g. counselling with an emphasis on safety behaviours).
- Forming alliances and managing relationships at multiple levels in the government system (political, operational and technical), as well as with the non-like-minded can be instrumental in advancing initiatives previously stalled due to inertia, indifference or limited political and programmatic will.
- Collaborations with multidisciplinary, multi-sectoral and inter-ministerial partners with clear delineation of roles, responsibilities and obligations can contribute to acceleration and expansion of programmes once constrained by limited access to resources.

## Sustainability

The strategies for sustainability include:

- All activities proposed are in line with from the National Strategic Action Plan for the elimination of GBV.
- Capacity building of service providers is not only done through in-service training, but also through updating curriculums (pre-service), development of protocols and tools and mentoring/supervisory visits.
- Strengthen community-based structures, including through capacity building, as a strategy to guarantee that the positive effects of the interventions are sustained over time.

- Capacity strengthening of government service providers to ensure sustainability and ownership by the government of the essential service package introduced by the Spotlight Initiative.
- Ensure strong collaboration among government structures, civil society organizations, and communities at national and at parish level.
- Working through local communities and existing structures and community mobilization for sustainability.
- Programme interventions such as the DVICs will be maintained because they will be placed in police stations and the capacity of the stations built to ensure sustainability. The SI will draw on lessons learnt from the two DVICs that are already established.

### **Pillar 5 - Data Availability and Capacities**

This outcome aims to strengthen the capacity of the national statistical system and women's and children's

#### **Quality, disaggregated and globally comparable data on specific forms of family violence collected, analysed and used in line with international standards to inform laws, policies and programmes**

and youth rights advocates to regularly collect disseminate and utilize quality, disaggregated data on specific forms of family violence. Their increased capacity will support evidence-based decision making for policies and programmes designed to eliminate family violence.

The following are the outputs that will be delivered to support the achievement of this outcome:

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

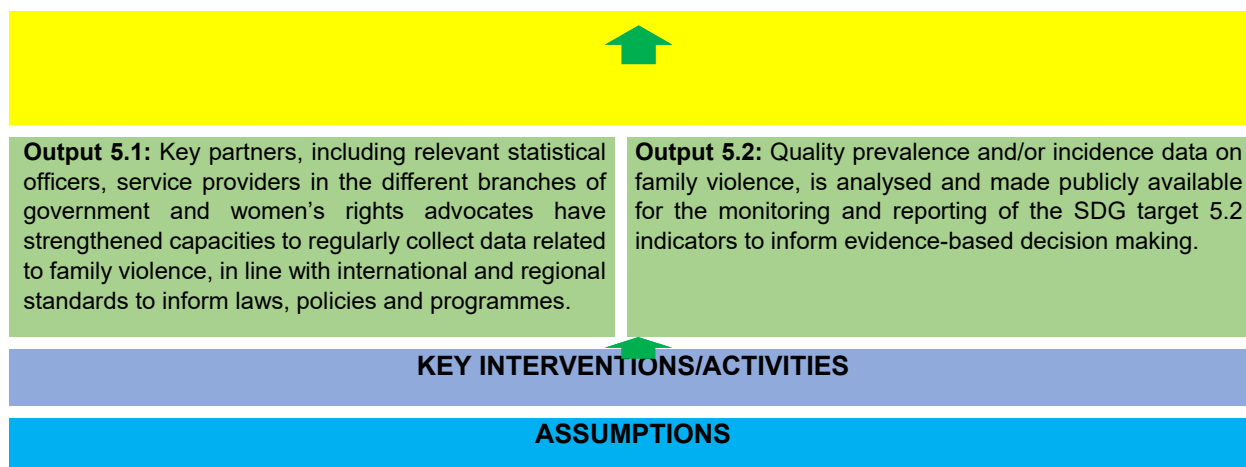
**Output 5.2:** Quality prevalence and/or incidence data on family violence is analysed and made publicly available for the monitoring and reporting of the SDG target 5.2 indicators to inform evidence-based decision making.

### **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); and **if** (2) the capacity of national institutions to collect disaggregated family violence data (including on IPV, and child sex abuse) in line with globally agreed standards is strengthened; and **if** (3) disaggregated data (including to extent possible on age, ethnicity, location, socio-economic status, disability, other vulnerable populations) 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 (quality, disaggregated and globally comparable data) and therefore better able to respond to the specific context and realities of women and girls, including those most marginalized.

**Figure 15: Theory of Change Graphic – Outcome 5**

***Outcome 5: Quality, disaggregated and globally comparable data on specific forms of family violence, (girl-child sexual abuse, IPV and discrimination against vulnerable groups) collected, analysed and used in line with international standards to inform laws, policies and programmes.***



### Scope and Scale of Support

The Jamaica SI will support public dissemination and analysis of family violence prevalence and incidence data that currently exists, and produce new knowledge to enable robust monitoring and reporting of the SDG target 5.2 indicators as well as SDG 16 target 16.2 (16.2 End abuse, exploitation, trafficking and all forms of violence against and torture of children), and to inform evidence-based decision making. This will be done through:

- Establishing **minimum standards and protocols for the management of administrative data** on violence against women and girls.
- Development of a minimum data set on administrative data on violence against women and girls that will enable users to evaluate **whether services are meeting minimum standards for service provision.**
- **Producing and publicly disseminating data, new knowledge and information on (1) the costs of family violence; (2) the costs of violence to employers, duty bearers and rights holders and (3) qualitative analysis and research on experiences of violence of marginalised/ "at risk" groups of women** such as women with disabilities, young and adolescent women, women who have been pregnant and girls who may suffer multiple and intersecting forms of discrimination.
- **Undertaking secondary analysis of data from the Women's Health Survey, 2016 and other population-based surveys (e.g. Multiple Indicator Cluster Surveys), to further explore the experiences of violence. Areas to be examined** include: consequences, risk, and protective factors of specific groups (e.g. young women and adolescents, women who have been pregnant, women with disabilities among others); associations of gender beliefs and norms with violence, and other issues (e.g. masculinity) that may be relevant for policy and programming.
- Training will be conducted with key staff of civil society organizations on:
  - Methods, approaches, and ethical guidelines on the collection and analysis of VAWG administrative data.
  - Collection, monitoring, and use of prevalence and incidence data for social mobilization and advocacy and tracking of state accountability for the elimination of VAWG.
  - Development of a mobile- friendly website that will disseminate: 1) monthly profiles (at both the parish and community levels) of analysed IPV crime and injury data; 2) information on how to develop personal safety plans and obtain protection orders and legal support

services, and 3) information on linkages to government and CSO/NGO services for victims/survivors of VAWG.

### Signature Interventions

The focus of support is on 1) the development of an integrated information system on family violence and children that combines prevalence and administrative data that is used by entities for evidence-based decision making and programming, and 2) the production and dissemination of new knowledge.

Signature interventions include:

- Establishing **minimum standards and protocols for the management of administrative data** on violence against women and girls.
- Expanding the **Jamaica Crime Observatory System to include data on the key family violence priority areas** (e.g. IPV, girl-child sexual abuse and population groups facing multiple and intersecting forms of discrimination).
- Updating the **Jamaica Injury Surveillance System to collect data on IPV**.
- Strengthen the **National Children's Registry to ensure completeness, timeliness, and use of the information collected**. The main role of the Children's Registry is to receive reports of children who have been, are being or are likely to be abandoned, neglected, physically or sexually ill-treated, or are otherwise in need of care and protection.

The programme intends to support the monitoring of the National Plan of Action in order to advance an integrated response to violence against children (NPACV). A total of 100 indicators have been proposed for monitoring the NPACV implementation over the period. The SLI Jamaica will support the monitoring of 50% of the most critical indicators that stakeholders identify as integral in the short term. The programme will also support the Data, Research, and Analysis Technical Working Group to identify data needs and to resolve these in a timely manner.

Activities will be implemented by government and CSO partners through the provision of funding and technical assistance from UN Women, UNDP, and UNICEF. UNFPA will also be providing technical assistance.

### Target Groups and Geographical Scope

This outcome targets the entire Jamaican population. User-producer dialogues will be held at parish level (one per parish) to assess gaps and identify opportunities for VAWG data production and use and dissemination, and to inform the development of the minimum dataset on administrative data on VAWG.

Community outreach by CSOs will focus on areas of highest incidence of family violence in line with incoming administrative data. An online platform for data visualization that will support decision-making and information dissemination of VAWG crime and injury data will be developed. These activities will be undertaken in all parishes. All communities are entitled to have access to data and information on family violence and know how to effectively use family violence data. However, areas in acute need or with higher numbers of at-risk populations will be prioritized.

**Table 13: Outcome 5 Beneficiaries by Target Group**

Target	Direct Beneficiaries	Indirect Beneficiaries
Women	1,000	50,000
Girls	1,200	300,000
Men	300	50,000
Boys	500	300,000
<b>TOTAL</b>	<b>3,000</b>	<b>700,000</b>

## Implementation Approach and Modality of Support

The Statistical Institute of Jamaica (STATIN) is the primary government agency responsible for data collection related to monitoring the development and progress of the population. The agency uses periodic surveys and censuses to collect data and has the technical capacity to establish data collection protocols, collect data from other relevant ministries, departments or agencies and train other relevant public sector officers (e.g. health professionals and police officers), in standards of data collection specific to GBV. Outcome 5 interventions will be implemented with STATIN as the centre of the data and statistics ecosystem for Jamaica, leveraging their technical and institutional capacity in partnership with government data producers and users in the national statistical system and civil society.

Effective engagement with those who craft policy depends primarily on information being efficiently generated and retrieved, sifted and packaged, shared internally, and disseminated to the public. As such the main modalities of implementation will involve conjoining research, building the capacity of civil society, forging ties with mass media and lobbying, social mobilization and advocacy.

The main activities to deliver the outputs under this outcome are outlined in the table below.

**Table 14: Outcome 5 – Outputs and Activities Matrix**

<b>OUTCOME 5: Quality, disaggregated and globally comparable data on specific forms of family violence collected, analysed and used in line with international standards to inform laws, policies and programmes</b>	
<b>Outcome Indicator 5.1</b> Jamaica has globally comparable data on the prevalence (and incidence, where appropriate) of VAWG, including family violence, collected over time	
<b>Outcome Indicator 5.2</b> Jamaica with publicly available data, reported on a regular basis, on various forms of VAWG, including family violence, at country level	
<b>Outputs</b>	<b>Activities</b>

<p><b>Output 5.1:</b> Key partners, including relevant statistical officers, service providers in the different branches of government and women's rights advocates have strengthened capacities to regularly collect data related to family violence, in line with international and regional standards to inform laws, policies and programmes.</p> <p><b><u>Performance Measures</u></b></p> <p><b>Indicator 5.1.1:</b> Number of National Statistical Offices that have developed/adapted and contextualized methods and standards at national level to produce prevalence and/or incidence data on VAWG, including family violence.</p> <p><b>Baseline:</b> <i>None</i></p> <p><b>Target:</b> By 2022, 1 National Statistical office has minimum standards and protocols for the management of VAWG administrative data.</p> <p><b>Indicator 5.1.2:</b> [Percentage of targeted countries with] Existence of a harmonized system to collect administrative data on VAWG, including family violence, in line with international standards, across different sectors.</p> <p><b>Baseline:</b> 0 harmonized data collection systems (JCO-ICVIS, Jamaica Injury Surveillance System (Health), JCF and National Children's Registry have systems in place to collect some VAWG administrative data. These systems are not harmonized).</p> <p><b>Target:</b> By 2022, a harmonized system exists (comprising the JCO-ICVIS, Jamaica Injury Surveillance System (Health), JCF and National Children's Registry is in place to collect administrative data on VAWG, including family violence, in line with international standards, across different sectors).</p> <p><b>Indicator 5.1.3:</b> Number of National Statistical Officers who have enhanced capacities to produce data on the prevalence and incidence, where appropriate, of VAWG including family violence.</p> <p><b>Baseline:</b> <i>0 officer</i></p> <p><b>Target:</b> <i>By 2022, 30 STATIN and other government staff have enhanced capacities to produce data on the prevalence and incidence where appropriate of VAWG including family violence.</i></p> <p><b>Indicator 5.1.4:</b> Number of government personnel, including service providers, from different sectors who have enhanced capacities to collect prevalence and/or</p>	<p><b>Activity 5.1.1:</b> Establish minimum standards and protocols for the management of VAWG administrative data.</p> <p><b><u>Sub-Activities</u></b></p> <ul style="list-style-type: none"> <li>▪ <i>Sub-activity 5.1.1a: User-producer dialogues held at parish level (1 per parish) to assess gaps and identify opportunities for VAWG data production, use and dissemination, to (1) inform the development of the minimum standards and protocols for the management of VAWG administrative data; and (2) the minimum dataset on administrative data on VAWG data.</i></li> <li>▪ <i>Sub-activity 5.1.1b: National capacity assessment of STATIN and the National Statistical System and civil society, to produce, analyse and disseminate VAWG administrative data.</i></li> <li>▪ <i>Sub-activity 5.1.1c: Minimum Standards, Ethical Guidelines, Protocols (including data sharing protocols) developed.</i></li> <li>▪ <i>Sub-activity 5.1.1d: MoUs established among data producers (including the relevant civil society organizations) and STATIN on VAWG administrative data.</i></li> </ul> <p><b>Activity 5.1.2:</b> Under the framework of the minimum standards and protocols, the development of a minimum dataset that will enable users to evaluate whether services meet minimum standards for service provision in the health, justice, police and social services (including civil society) sectors and best practices (for example the <i>Essential Services Package for Women and Girls Subject to Violence, 2015</i>) as well as to monitor the implementation of the Jamaica NSAP-GBV.</p> <p><b>Activity 5.1.3:</b> Support to STATIN to conduct training with key staff of STATIN and government personnel in national statistical system on methods, approaches and ethical guidelines on the collection and analysis of VAWG prevalence data.</p> <p><b>Activity 5.1.4:</b> Strengthening the capacity of STATIN and government personnel in national statistical system (JCO-ICVIS, PIOJ, JCF, Hospitals, Jamaica Injury Surveillance System, Justice system and National Children's Registry) on methods, approaches and ethical guidelines</p>
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<p>incidence data, including qualitative data, on VAWG including family violence in line with international and regional standards.</p> <p><b>Baseline:</b> <i>TBD (by baseline assessment)</i></p> <p><b>Target:</b> <i>By 2022, 70 staff in the JCF, JCO, hospitals, Jamaica Injury Surveillance System (Health), Justice sector, National Children's Registry and STATIN have increased knowledge on methods, approaches and ethical guidelines on the collection and analysis of VAWG administrative data.</i></p> <p><b>Indicator 5.1.5:</b> Number of women's rights advocates collecting prevalence and/or incidence data, including qualitative data, on VAWG including family violence.</p> <p><b>Baseline:</b> <i>TBD</i></p> <p><b>Target:</b> <i>By 2022, 50 women's, youth and child's rights advocates collecting VAWG administrative and qualitative data for social mobilization and advocacy.</i></p>	<p>on the collection and analysis of VAWG administrative data</p> <p><u>Sub-Activities</u></p> <ul style="list-style-type: none"> <li>▪ <i>Sub-activity 5.1.4a: Expansion of (1) the Jamaica Crime Observatory Integrated Crime and Violence Information System and (2) Jamaica Injury Surveillance System to strengthen collection and analysis of data on VAWG, including family violence.</i></li> <li>▪ <i>Sub-activity 5.1.4b: Strengthening the National Children's Registry to ensure completeness, timeliness and use of the information collected.</i></li> </ul> <p><b>Activity 5.1.5:</b> Conduct training with key staff of civil society organizations that on methods, approaches and ethical guidelines on the collection and analysis of VAWG administrative data.</p>
<p><b>Output 5.2:</b> Quality prevalence and/or incidence data on family violence is analysed and made publicly available for the monitoring and reporting of the SDG target 5.2 indicators to inform evidence-based decision making</p> <p><u><b>Performance Measures</b></u></p> <p><b>Indicator 5.2.1:</b> Number of knowledge products developed and disseminated to the relevant stakeholders to inform evidence-based decision making.</p> <p><b>Baseline:</b> <i>1 (Women's Health Survey Report, 2016)</i></p> <p><b>Target:</b> <i>By 2022 produce three key knowledge products<sup>17</sup></i></p> <p><b>Indicator 5.2.2</b> Number of pieces of peer-reviewed qualitative research published</p> <p><b>Baseline:</b> <i>0 (Unpublished qualitative research undertaken as a companion to the Women's Health Survey Report 2016)</i></p>	<p><b>Activity 5.2.1:</b> Produce and disseminate three (3) knowledge products</p> <p><u>Sub-Activities</u></p> <ul style="list-style-type: none"> <li>▪ <i>Sub-Activity 5.2.1a: Conduct of a National Study on the Economic Costs of VAWG</i></li> <li>▪ <i>Sub-Activity 5.2.1b: Secondary analysis (including multi-variate analysis) of data from the Women's Health Survey, 2016 and other surveys such as MICS and Reproductive Health survey to further explore the experiences of violence (including consequences, risk and protective factors) of specific groups (for example young women and adolescents, women who have been pregnant, women with disabilities among others) of women, associations of gender beliefs and norms with violence, and other issues (e.g. masculinity) that may be relevant for policy and programming.</i></li> <li>▪ <i>Sub-Activity 5.2.1 c: Support the analysis and the use of data produced by the National</i></li> </ul>

<sup>17</sup> These products would include (1) National Study on the Economic Costs of VAWG; (2) Qualitative analysis and research on experiences of violence of marginalized/ "at risk" groups of women such as women with disabilities, young and adolescent women, women who have been pregnant, and girls who may suffer multiple and intersecting forms of discrimination; and (3) secondary analysis of data from the Women's Health Survey, 2016 to further explore the experiences of violence (including consequences, risk and protective factors) of specific groups (for example young women and adolescents, women who have been pregnant, women with disabilities among others) of women, associations of gender beliefs and norms with violence, and other issues (e.g. masculinity) that may be relevant for policy and programming.



<p><b>Target:</b> <i>By 2022, 1 peer-reviewed qualitative analysis research papers on experiences of violence of marginalised/ “at risk” groups of women published</i></p>	<p><i>Children's Registry to ensure the production of complete and timely quarterly bulletin report.</i></p>
<p><b>Indicator 5.2.3:</b> Number of government personnel from different sectors with strengthened capacities to analyse and disseminate prevalence and/or incidence data on VAWG, including family violence</p> <p><b>Baseline:</b> TBD</p>	<p><b>Activity 5.2.2:</b> Conduct qualitative analysis and research on experiences of violence of marginalised/ “at risk” groups of women such as women with disabilities, young and adolescent women, women who have been pregnant, and girls who may suffer multiple and intersecting forms of discrimination.</p>
<p><b>Target:</b> <i>By 2022, 70 staff have increased knowledge to analyse and disseminate VAWG prevalence and administrative data for decision-making and monitoring of the NSAP-GBV<sup>18</sup>.</i></p> <p><b>Indicator 5.2.4:</b> Number of women's rights, youth and children's advocates with strengthened capacities in analysis and dissemination of prevalence and/or incidence data on VAWG, including family violence.</p> <p><b>Baseline:</b> 0 <i>fora</i>.</p> <p><b>Target:</b> <i>By 2022, 100 women rights, youth and children's advocates with strengthened capacities in analysis and dissemination of prevalence and/or incidence data on VAWG, including family violence</i></p>	<p><b>Activity 5.2.3:</b> Strengthen capacity of key staff of STATIN and government personnel in national statistical system (JCO-ICVIS, PIOJ, JCF, Hospitals, Jamaica Injury Surveillance System, Justice system and National Children's Registry) on analysis and dissemination of VAWG prevalence and administrative data.</p> <p><u>Sub-Activity</u></p> <ul style="list-style-type: none"> <li>▪ <i>Sub-Activity 5.2.3a: Training and capacity building for the data producers: key staff of STATIN and government personnel in national statistical system (JCO-ICVIS, PIOJ, JCF, Hospitals, Jamaica Injury Surveillance System, Justice system and National Children's Registry) on analysis and dissemination of VAWG prevalence and administrative data.</i></li> <li>▪ <i>Sub-Activity 5.2.3b: Training and skill-building for the data users: key staff of national gender machinery, government agencies with responsibility for children's and youth rights, to analyse and disseminate prevalence and incidence data to support decision-making, policy and programme development, and monitoring of the NSAP-GBV.</i></li> </ul> <p><b>Activity 5.2.4:</b> Strengthen the capacity of women's rights advocates to analyse and disseminate VAWG prevalence and incidence data.</p> <p><u>Sub-Activities</u></p> <ul style="list-style-type: none"> <li>▪ <i>Sub-Activity 5.2.4a: Training and skills building of women's youth and children's rights advocates in order to increased</i></li> </ul>

<sup>18</sup> In the JCF, JCO, hospitals, Jamaica Injury Surveillance System (Health), Justice sector, National Children's Registry and STATIN

	<p><i>capacity to collect, monitor and use prevalence and incidence data for social mobilization and advocacy and tracking of state accountability for the elimination of VAWG.</i></p> <ul style="list-style-type: none"> <li>▪ <i>Sub-Activity 5.2.4b: Support CSOs to develop and launch a mobile friendly website that will disseminate (1) monthly profiles (at both the parish and community levels) of analysed IPV crime and injury data; (2) information on how to develop personal safety plans and obtain protection orders and legal support services; (3) information on linkages to government and CSO/NGO services for victims/survivors of VAWG.</i></li> </ul> <p><b>Activity 5.2.6:</b> Secondary analysis of data from the Women's Health Survey, 2016 to further explore the experiences of violence (including consequences, risk and protective factors) of specific groups (for example young women and adolescents, women who have been pregnant, women with disabilities among others) of women, associations of gender beliefs and norms with violence, and other issues (e.g. masculinity) that may be relevant for policy and programming</p> <p><b>Activity 5.2.7:</b> Support the analysis and the use of data produced by the National Children's Registry to ensure the production of complete and timely quarterly bulletin report.</p>
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## Lessons Learned

With the goal of boosting the capacity of the national statistical system, the value added of the SI is that it will leverage minimum standards on administrative data to ensure sound quantitative and qualitative data on family violence. This can inform policy and legislation, prevention efforts and improve the quality and acceptability of essential services. Anchoring these standards within the national statistical system will strengthen the long-term national statistical agenda for Jamaica and increase the potential for sustainability beyond the life of the Spotlight Initiative.

Analysis and dissemination of data that currently exists and the creation of new knowledge and initiatives are directly aligned with national priorities as outlined in the NSAP-GBV. Proposed activities will help to address gaps and barriers to knowledge and the use of knowledge/information for urgent action on family violence, particularly prevention, protection and response. They will also strengthen both quantitative and qualitative sources, which are critical for accuracy in understanding the drivers and enablers of family violence.

## Sustainability

Jamaica was the first country in CARICOM to implement a national prevalence survey on VAWG, the Women's Health Survey, 2016. The SI builds on this significant effort by strengthening national capacity to analyse, disseminate, and use this data to inform policy and programme implementation. By engaging with

civil society to deploy innovative approaches such as the abovementioned mobile-friendly website, including at the community level and ensuring substantive participation and input by marginalised groups, the SI will use both prevalence data (e.g. perpetrator profiles, controlling behaviours and other pertinent information), and incidence data, to strengthen CSO's advocacy, programme monitoring and service-delivery capacities.

At a national level, the project directly responds to the recommendations of the NSAP-GBV in relation to data and include:

- Enabling STATIN (as the coordinator of the national statistical system) to have the mandate to collect this type of data on Gender-Based Violence (GBV).
- Standardizing data collection protocols and mechanisms at all entry points to assess prevalence.
- Establishing/improving policy framework and protocols for interagency coordination for screening, referring and managing cases of GBV.
- Protocols for data collection and coordination to include the monitoring and tracking the impact of the implementation of the NSAP-GBV.
- Assessment of programmes that are successful in preventing family violence and lessons used to scale up other programmes.

At a regional level, the SI aligns the Gender Pillar of the CARICOM Regional Strategy for the Development of Statistics, particularly on areas related to VAWG data production, analysis, use and dissemination.

With regard to capacity building of the national statistical system and women's rights advocates, the value that brings includes that it will establish a minimum standard on administrative data on family violence. Locating these standards within the national statistical system, anchors the initiative to the national statistical agenda for Jamaica, thereby increasing potential for sustainability.

## **Pillar 6 - Supporting the Women's Movement**

**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.**

The following are the three outputs that will be delivered to support the achievement of this outcome:

**Output 6.1:** Women's rights groups and relevant CSOs, have increased opportunities and support to share knowledge, network, partner and jointly advocate for GEWE and ending 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 social accountability mechanisms to support their advocacy and influence on prevention and response to family violence and GEWE.

**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 family violence.

## **Theory of Change**

The activism of women's rights organisations, 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 family violence.

Therefore, **if** (1) the knowledge, expertise and capacities of women's rights organisations, autonomous social movements and CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination is drawn upon and strengthened; **if** (2) the space for women's rights organisations, 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 **if** (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 organisations, 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.

**Figure 16: Theory of Change Graphic – Outcome 6**



### Scope and Scale of Support

Under Outcome 6, the Jamaica SI will do the following: work directly with women's organizations and CSOs in the area of **capacity building in programme design and monitoring and evaluation for CSOs that provide services to the most marginalized and vulnerable communities**; support the creation of a knowledge hub and CSO resource centre; facilitate spaces **for multigenerational dialogue between young and older, men and women**; **develop a national accountability strategy, and formulate and execute advocacy campaigns around legislation, policy and service delivery related to VAWG and family violence.**

Direct financial support will also be provided to organizations to enable the acquisition and use of appropriate technological tools. Organizations that work with young women facing the most adverse intersectional challenges arising from family violence will receive particular attention. Given our understanding that there is a digital divide which negatively impacts CSOs and those with whom they work at the grassroots level, the modalities of support will utilize a mix of methodologies to expand the knowledge base, create a network of civil society practitioners who are skilled in social accountability advocacy and

engagement, and institutionalize effective interventions to influence debate and decision making on eliminating VAWG.

**Engagement and strengthening of CSOs and the women's movement programme work is mainstreamed throughout all pillars of the Jamaica SI.** The work will be informed by the WHS 2017, the NSAP-GBV 2018 and the knowledge and experience of survivors and those most affected by family violence in Jamaica.

The full participation of civil society from programme design through to monitoring and evaluation is built into the Jamaica SI and is testament to the programme's commitment to meaningful engagement. A civil Society Reference Group will be established; its functions will include advising the Spotlight Country Programme and advocating and partnering for the realization of its objectives.

### Target Groups and Geographical Scope

Pillar 6 interventions will be national in scope. However, within the four target parishes, some activities will be localized to community organizations in those parishes.

**Table 15: Outcome 6 Beneficiaries by Target Group**

Target Group	Direct Beneficiaries	Indirect Beneficiaries
Women	300	1,000
Girls	100	1,500
Men	100	500
Boys	100	500
<b>TOTAL</b>	<b>600</b>	<b>3,500</b>

### Signature interventions

The Jamaica SI's commitment to the principle of "leaving no one behind" will **require the meaningful consultation and engagement of local and grassroots civil society organizations, in particular those representing groups facing multiple and intersecting forms of discrimination.**

Historically, there has been very little interaction and cross-fertilization between women's movement and private sector in areas such as knowledge sharing and joint advocacy. The EU/UN Women Win-Win Programme which has seen the private sector embrace GEWE through WEPS and other initiatives, provides evidence that CSO advocacy over the years has borne fruit and has yielded positive outcomes.

In 2018, the number of WEPs signatories tripled. One of the signature areas of intervention will be **pushing the envelope of partnership between the private sector and the civic community, in particular the women's movement, around rights-based development. This will be done in part through engaging knowledge leaders and industry experts in the private sector in order to support CSO strategy building and capacity strengthening.**

Ensuring effective access to basic information is the critical underpinning of social activism and advocacy so the interventions in this pillar will be intrinsically tied to institutionalization of communication channels and information sharing modalities which demystify what might appear to be complex information coming out of public policy sources and academic bodies and makes such information more readily available and accessible.

The Jamaica SI implicitly recognizes the importance of 1) intergenerational interactions as a key component of sustaining and strengthening the women's movement, and 2) the establishment of strategic partnerships with other movements and coalitions for this purpose. These matters were specifically raised by CSOs

during initial consultations; they were highlighted as channels for knowledge transfer, mentoring and strategic framing.

Intergenerational and multi-stakeholder dialogues including exchanges between men's and women's groups will be convened twice per year to leverage the skills, expertise and experience of CSOs (apex and grassroots). These dialogues will facilitate more integration and coordination that can support focused direct advocacy and enhance knowledge management capacities around ending VAWG including family violence. It is recognized that grassroots CSOs and those representing marginalized communities often bring different, but equally valuable, perspectives and skills and can reach those who might otherwise not be engaged. Moreover, they know where the people most affected by family violence are in the community and, because of their independence, have an important role to play in oversight and accountability.

In order to ensure that the programme develops a systematic bottom-up approach to working with local grassroots CSOs, (particularly in the three rural parishes identified for the focus of the programme), the engagement and outreach strategy to be adopted will be inclusive, crosscutting and guided by the principle of ensuring the widest representation of the full range of groups that exist. These groups include faith-based organizations, youth-led networks, sport, and other community-based organizations. The Programme will focus on supporting the expansion and scale-up of the technical and substantive capacity of local and grassroots organizations particularly those working on innovative programmes to end VAWG, especially those working to address multiple and intersecting forms of discrimination. This will be done through elevating the voices of affected populations via delivery of training and technical capacity building in monitoring and accountability, research and a strategic collaboration with women's funds and grant making organisations in the Caribbean to establish a small grant funding modality for this purpose.

### **Implementation Approach and Modality of Support**

In Outcome 6, the Jamaica SI will work directly with women's organizations and CSOs in the area of capacity building and programme enhancement. Most of this work will be around the creation of a knowledge hub, the development of a national accountability strategy and monitoring and evaluation of the implementation of the NSAP-GBV. The formulation and execution of advocacy campaigns around legislation, policy and service delivery related to family violence will also be undertaken.

Direct financial support will also be provided to organizations, in particular, those working with young women facing the most adverse intersectional challenges arising from family violence to enable the acquisition and use of appropriate technological tools.

The modalities of support will utilize a mix of methodologies to expand the knowledge base, create a network of skilled civil society practitioners in social accountability advocacy and engagement, and institutionalize effective interventions to influence debate and decision making on eliminating family violence.

The main activities to deliver the outputs under this outcome are outlined in the table below.

**Table 16: Outcome 6 – Outputs and Activities Matrix**

**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.**

**Outcome Indicator 6.1** Proportion of countries where women's rights organisations, autonomous social movements and relevant CSOs,<sup>19</sup> increase their coordinated efforts to jointly advocate on ending VAWG, including family violence

**Outcome Indicator 6.2** Proportion of countries where there is an increased use of social accountability mechanisms by civil society in order to monitor and engage in efforts to end VAWG, including family violence

**Outcome 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

Outputs	Activities
<p><b>Output 6.1:</b> Women's rights groups and relevant CSOs,<sup>20</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.</p> <p><b>Performance Measures</b></p> <p><b>Indicator 6.1.1:</b> Number of jointly agreed recommendations produced as a result of multi-stakeholder dialogues that include representatives of groups facing multiple and intersecting forms of discrimination.</p> <p><b>Baseline:</b> <i>TBD (by baseline assessment)</i></p> <p><b>Target:</b> <i>TBD</i></p> <p><b>Indicator 6.1.2:</b> Number of official dialogues convened/undertaken with relevant government authorities with the meaningful participation of women's rights groups and relevant CSOs, including representatives of groups facing multiple and intersecting forms of discrimination</p> <p><b>Baseline:</b> <i>TBD (by baseline assessment)</i></p> <p><b>Target:</b> <i>TBD</i></p> <p><b>Indicator 6.1.3:</b> Number of CSOs representing youth and other groups facing multiple and intersecting forms of discrimination that are integrated with coalitions and</p>	<p><b>Activity 6.1.1:</b> Convene the SI CSRG and strengthen the CSO coordinated inputs into SI implementation, including communications visibility and advocacy through the Steering Committee.</p> <p><b>Activity 6.1.3:</b> Convene intergenerational and multi-stakeholder dialogues<sup>21</sup> to facilitate direct exchange of advocacy and knowledge management strategies on VAWG.</p> <p><b>Activity 6.1.4</b> Host biannual virtual sessions between gender equality and social justice organizations in Jamaica with counterpart organizations in other Caribbean Spotlight countries to share joint strategies, lessons learned, best practice and advocacy tools</p> <p><b>Activity 6.1.5:</b> Develop national knowledge hub and clearinghouse to provide a foundation for the development of critical gender and women's rights research, including feminist research around IPV and discrimination and exclusion. This would act as a virtual resource centre.</p>

<sup>19</sup> Including those representing youth and groups facing intersecting forms of discrimination/marginalization

<sup>20</sup> Including those representing youth and groups facing intersecting forms of discrimination/marginalization

<sup>21</sup> The dialogues will be convened twice per year and will include exchanges between and among men's and women's groups. These sessions are expected to result in more integration and coordination to support focused direct advocacy and enhance knowledge management capacities.



<p>networks of women's rights groups and civil society working on ending VAWG including family violence.</p> <p><b>Baseline:</b> <i>TBD (by baseline assessment)</i></p> <p><b>Target:</b> <i>TBD</i></p> <p><b>Indicator 6.1.4:</b> 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 local, national, regional and global levels.</p> <p><b>Baseline:</b> <i>TBD (by baseline assessment)</i></p> <p><b>Target:</b> <i>TBD</i></p>	
<p><b>Output 6.2:</b> 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.</p> <p><b>Performance Measures</b></p> <p><b>Indicator 6.2.1:</b> Number of supported women's right groups and relevant CSOs using the appropriate accountability mechanisms<sup>22</sup> for advocacy.</p> <p>Baseline: <i>TBD (by baseline assessment)</i></p> <p>Target: <i>TBD</i></p>	<p><b>Activity 6.2.1:</b> Develop a national level social accountability strategy for tracking, monitoring and evaluation around on legislation, budget analysis and expenditure tracking around the state response to family violence.</p>
<p><b>Output 6.3:</b> 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><b>Performance Measures</b></p> <p><b>Indicator 6.3.1</b> 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> <p><b>Baseline:</b> <i>TBD</i></p> <p><b>Target:</b> <i>TBD</i></p>	<p><b>Activity 6.3.1:</b> Collaborate with women's funds and grant making organisations in the Caribbean to establish a small grant funding modality to support the expansion of technical substantive capacity of groups working on innovative programmes to end VAWG.</p> <p><b>Activity 6.3.2:</b> Provide leadership and M&amp;E capacity strengthening programme for CSOs in Jamaica especially those working with underserved communities (LBTQI persons, women and girls with HIV, women and girls with disabilities, women living in rural communities etc.), to engage with parliamentarians and policy makers to influence law and policy developments and with media to promote gender-responsive messages on prevention, protection and response to IPV and child sex abuse (co-executed with 4.2.2)</p>

<sup>22</sup> E.g. the CEDAW, UPR shadow reports, and social accountability mechanisms such as social audits, citizen report cards, etc.

## Lessons Learned

Working with the most vulnerable and the most marginalized in Jamaica requires a rights-based approach, which is inclusive, and intersectional, whilst at the same time pushes the envelope of social and cultural change. Many civil society organizations have paved the way in this regard utilizing mixed methodologies of direct advocacy, knowledge sharing, lobbying, and training and development of activists. Partnering with these organizations that have the institutional memory and grassroots experience, will ensure that SI can reach the most vulnerable. Another important lesson learned from observing the activism of the civic community who work with the underserved, is that it is important to utilize crosscutting and cross-issue entry points. In the Jamaican context, multilevel activism is generally more effective than single-issue activism, particularly with respect to matters that might be considered as cultural and social flash points. It is critically important to support young activists not just through institutional funding but also through leadership training, mentorship and support for movement building.

## Sustainability

The strategies for sustainability under Outcome 6 will coalesce around three key elements:

- Consistent, coherent, repeated and cohesive messaging around social accountability.
- Women and girls, in particular survivors, and those affected by family violence, participating as active producers and users of knowledge generated by SLI Jamaica and being trained and organized to be so doing.
- Working to ensure duty bearers internalization and incorporation of the mechanisms, tools and applications that support transformative inclusion of civil society in programme and policy development and implementation.

## Interconnectedness of Pillars

Family violence is a major issue that leaves long-lasting - including intergenerational - negative impact, both physical and emotional, on those affected, especially women and girls. The multidimensionality and dynamics of family violence as described in the previous sections indicate that it cannot be eliminated by focusing on singular drivers but requires intervening at various levels to realize long term change.

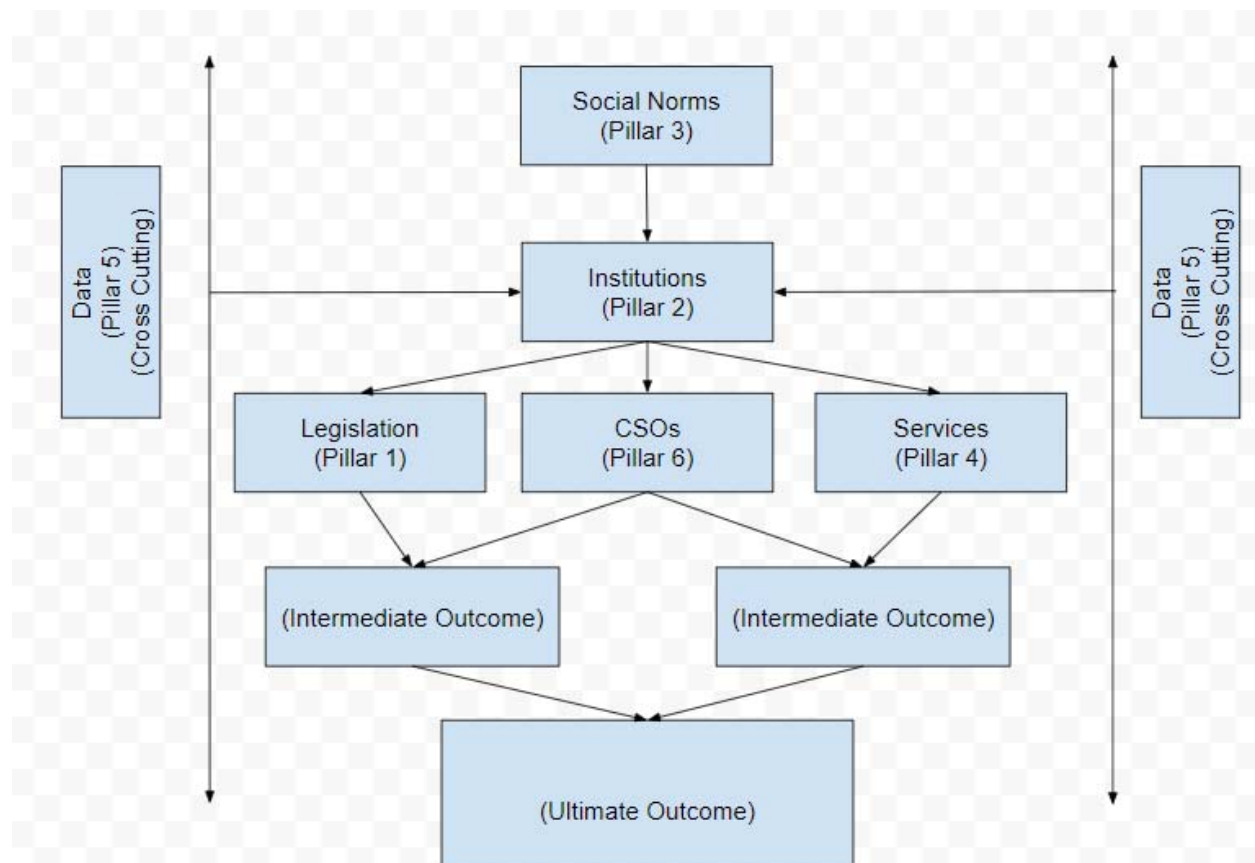
The Jamaica SI has prioritised intervening at the prevention level to address serious socio-cultural norms and discriminatory behaviours and attitudes that fuel family violence at the individual and community level, and at the services level to ensure that survivors of family violence have access to quality, reliable and informed services at all levels. **Pillars 3 and 4 (outcomes 3 and 4) form the core of the Jamaica SI and represent the areas where significant financial and technical expertise will be focused. These two pillars are closely inter-linked and mutually reinforce each other. Successful implementation of the interventions of these two pillars can directly generate transformative change in the lives of women and girls in targeted communities.**

It is clear, however that despite the efforts expended to improve prevention of family violence and services for those women and girls most impacted, if there is no enabling environment to support such programmes, then they will fail. **The Jamaica SI through Pillars 1 and 2 will address key legislative and policy areas that will strengthen the response to violence against women and girls whilst building the capacity of duty bearers to respond in a humane fashion to the scourge of violence.** Generating understanding of the impact of family violence supporting the formulation of legal and policy guidelines to improve reporting of violence, prosecution of cases and the treatment and care of those impacted is a major part of the SI.

For years, civil society organisations and women's groups have carried the burden of the response to violence against women and girls, many times with limited skills or the resources required for wholesome responses. The Jamaica SI recognises the need to increase the capacity of these groups to respond to VAWG and to ensure that they provide quality services; Pillar 6 addresses and Pillars 3 and 4 are integrally linked to this Pillar 6. Pillar 3 and 4 therefore will be unsuccessful without Pillar 6.

The Jamaica SI understands that in order to develop innovative models of care, focusing on gathering and utilising evidence is important. Addressing family violence necessitates an understanding of the prevalence, risks and impacts for survivors, families, communities and the country. Data management therefore is a crosscutting priority that is addressed in Pillar 5.

**Figure 17: Flow/Linkages Among Pillars**



The linkages between prevention (Pillar 3), service (Pillar 4), capacity building of State institutions and civil society organizations (Pillar 2 and 6) and legislation and policy (Pillar 1), allows the Jamaica SI to move **the country beyond pilot projects and fragmented and isolated initiatives to a systems approach**. This approach identifies prevention methods, addresses services, identifies partnerships, strengthens existing programmes, advocacy, data management and create new innovations to better address family violence. The SI serves as a framework for the country to address family violence through concrete actions from the community level to the national. **It is a bulwark against simplified programmatic short cuts; it challenges professional biases and inertia, and allows for greater humanity and compassion in assessment, prevention, and intervention on behalf of all intended and unintended women and girl victims of family violence.**

#### **IV. Alignment to Sustainable Development Goals (SDGs)**

The Spotlight Initiative (SI) in Jamaica will make positive contributions to the achievement of the SDGs by promoting gender equality, peace, prosperity, stability, social inclusion, and protection of human rights,

which are, in accordance with Agenda 2030, effective stimulants for poverty reduction and sustainable development. The SI in Jamaica is aligned to the SDGs in the following ways:

- SDG 3: Focusing on health and wellbeing by providing a robust SRH system that is coherent, coordinated, and accessible.
- SDG 5: Addressing issues of gender inequality and gendered notions of power and advancing actions to achieve gender equality. In order to make progress on SDG 5 the SI will complement and augment existing projects and programmes. The interventions in Pillars 1,2 and 3 will be critical in advancing progress on SDG 5.
- SDG 10: Addressing inequalities by tackling root causes of violence through changing mind-set, attitudes and understanding of the problem of VAWG and family violence. Pillar 3 includes interventions that will support change in social norms and mind-set that promote a vicious circle of VAWG, including family violence.
- SDG 16: Promoting peace, inclusivity, justice for all, and building inclusive institutions by enhancing the government's thrusts towards effective and efficient programmes delivery. Strengthening institutions (Pillar 2); promoting policy and legal reform to remove discrimination and enhance access to justice (Pillar 1); improving service delivery to female survivors of violence (Pillar 4) and empowering CSOs and Women's Organizations to champion anti-VAWG policies and programmes (Pillar 6) are important actions to advance the SDGs. Prevention interventions in pillar 3 will also address target 16.2 with concrete interventions to reduce violent discipline and child sexual abuse. The fact that actions under these Pillars will be undertaken at the national and subnational levels will support localization of the SDGs at the parish and community levels.
- SDG17: Importantly, the SI will establish new, and improve existing partnerships in order to advance an enabling environment and system to eliminate VAWG, including family violence.

The SI is also fully aligned with Visions 2030, Jamaica, National Development Plan, the National Strategic Action Plan to Eliminate Gender-based Violence (2017-2027), and the National Plan of Action for Integrated Response to Children and Violence. An assessment of alignment of Jamaica's Vision 2030 to the SDGs in 2016 revealed an over 90 per cent alignment. Hence, achieving the goals of the National Development Plan will also advance achievement of the SDGs. Hence, the SI in Jamaica will not only advance the SDGs but also the Vision 2030 Jamaica.

The SI in Jamaica will draw on the mandates and collaborative advantages and partnerships of UN agencies' existing programmes and expertise, and on the capacities of the EU, CSOs, Government, Women's movements and other non-traditional partners aligned to SDG 17. It will drive progress through innovation, grounded in a comprehensive Global Theory of Change (ToC) that cuts across the six (6) outcome pillars. It will leverage government's momentum to implement other programmes to eliminate family violence and to achieve the SDGs; assure political buy-in and national ownership; engage civil society; and ensure multi-stakeholders, collaborative approach.

The Programme will also support the government in reinforcing and operationalizing a standard protection system for all, but more specifically in preventing and responding to a range of different forms of family violence with emphasis on those that have traditionally been left the furthest behind. The SI will catalyze and fortify multi-sectoral responses by strengthening legislative and policy frameworks, building gender-responsive State institutions, supporting evidence-based prevention programmes to promote gender equitable social norms, attitudes and behaviours, ensuring essential quality services to victims and survivors of IPV and sexual abuse, thus closing the gap in data, and supporting CSOs working together in an integrated fashion for change. It will empower women and girls as agents of change. The interventions will also target men and boys as agents of change within the community mobilisation interventions and in schools.

## V. Governance Arrangements

A **Spotlight Multi-Stakeholder Steering Committee (SMSSC)** will be created as the key governance structure for the Spotlight Initiative (SI) in Jamaica.

The SMSSC will be co-chaired by the Resident Coordinator and the Minister of Culture, Gender, Entertainment and Sport (MCGES). Following the SI's principles of inclusiveness, transparency, accountability, consensus-based decisions, country participation and ownership, the SMSSC will include:

- Representatives of the European Union (EU) Delegation in Jamaica.
- Representatives of the Planning Institute of Jamaica (PIOJ), Ministry of Foreign Affairs and Foreign Trade, Ministry of Education, Youth and Information, Ministry of Local Government and Community Development, etc.
- Senior Representatives of the four RUNOs (UN Women, UNFPA, UNICEF, UNDP) and the Associate Agencies (PAHO, UNESCO and UNAIDS)
- Three Representatives of the Civil Society National Reference Group (at least 20% representation of the Reference Group)

In making decisions, co-chairs will seek to achieve consensus of the participants. The SMSSC will be convened at least twice a year; its quorum is set to one-third of the members.

The SMSSC will invite additional stakeholders to participate in planning, deliberation, and monitoring roles of the Committee, i.e. representatives from parishes, academic and research institutions or private sector, as necessary.

The main tasks of the SMSSC are to guide and oversee the implementation of the Jamaica Spotlight Programme by fulfilling the following roles and responsibilities:

- Ensure proper communication and coordination on the SI in Jamaica and support participatory implementation of the country-level programme, in alignment with national priorities, such as VISION 2030 Jamaica, National Development Plan, agreed United Nations strategic programming frameworks (UNMSDF), and EU priorities.
- Approve annual programme work plans, review output-level results, and 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) revisions within the limits of the approved programme document.
- Ensure that the Programme is proactively managing and mitigating risks.
- Manage stakeholder relationships at the country-level and ensuring coordination and synergies between the Spotlight Initiative and other programmes on VAWG in Jamaica.

### Civil Society National Reference Group (CSNRG)

The Civil Society National Reference Group will be established based on the key principles of the Spotlight Initiative of “Leave No One Behind” and meaningful engagement of women’s rights groups and other relevant civil society representing young women and groups facing intersecting forms of discrimination. The CSNRG is an institutional mechanism to bring in civil society participation and expertise to the SI. It would serve a dual function – to advise the Spotlight Country Programme and to advocate and partner for the realization of its objectives.

The key role of the CSNRG is defined as follows:

- Provide advice on current issues relating to ending violence against women and girls (EVAWG) related issues at the country level and on the strategic direction of the Spotlight Initiative and relevant policy issues.
- Serve as partners in 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 and learning between the Spotlight Initiative and women's rights' organizations 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.

The CSNRG will consist of 12 to 15 representatives of women's groups, and other relevant civil society partners. The CSNRG will select its chair and co-chair (that could be changed annually), and meet at least twice a year, unless otherwise required. The quorum of the CSNRG is 50% plus one.

#### *The Role of the Interim CSNRG*

The civil society interim reference group will play a key role in the design and implementation of the Spotlight Initiative in its entirety, with a view to ensuring the responsiveness of all its pillars to supporting women's civil society organizations, particularly those who represent populations and experience multiple and intersecting forms of discrimination.

The interim CSNRG is in place; its members currently work in the areas of legal services, violence prevention, women's empowerment, gender studies, human rights promotion and advocacy. The interim group is set up to ensure the inclusion of the voices of CSOs already involved in the initial stages of Jamaica's Spotlight Initiative Country Programme formulation. Representatives of the interim CSNRG play a key role in reviewing the draft Country Programme Document. At present, the interim CSNRG consists of 13 members.

## **VI. Accountability**

The UN Resident Coordinator (RC) has the final decision-making authority within the UN and is responsible for the overall strategic direction and oversight of the Spotlight Initiative Country Programme, including its planning, implementation, communication, monitoring and review, as well as facilitation of collaboration amongst all stakeholders. The UN RC will draw on the technical expertise of the UN Recipient Organizations and Associated Agencies.

The UN RC is accountable to the UN Deputy Secretary-General for the overall design, set-up, implementation and reporting on the Country Programme, including ensuring national ownership at the highest level, sustainability of results, complementing resource mobilization and broad engagement with relevant partners and stakeholders.

The Heads of UN Recipient Organizations are accountable to the UN RC – and are mutually accountable to each other - for the programmatic and financial outputs of the Country Programme. The UN RC will regularly convene a meeting of the Heads of UN Recipient Organizations to periodically review the progress of Country Programme implementation, provide feedback and discuss and agree on issues that require strategic decision-making.

The **Spotlight Coordination Team (SCT)** will be created to support programmatic and technical coordination and coherence, and quality assurance of the Country Programme. The RC appointed UN Women as a technical lead of SI in Jamaica; UN Women, will therefore lead the SCT. The SCT will meet on a quarterly basis and its quorum is set to one-third of the member. The SCT will be comprised of:

- Spotlight Initiative Programme Coordinator
- Spotlight M&E Officer
- Spotlight Communication Officer
- Deputy Representatives of the RUNOs and AAs
- Technical Officer of the EU delegation
- Technical level representative from the MCGES

The SCT is responsible for the following:

- Technical coordination and coherence of the Spotlight Initiative programme;
- Ensuring that the Monitoring and Evaluation (M&E) Framework is fully prepared prior to the implementation of Jamaica Spotlight Initiative and monitoring the implementation of framework.
- Overseeing the formulation of annual work plans by the Pillar working groups, which are to be approved by the SMSSC.
- Liaising with the existing UN Working groups (UN Human Right and Gender Working Group, M&E Working Group and Communication Working Group) to ensure coordination with wider UN MSDF work in Jamaica.
- Overseeing the implementation status of the activities in close coordination with the Pillar Working Groups.
- Overseeing the management of resources by ensuring the sound implementation of activities as well as the proper administration of the spotlight budget in coordination with the Pillar Working Groups.
- Preparation of progress and final reports in coordination with the Pillar Working Groups.

Three **existing UN Working Groups**, namely UN Themed Group on Human Rights and Gender, UN M&E Working Group and UN Communications Group will provide advisory support to the SCT.

- The **UN M&E Working Group** is currently led by UNICEF, with support from the RCO M&E Specialist. The M&E Working Group will provide advisory support particularly to the Spotlight M&E Officer in ensuring the coherence of the results framework and indicators. Advisory support from the UN M&E Working Group to SCT will be critical in ensuring the quality of the baseline survey and subsequent collection on the relevant indicators. The working group will also support the mid-term and end-term evaluations of the Spotlight Country Programme.
- The **UN Communications Group (UNCG)** is currently led by UNAIDS, with support from the RCO Communications Officer. Based on the critical importance of strong communications and advocacy and the need to appropriately articulate results at country level, the Spotlight Communications Officer will work closely with and be supported by the UNCG. The Spotlight Communications Officer will facilitate a collaborative work modality between Spotlight communications activities and the UN Communications Group. The UNCG will provide advisory support to the Jamaica Spotlight Initiative Communications and Visibility Plans. The communication efforts need to meet the four objectives: 1) to raise awareness of violence against women and girls and its prevalence, 2) to illustrate and promote the impact and results of Spotlight-supported interventions, 3) provide communications for development support to strengthen SI's programme design and implementation, and 4) to ensure visibility for the SI, its donors and partners.
- The **UN Theme Group on Human Rights and Gender**: UNTG HRG is currently led by UNICEF with the support of the Senior UN Human Rights Advisor. The group follows up on overall human rights issues, and gender mainstreaming. The Theme Group promotes and follows up the key international human rights conventions and treaties, including the CRPD, CEDAW, CRC and UPR.



It also engages with the general public by disseminating information on key human rights issues. The group will provide technical advisory support to the SCT on issues related to gender and human rights.

The **Pillar Working Groups** will be setup and led by the respective pillar lead (RUNO) agency. The Pillar leads are accountable for the implementation of the SI activities as per work plans through their direct execution or implementation with partners including, governments, CSOs and UN Associate Agencies. Each RUNO has identified or will recruit staff to support the implementation of the pillar work plans. Each Pillar lead is also responsible for ensuring the sound resource management of the SI budget by its implementation partners.

Multi-sectoral partners participation is expected at Pillar Working Groups – government, CSO and UN Agencies. The Spotlight Coordinator and, M&E and Communication Officers are expected to participate in the Working Group meetings to support coordination and coherence among the Pillars.

The operational aspects of the implementation of activities will also be followed up at this level, thus the RUNOs will ensure the participation of administration and operations colleagues to these groups.

Pillar Working Groups will present their progress to the SCT on a quarterly basis, thus the Working Groups will be required to meet at least on a quarterly basis.

## **VII. RUNOS and Implementing Partners**

### **UNDP – Lead Pillars 1 and 2**

The annual programme delivery in 2019 for UNDP was US\$5.2 million with a total of seven operational staff and six core Programme staff members. UNDP supports diverse programme in areas such as Human Resilience programme, the Reintegration and Rehabilitation of Involuntary Returned Migrants in Jamaica and, Enhancing Gender Equality and Mainstreaming in the Private Sector, among others.

In delivering Pillar 1 and Pillar 2, UNDP will work closely with UN Women, UNFPA, UNAIDS and PAHO. UNDP will also contribute to the Pillar 5 with its proven capacity in developing and managing administrative data.

### **UNICEF - Lead Pillar 3**

The annual programme delivery is around US\$3 million, with 20 staff members. UNICEF has a multi-disciplinary team with expertise in education, child protection, social protection, adolescent health, monitoring and evaluation and communication. UNICEF benefits from having a strong operational support team. The elimination of the violence against children and adolescents is the critical priority of UNICEF programming in Jamaica. UNICEF works on a wider range of prevention interventions related to violence against children through community-based partners who are working in the most deprived and volatile communities. Prevention interventions include psychosocial support services, school-based interventions, and sports for development. UNICEF Jamaica has a track record on implementing social norms and behaviour change communication campaign using mass media, engagement of goodwill ambassadors and community outreach. In delivering this Pillar 3, UNICEF will work closely with the UNFPA, UN Women, PAHO, UNESCO, and UNAIDS.

UNICEF will also contribute to the Pillars 2 and 4. UNICEF provided technical assistance to the completion of Jamaica's Pathfinder Country Road Map, which is linked to the revised, and updated National Plan of Action for and Integrated Response to Children and Violence, 2019-2022 (MPACV). It works closely with

capacity development of key relevant actors such as police officer, CPFSA officials, OCA, and CSO organizations.

UNICEF applies a unique programming approach to supporting and empowering survivors of sexual violence, provides mentorship to young mothers through CSO partners, and ensures access to sexual reproductive health for adolescents through implementation of TeenHub with the Ministry of Health and Wellness. UNICEF supports Pillar 5 particularly to strengthen the national capacity to analyse and use the data related to violence, to enhance the evidence-based policy and programme interventions.

#### **UNFPA - Lead Pillar 4**

Jamaica hosts the UNFPA Sub-Regional Office for the Caribbean - serving 22 countries and overseas territories in the English and Dutch-Speaking Caribbean. The annual programme delivery of UNFPA for Jamaica is around US\$2.3 million with a total number of 13 staff in Jamaica. UNFPA provides technical assistance to rollout GBV essential service package (ESP) for multi-sectoral survivor-centred care for women and girl survivors of SGBV.

UNFPA has the tools and technical expertise to address standards of care and protocols for the health sector; through working with vulnerable populations and changing social norms; engaging men and boys and for integrating SRHR in interventions over the normal development and humanitarian/post-crisis continuum. It also has strong technical expertise to support the health sector capacity to provide quality sexual and reproductive health services, especially in family planning, with a particular focus in reaching adolescents and youth.

In delivering this pillar, UNFPA will work with UN Women, UNICEF, UNDP, PAHO and UNAIDS.

UNFPA will also contribute to all the Pillars with its technical expertise. For Pillar 2, UNFPA will contribute to the revision of curricula of identified service providers (e.g. general practitioners, nurses and teachers). UNFPA will also contribute to the Pillar 3 with its experience in working with the vulnerable populations in preventing HIV and changing social norms which for these populations at greater risk of HIV and violence. It has technical expertise to work with men and boys at community level to address family violence through promotion of positive masculinities, including with Faith-Based Organizations. Given its institutional expertise on population data, UNFPA will also provide technical assistance to Pillar 5 activities, particularly related to the production and analysis of population data, surveys and administrative data. It also supports the Pillar 6 with its expertise in building partnerships and working with women and youth groups and networks to implement effective and sustainable initiatives to address family violence.

#### **UN Women - Lead Pillars 5 and 6**

UN Women has a Multi-Country Office based in Barbados; it has one project coordinator and a project associate based in Jamaica. It will recruit a P4 Deputy Representative in Jamaica by November 2019, which will strengthen its capacity in Jamaica. UN Women allocates approximately US\$ 530,000 of its core budget to Jamaica and has also raised non-core resources of US\$1.2 million for Jamaica over the 2017-2018 period.

UN Women has extensive expertise on data related to the gender-based violence, which guarantees their technical capacity to lead Pillar 5. It has also developed the tools for services, which were used for the baseline studies on the effect of violence against women and girls. Data produced by UN Women supported CARICOM methodology and country reporting on GBV prevalence and ethical data gathering. UN Women will work with UNICEF, UNDP and UNFPA in delivering Pillar 5 actions

Historically, UN Women has a background of consistently engaging and working directly with civil society groups in Caribbean, including in Jamaica; in that regard, UN Women is best suited to lead Pillar 6.

In delivering the Pillar 6 results, UN Women will work closely with UNDP, UNICEF and PAHO.

UN Women will contribute its technical expertise to all the Pillars. UN Women will make a substantial contribution to Pillar 1, through its tools such as the CEDAW legislative indicators and CEDAW Made Easy Booklet, and its expertise in providing Beijing +25 and CEDAW reporting. Its technical guidance on gender responsive GBV laws and policies will be critical to support the implementation of Pillar 1. UN Women will also contribute to the Pillar 2 through its experience in capacity development for institutions that are key stakeholders in GBV prevention and response and the application of gender-responsive budgeting tools. Its global expertise in supporting institutional strengthening, including toolkits for national gender machineries, is very relevant for the Jamaica SI Programme. UN Women will contribute to Pillar 3 with its extensive experience in bringing traditional and non-traditional stakeholders on board for successful behavioural change programmes and campaign. UN Women support Pillar 4 actions by contributing its expertise in gender-responsive administration of justice to improve capacity to investigate and prosecute cases of VAWG. Specifically, protocols developed in partnership with the Caribbean Association of Judicial Officers (CAJO) and the Association of Caribbean Commissioners of Police (ACCP) will be applied.

## **Government of Jamaica**

**The Ministry of Culture, Gender, Entertainment, and Sport (MCGES)** has portfolio responsibilities for all matters related to gender in Jamaica, including gender-based violence. It is the parent ministry for the National Gender Machinery, the Bureau of Gender Affairs, the National Policy on Gender Equality and the Gender Advisory Council. The National Gender Machinery is a critical component of the state apparatus of architecture responsible for crafting and rolling out the state's response to GBV and VAWG.

The MCGES piloted the NSA-GBV through the Cabinet of Ministers for approval. The Ministry plays a triple role as the lead government body on gender. It utilizes its convening power to coordinate and mobilize stakeholders around key issues and events related to gender, gender equality and discrimination. Although not directly a service delivery organization, planning and executing of programmes is another critical function of the Ministry.

Through the BGA, the Ministry operates several programmes aimed at promoting gender equality and women's empowerment as well as undertaking public education and community outreach around gender-based violence amongst other issues. These programmes are primarily in the area of prevention of GBV and discrimination, women's economic empowerment and the promotion of gender equality through gender responsive policy and gender mainstreaming actors in the government.

Finally, the Ministry engages in normative work as well as knowledge creation, with responsibility for ensuring Jamaica's obligations under key international treaties are met and preparing reports on Jamaica's progress in meeting these commitments.

The Ministry is the co-chair of the SI National Steering Committee and will therefore be the lead government counterpart along with the EU and the UN Resident Coordinator for the country Programme. As co-chair, the Ministry will exercise its triple mandate in order to create and strengthen the partnerships and alliances which will be required to make SI Jamaica truly transformative; it will also ensure the kind of strategic coordination that is necessary across the spectrum of service delivery and the legislative and policy framework. In so doing, the Ministry will work in close step with the Civil Society Reference Group.

The Gender Advisory Council also plays a critical role and representatives will serve at two levels - Technical Coordination level – along with UN Women as the Technical lead and at the Pillar working Groups - the five working groups of the Gender Advisory Council will be integrated with the relevant Pillar working groups of the Spotlight Initiative

**The Ministry of Education, Youth, and Information (MoEYI):** is a key partner in promoting the behaviour change of children and adolescents with regards to 1) gender equality, 2) conflict resolution, and 3) healthy relations through life skill learning. The MoEYI will benefit from SI specifically through the strengthening of its institutional capacity to prevent, identify, manage and adequately respond to the violence against girls.

The key intervention modalities include the competency building of teachers, school leaders (principles), children as well as the parents.

**Child Protection Family Service Agency (CPFSA)** is an agency of the Ministry of Education, Youth and Information. It has the institutional mandate to operationalize the National Plan of Action for an Integrated Response to Children and Violence. It also has institutional responsibility for the protection of children and adolescents, especially those that require special protection - children in vulnerable condition and or at-risk condition.

The **Ministry of National Security (MNS)** is charged with developing and enforcing laws and policies related to citizen's security in Jamaica. Hence, the MNS will play a critical role in the SI Programme in Jamaica in ensuring that interventions, policies and laws related to security are advanced. In addition to administering policies and laws, the MNS supports interventions to improve community policing and respond to crime and violence such as VAWG, including family violence. It also undertakes measures to prevent or reduce situational crime and violence such as VAWG. Interventions such as community-based Early Warning Systems will be supported by MNS.

The **Ministry of Health and Wellness** will be the key partner in providing coordinated and normative support to implement essential service package, integrated SRH/GBV/HIV services as well as guidance to the content of HFLE curriculum (in and out of school), in collaboration with the Ministry of Education, Youth and Information. The Ministry is responsible for quality assurance and providing analysis of the administrative data of injuries and death, including from Family Violence.

The **Ministry of Local Government and Community Development (MLGCD)** is the agency of government that facilitates the development of communities that are able to deliver sustainable first world services through modern, participatory, autonomous and adaptive systems, for the benefit of all citizens. The MLGCD is also mandated to provide an enabling policy, legal, technical and administrative framework that supports excellent service delivery and operational management by the local authorities and portfolio agencies, in a manner that advances the ideals of effective local governance and the goals of sustainable, community development, through a purpose-driven and competent workforce. The Ministry will play an important role in the SI by connecting national level interventions to parish and community levels. The local authorities (i.e. municipal corporations) which fall under the jurisdiction of the Ministry play a crucial role in coordinating and delivering community response mechanisms and community development which includes interventions to empower women as well as reducing VAWG, including family violence. An important agency under the MLGCD is the Social Development Commission (SDC), which directly supports community-based economic and social interventions to transform people's lives. The SDC will play a major role under the SI in supporting interventions to empower women and address issues that make women and girls susceptible to violence.

In addition, the Ministry is highly involved in the development and implementation of Local Sustainable Development Plans (LSDPs) that is multi-dimensional, multi-sectoral plan to guide development at the local or parish level. Given its strong coordinated and integrated nature and being the salient vehicle to transform national level policy prescriptions to actual actions on the ground, the LSDP provides an opportunity to mainstream actions to eliminate VAWG at the local level.

Apart from the above-mentioned ministries, the Spotlight Initiative in Jamaica will engage Planning Institute of Jamaica, Ministry of Labour and Social Security, The Statistical Institute of Jamaica (STATIN), and the Ministry of Finance, among others.

## **VIII. Partnerships**

Partnerships are the bedrock of the Spotlight Initiative (SI) and they will be the main conduit through which SI will be delivered. Hence during this inception and design phase of SI, intensive and direct consultation

and engagement with a wide range of stakeholders has been a singular priority for the UN Country team. The basic architecture of the partnerships between the United Nations and several partners is already in established through ongoing work on for example, the implementation of the Sustainable Development Goals (SDGs) and the Medium-Term Socio-Economic Framework, the implementation framework for the Vision 2030 Jamaica, National Development Plan. The SI Programme aligns with these existing initiatives; it will be an opportunity further leverage, expand upon and consolidate these partnerships.

The **EU Delegation in Jamaica**, as the principal international development partner for the Spotlight Initiative Jamaica, is integral to the development and successful implementation of the SI in Jamaica. The EU Delegation is providing strong technical and political leadership through its robust involvement in the design of the programme strategy activities for SI, and more widely, its engagement, advocacy and support around issues such as justice reform, human rights and gender equality and women's economic empowerment in Jamaica. All EU members with diplomatic presence in Jamaica are cognizant of the seriousness of the challenge facing the country in terms of GBV and are fully supportive of the SI process and their EU Delegation counterparts. The EU member states will be provided with periodic updates on the progress of the SI through regular briefings out of the National Steering Committee.

**Civil Society's** role will span various areas of the SI, particularly advocacy and communications and visibility.

They will play a central role for example in defining and collaborating on consistent and clear joint messaging between CSOs and the UN system that highlights the intersections between sexual and gender-based violence, rights and human development and demands transformative change. They will be involved in the development of a coordinated strategy for media engagement to directly tackle negative gender stereotypes and social norms as well as promote positive examples and approach. The CSOs will be integral to encouraging the use targeted messaging that can engage a range of age groups, including common-sense approaches to engaging young people and children on SGBV and SRGBV. Finally, with respect to communications and visibility, they will play a part in strengthening the use of creative arts and partnerships with various artistes to promote music, spoken word, poetry, drama/theatre and visual arts on the scope of family violence and the role of the family in supporting victims of all forms of sexual and gender-based violence.

Their contributions will also include carrying out timely and informative research and collection of qualitative data and experiences to showcase as part of the SI communications and visibility strategy. Further, they will support a coordinated approach to evidence-based communications as well as personal stories on the impact of violence on individuals, families and society as whole.

Finally, the strategic and nuanced approaches developed to address push-back from powerful and influential political and social groups on Lesbian, Gay, Bisexual and Transgender (LGBT) and other marginalized groups will benefit from contributions from CSO partners.

During the early stages of the design phase, the Interim CSRG was constituted and convened in an open and transparent manner. Several consultations have been held with this body, the results of which have provided extensive and very focused feedback on the process and content of the design activities and draft programme. The criteria utilized for the convening and selection of the I-CSRG included that they:

- Be currently active and engaged in programming and advocacy around issues relating to one or more of the six (6) pillars of the SI.
- Possess demonstrable knowledge about the socio-economic and socio-cultural context, including the policy and legal environment in Jamaica affecting GBV and family violence.
- Have experience in developing project proposals, strategic planning, and financial management for the civil society sector.
- Be able to articulate, understand, and represent the needs and interests of diverse groups of key populations in the Caribbean (particularly the underserved and marginalized); including possessing

extensive knowledge and understanding of the causes, effects, and manifestations of family violence in Jamaica (including drivers and triggers).

- Not be engaged in national party-political activism, in order to ensure neutrality in compliance with UN ethical standards.
- Serve in their individual capacities, in order to prevent conflicts of interests regarding the possible receipt of funding under SI by their associated institutions/organizations. The CSRG should be representative of the life-cycle approach to programming so as to include relevant age cohorts.
- Have experience in policy, legislation and/or human rights treaties, particularly at the regional and international levels.

The specific role and responsibilities of the reference group are to: -

- Provide advice on: (i) current issues related to the elimination of violence in the family, against women and girls (ii) harmful practices at national level, (iii) possibilities to expand upon, and (iv) the strategic direction of the Spotlight Initiative and relevant policy issues in the Caribbean.
- Contribute to the design of regional, sub-regional, and national SI country programmes, with inputs and insights into Pillar 6, which is focused on strengthening the women's movement. This includes participation in online, face-to-face pillar, and multi-stakeholder consultations related to the SI process in the Caribbean, as relevant.
- Support the framing of the intersectional approach, shaping SI Jamaica including addressing issues of cultural sensitivity.
- Support the identification of target communities and beneficiaries of Spotlight interventions at the country level.
- Finalize the Terms of Reference for the formalized Spotlight Caribbean Civil Society Reference Group.
- Serve as partners in advocacy and communication activities, including the dissemination of Spotlight Initiative messages to the public, especially young people and media, through communication with the groups each member represents.
- Hold specific meetings, online and or face-to-face, to review and comment on draft concept notes and or project documents related to SI in the Caribbean at the regional, sub-regional and or national level.
- Serve as an interactive space and open forum for dialogue and learning between the Spotlight Initiative and women's rights organizations working to eliminate violence, family violence, negative stereotypes and harmful practices against women and girls and vulnerable groups.
- Support the monitoring efforts of the Spotlight Caribbean Team and advise on the implementation of the programming, as well as provide feedback to the National Reference Groups and Regional and National Steering Committees, where relevant in the context of the country. The Interim CSRG includes representatives from women's rights groups and relevant civil society organizations, including those representing young women and groups facing multiple and intersection forms of discrimination (e.g. rural people, living with HIV/AIDS, LGBT, victims of violence and trafficking, women's, men's and youth organizations, women's rights movements, persons with disabilities), is a fundamental principle of the Spotlight Initiative.

**Other stakeholders such as**, academia, the private sector, and trade unions were involved during the planning and design phases. The multi-stakeholder consultations in July and August played a dual role of consultation and validation of the key components of the project document, mainly the Results Framework and the Annual Work Plan.

**The Government of Jamaica (GOJ)** has demonstrated strong and unequivocal support for the SI and is critically aware of the fact that the GOJ must exercise strong leadership, and a commitment to achieving key results within a relatively short time frame. The SI Jamaica Programme will adopt a Whole-of-Government approach in line with the NSAP-GBV Framework in order to galvanize and organize the public sector. Discussions were held with the Cabinet Office through the Cabinet Secretary about the programme

and the modalities best suited to ensure public sector delivery and engagement. The Minister of Foreign Affairs and Foreign Trade has taken the lead in facilitating initial discussions between the UN and the EU and the GOJ. The mantle has now been passed to the Ministry of Culture, Gender, Entertainment and Sport, as the lead GOJ body for SI Jamaica based on its mandate and its experience and expertise in gender equality and addressing gender-based violence. The Ministry through the National Gender machinery, the Bureau of Gender Affairs, is the lead on the implementation of the National Strategic Action Plan on the Elimination of Gender based Violence to which the SI is closely indexed.

As the foremost planning focal point for the Government of Jamaica, The Planning Institute of Jamaica (PIOJ) plays an important role in coordinating, monitoring and evaluating governmental stakeholders and ensuring the SI's alignment to the VISION 2030 Jamaica, National Development Plan, and to the UN Multi-country Sustainable Development Framework (UNMSDF). The PIOJ will play an integral role in the design and implementation phase of the SI Jamaica and has already deployed significant technical expertise to support inception activities, including all multi-stakeholder consultations and review of draft Country Programme Documents.

**Associate Agencies** - At the UN System level, the four RUNOs have also collaborated with other agencies, especially Associated Agencies during Spotlight Initiative working sessions and multi-stakeholder consultations. **Three agencies, UNESCO, PAHO and UNAIDS**, were identified during the design phase as key technical partners for delivering on the vision of the SI at national and parish levels; they are expected to define their direct role in development of Annual Work Plans.

At the **implementation phase**, all established mechanisms such as, the CSO Reference Group, the Spotlight Multi Stakeholders Steering Committee (SMSSC), Spotlight Coordination Team (SCT) and the Pillar Working Groups will be established. The EU, the government and CSOs will be the main partners at the policy, technical and monitoring level and with regards to knowledge building. Existing UN working groups, such as UN Monitoring and Evaluation Working Group, UN Human Rights and Gender Working Group, and the UN Communication Group will support the coordinating structure.

**UN System** - All UN agencies will effectively deliver across multiple SDGs and UNMSDF Outcomes and expand the reach of SI at the individual level including through the school system, as well as through engaging families, communities and the country.

**Other stakeholders** - School communities, men and boys, marginalized groups, media outlets, traditional and religious leaders will be the main actors in community-based mobilization efforts. Partnership with the private sector will be established to invest in information technology and other innovative approaches.

**Other development partners** and donors working on GBV interventions, like the Governments of Canada, United Kingdom (through DFID), and the United States of America will be associated for synergy and leveraging resources.

**Figure 18: Partnership Architecture, Spotlight Initiative Jamaica**



<b>Laws and Policies</b>	MNS, MoJ, CPFSA, OCA, Parliament, MCGES, BGA, CSOs
<b>Institutional Strengthening</b>	MLG&CD, MOJ, MCGES, BGA, Parish Councils, CSOs, MOJ
<b>Prevention</b>	The Media, CSOs, MoEYI, MCGES, BGA, Private Sector, OCA, CPFSA
<b>Data and Statistics</b>	STATIN, JCO, CISOCA, JCF, MNS, MoJ, The Courts, CSOs
<b>CSOs</b>	WMW, SISTREN, WE-CHANGE, JFJ, CDA, JAD, VPA, Eve for Life

## IX. Programme Results Matrix

See ANNEX 1

## X. Intersectional Approach

Given the diverse and interlocking patterns of discrimination, exclusion, and inequality facing Jamaican women and girls, a coordinated, ecological response is essential to challenging the structures, norms and behaviour patterns which gives rise to violence against women and girls. Several factors interplay to increase or exacerbate the risk of VAWG in Jamaica. These factors include age, gender norms, level of education, physical condition (pregnancy, disabilities), HIV status, gender identity, geographic location, economic status, past experiences, cultural and social norms that shape gender roles and the unequal distribution of power between women and men, the extent of tolerance towards GBV in the legal and other service providing systems and agencies, and normative settings in schools, workplaces and communities.

Whilst there have been many programmes which have sought to tackle the scourge of VAWG in Jamaica, the challenge has been that these programmes have not addressed the root causes of women and girl's vulnerability to violence; therefore, the core challenges for women's human rights and gender equality are not confronted in a sustained way. To effectively address gender-based violence requires confronting and addressing the distinct harms faced by the most vulnerable women and girls as a result of harmful power dynamics, gender discrimination and negative social norms, particularly those facing the hazard of multiple oppressions.

For the purposes of protection, prevention and targeting for services and new and improved laws and policies the Jamaica SI will focus on specific target populations – those who have experienced Intimate partner violence, child sexual abuse, as well as the violence which arises from discrimination and exclusion of a wide range of marginalized groups including women and girls living with HIV, teenage mothers, LGBT persons and persons with disabilities.

Including the voices, experience, and expertise of persons who face multiple oppressions and discrimination in the Interim Civil Society Reference Group has meant that they have had a direct influence and impact on the design of the Jamaica CPD. The approach will be to work consistently and inclusively with these communities in order to ensure that their voices, experiences and knowledge lead the way in developing recommendations for high quality responses from all service providers along the continuum of care and in ensuring that the state response to GBV is multidisciplinary and transformative. Their inputs will afford all implementing partners an opportunity to understand the root causes and the dynamics of the gendered nature of violence; and propel; them to work together to transform institutional, cultural, and personal mind-sets away from institutional/personal goals to being more focused on the safety of women and girls in their homes, communities, and in institutions. As noted earlier, women and girls facing multiple and intersecting forms of discrimination are the central focus of this SI, with men and boys being critical partners in addressing the socio-cultural norms that perpetuate VAWG.

In addition to achieving joined-up results, an intersectional approach to the problem sets transparent standards and expectations from each stakeholder and contributes to better communication, linkages, and synergies between the different agencies and institutions. It minimizes the silo effect of each organization's mandate by articulating a shared understanding of how to respond to VAWG in Jamaica in a holistic manner. It also contributes to actions that ensure that different players are complementary of each other rather than undermining each other.

## XI. Risk Management

The key assumptions that underlie the risk management approach are that:

- There is political will and commitment by the government, CSOs, and private sector to end VAWG including family violence as a national priority.
- GOJ is committed to the successful implementation of the NSAP-GBV.
- Understanding by key stakeholders of the linkages between the overall culture of violence direct relation to family violence and VAWG and children.
- Participation in decision-making by groups facing intersecting forms of discrimination will improve institutions' response to their needs.
- Quality services will increase women and girls' confidence to access services.
- An integrated/multi-pronged approach and the engagement of men and boys in preventing family violence is effective to change social norms and attitudes.
- Political stability and enabling environment to allow civil society to advocate, participate in national conversation and implement programme on VAWG including family violence.
- Participation of groups facing intersecting forms of discrimination in decision-making will improve the representation of their needs in laws and policies.

**Table 17: Management Matrix, Spotlight Initiative, Jamaica**

Risks	Risk Level <sup>23</sup>	Likelihood <sup>24</sup>	Impact <sup>25</sup>	Mitigating measures	Responsible Unit/Person
<b>Contextual risks</b>					
Conservative social norms and traditions (e.g. FBOs, men's groups)	High	3	2	<p>Strong engagement with community leaders and communities, especially faith-based leaders; develop and implement evidence-based interventions, campaigns, strategies and programmes aimed at multiple levels (individual, interpersonal, community, parish, societal),</p> <p>Expand engagement of men and boys through social mobilization and communication campaigns at national, parish and community levels</p>	<p>UNFPA</p> <p>UNICEF</p> <p>UN Women</p>
Susceptible to disasters due to climate change	High	4	3	Increase the capacity of state and community actors to incorporate SRH and VAWG issues in disaster preparedness and emergency response (Minimum Initial Service Package)	UNFPA
2020 General Elections	High	4	3	<p>Ensure dialogue with multiple stakeholders throughout the programme to enhance the resilience from shocks related to political instability and for programme continuity and sustainability if change in government.</p> <p>Ensure that SI is aligned to national plans such as NSAP-GV, National Plan of Action for an Integrated Response to Children and Violence and Vision 2030</p>	<p>RC</p> <p>UNDP</p>

<sup>23</sup> Very high; High; Medium; Low

<sup>24</sup> Almost Certain – 5; Likely – 4; Possible – 3; Unlikely – 2 Rare – 1

<sup>25</sup> Extreme – 5; Major – 4; Moderate – 3; Minor – 2 Insignificant - 1

Risks	Risk Level <sup>23</sup>	Likelihood <sup>24</sup>	Impact <sup>25</sup>	Mitigating measures	Responsible Unit/Person
				Jamaica: National Development Plan.	
Low level of interest in pursuing further legislative reviews in Relation to VAWG, including family violence.	Medium	3	4	<p>Begin and sustain dialogue with GOJ about the importance of these reviews and demonstrate how these changes can help the country achieve its development goals under SDG, and the country's own Vision 2030 Jamaica: National Development Plan, as well as the outcomes of the NSAP-GBV.</p> <p>Enlist the support of CSO in raising public awareness of the urgency of these reviews and legislative amendments</p>	UNDP, UNWOMEN
Limited mainstreaming of VAWG at the national and local levels (in the LSDPs).	Medium	3	4	<p>Early dialogue with local authorities before any concrete programmatic activities begin. Explore their views on the importance of the initiative, and how it can be implemented.</p> <p>Outline the multi-dimensional, multi-sectoral, cross-cutting nature of the LSDP and how it transmits national level policies to local level actions, once local authorities can see the clear benefit to the development of their parish (es), support will be given.</p> <p>Enlist support of multiple stakeholders, including CSOs, especially those who work at the local level.</p>	UNDP
Cultural barriers to SRH of adolescents	Medium	3	4	<p>Develop, expand, and sustain public awareness campaigns.</p> <p>Work with relevant</p>	UNFPA

Risks	Risk Level <sup>23</sup>	Likelihood <sup>24</sup>	Impact <sup>25</sup>	Mitigating measures	Responsible Unit/Person
				agencies to increase their capacity to provide and or advocate for SRH for adolescents.	
Perspectives on male marginalization as a result of women's progress may make men reluctant to support programmes to empower women and reduce/eliminate VAWG and family violence.	Medium	3	4	Deliberate and sustained efforts to include men in the discourse and in policies and programmes to eliminate VAWG, including family violence; work with men to change gendered notions of power.  Support interventions in schools to change social and gender norms targeting boys between the 1 <sup>st</sup> and 3 <sup>rd</sup> forms.	UNICEF, UNFPA
<b>Programmatic risks</b>					
Funds not expended at optimal level due to potential limited absorptive capacity, especially of grassroots CSOs	High	3	3	Monitor implementation rate with relevant partners.  Build capacity of relevant agencies such as CSOs where necessary.	UN Women
Acquired capacity and knowledge not translated into transformative action and limited capacities to apply knowledge by national partners (government, CSO, women's organization, FBOs) hinder the scale of implementation and impact of the programme	Medium	3	3	Strengthen government coordination mechanisms; ensuring direct participation of relevant partners in systematic training.  Undertake regular monitoring to identify risk and take corrective measures;	UN Women, RCO,
Unavailability of consolidated data across sectors (e.g. Police, Health, Social Services, Justice) which limits informed decision-making and adequate analysis	High	4	3	Convene regular technical meetings of existing data reference group(s) to sensitize them on relevance of data on VAWG and impact on programme implementation.  Address legal barriers for data sharing among	UN Women

Risks	Risk Level <sup>23</sup>	Likelihood <sup>24</sup>	Impact <sup>25</sup>	Mitigating measures	Responsible Unit/Person
				agencies where necessary.	
<b>Institutional risks</b>					
Legislation not implemented due to limited capacity and/or budget allocations	High	3	3	Advocate with relevant ministries. Support the building of local capacity to implement relevant legislation.	UNDP
Some institutions, especially those which have participated in capacity development activities in other projects may experience 'overload' and view this initiative as another distraction from their 'real' jobs.	Medium	3	3	Demonstrate the value-added possible from full embrace and participation. Share information on good practices in other countries	UN Women, UNICEF, UNFPA
Insufficient human resources and limited capacity to make full use of the available institutional strengthening	Medium	3	3	Use methodologies and structure activities to facilitate the existing organizational resources.	
<b>Fiduciary risks</b>					
Crises (national disasters) may absorb resources and technical expertise needed for the programme	Medium	2	3	Programme employs a robust risk management strategy with financed mitigation measures	RCO

## XII. Coherence with Existing Programmes

### European Union programmes

The European Union (EU) maintains a strong, collaborative relationship with Jamaica. Currently, Jamaica is receiving funds under the 11th EDF (2014-2020); these funds go towards assisting the reform of the justice system, protecting the environment, curbing climate change, and managing the public finances.

The EU new **Justice Reform Implementation Plan 2015-2020 (JRIP)** was adopted by the Cabinet. The JRIP is crafted to be respond to the challenges faced within the justice sector; its goal is to eliminate barriers

to access to justice, through its 68-programmed activities. On November 30, 2016 the EU and the Government of Jamaica (GOJ) signed the Sector Reform Contract (Budget Support) - Justice which will utilize six (6) of JRIPs strategic objectives and 10 programmed activities to measure progress in the sector and initiate payment over three (3) fixed and two (2) variable tranches for the period 2017-2020.

In 2018, the EU agreed with the GoJ to introduce **Citizen Security as the new focal sector in the National Indicative Programme 2014-20 with an additional financial allocation**. The new sector programme will address crime and violence prevention in vulnerable communities and will foster the adoption of the gender approach in the citizen security initiatives.

The Spotlight Initiative will ensure the coordination and strong engagement with the ongoing EU programmes, particularly with **the Justice Reform and Citizen Security programmes**.

### Coherence with national plans

The National Strategic Action Plan to eliminate Gender-based Violence in Jamaica (NSAP-GBV) 2017-2027 was approved by Cabinet on June 27, 2017. The Strategic Priority Areas of the Plan include: Prevention; Protection; Investigation, Prosecution and Enforcement of Court Orders; Enforcement of Victim's Rights to Compensation, Reparation and Redress; and Protocols for Coordination of NSAP and Data Management Systems. The Bureau of Gender Affairs (BGA), leads and coordinates the National Machinery on Women and Gender. Through its gender mainstreaming programme, the BGA continues to sensitize and train multiple stakeholders to mainstream gender in all national policies, plans, programmes, and projects. The Bureau also implements a range of programmes and activities related to the elimination of VAWG including, the engagement of men and boys, an online platform for GBV victims and survivors, and a recently launched public education campaign, *No Excuse for Abuse* which is being implemented as part of the NSAP-GBV. The *No Excuse for Abuse* campaign is focused on behaviour change and destroying the conditions that enable, condone, ignore and treat with violence against women as a normal part of life. The campaign will target both women and men, perpetrators of violence, survivors, and people experiencing violence, including those witnessing it.

In June 2019, the Cabinet approved the National Plan of Action for an Integrated Response to Children and Violence (NPACV). The National Plan of Action, which will be implemented over a five-year period, is part of Jamaica's response to its commitment made to the Global Partnership to end violence against children. The goal of the NPACV is to create and maintain a protective environment supportive of and responsive to the issues of violence, child abuse and maltreatment of children in Jamaica. The ultimate objective of the NPACV is to reduce the impact of violence against children through an integrated approach to prevention, control, intervention responses, monitoring and evaluation. The plan involves collaboration among several government ministries, agencies and departments, civil society groups, and other stakeholders

### UN programmes

The UN System has supported a wide range of initiatives undertaken by the government, civil society and private sector. This support has sought to:

- Reduce VAWG including GBV and family violence
- Improve access to and quality of services in the areas of justice, citizen safety and security, health and education.
- Promote human rights and gender equality
- In different contexts including survivors of sexual violence, life skills education, and support to national legislation and policy environment.
- Empowerment of women, girls, men and boys living with HIV and other vulnerable groups

Please see Annex 2 for a selected list of ongoing UN-supported projects and programmes.



### **XIII. Monitoring & Evaluation (M&E)**

The implementation of the Jamaica Spotlight Country Programme will be supported using a monitoring, evaluation, and reporting system. The system will be established in accordance with the principles of Results-Based Management (RBM) and guided by the relevant UNEG guidelines.

In practice the M&E system will distinguish between situation monitoring (i.e. monitoring of progress towards achieving the national goals to which the Spotlight programme contributes) and performance monitoring (i.e. monitoring and evaluation of the activities of the Spotlight Programme).

*Situation monitoring* relies on routine monitoring and data collection mechanisms at national level and on the studies and surveys relevant to the focus of the Spotlight initiative. For instance, the Jamaica Programme addresses multiple interventions focusing on the women and girls exposed to high levels of vulnerabilities, and the surrounding ecosystem – families, communities, and national level. Given the critical role that boys and men plays in preventing and addressing family violence, the changes that the SI generates among these groups will also be monitored closely.

*Performance monitoring* includes the following different types of M&E tools and activities:

- Utilizing the pre-funding mechanism, as soon as the Country Programme Document is approved, SI in Jamaica will start baselines exercise to identify existing data (Women's Health Survey 2017, among others), forthcoming data (Reproductive Health Survey and Multi-cluster Indicator Survey in 2020), and to address the data gaps identified in the Result Matrix.
- The SI in Jamaica will ensure the independent and transparent evaluation exercises based on the result matrix and review its Theory of Change. External independent midterm and end-of-programme evaluations will be coordinated by the RCO M&E specialist with support of UN M&E Working Group under the guidance of SMSSC.
- Results-based quarterly progress reports and duly completed Fund Authorisation and Certificate of Expenditure documents will form the basis for quarterly disbursements of programme funds to implementing partners and will serve as one of the main monitoring tools for progress in project implementation. These quarterly progress reports will also include findings from missions and other activity reports.
- Monitoring visits will be conducted regularly by respective UN representatives. Government stakeholders, EU representatives, civil society, and media may be invited to participate in planned monitoring visits.
- A monitoring plan to ensure an effective and efficient monitoring process throughout the programme will be developed with a particular focus on inclusion, i.e. meaningful participation from EU, government, and CSO entities as well as from representatives from key populations. U Report – an digital platform for the adolescents and youth - will also be utilized to generate information of the perception of family violence, gender based violence and violence against women and girls, as well as children, and it will continue to support monitoring the changes in social norms and behaviours throughout the SI implementation period.

RCO Monitoring and Evaluation will play a critical role in supporting the RUNOs Monitoring and Evaluation colleagues, alongside with the UN M&E Working Group. In addition to tracking the specific indicators of Outcomes and Outputs of the Pillars, it will also follow the direct (SDG 5.2.1, 5.2.2,) and the indirect impact (SDG 16.2.3) indicators from the Regional Results Framework for Caribbean.

Lastly, the UNCT in Jamaica remains strongly committed to complying with audit standards and processes. The participating UN agencies will therefore continue to: 1) conduct periodic on-site reviews and spot checks of financial records of implementing partners; 2) invest in further building its own capacity and that

of its implementing partners in planning and budgeting, financial management, procurement processes, record keeping, M&E data collection and reporting processes; 3) systematically monitor audit observations and implement appropriate actions; and 4) conduct annual reviews of its internal control mechanisms, including fraud and risk assessments.

## **XIV. Innovation**

The Spotlight Initiative will innovate to generate new solutions to VAWG, including family violence. With focus on the strategic areas of Child Sexual Abuse, IPV, and Discrimination the SI will seek to develop and augment strategies to identify and scale-up methodologies and practices that strengthen stakeholders' efforts to end violence against women and girls, including plans for addressing risks related to innovation.

The SI Programme will seek to innovate by:

- Developing new services and supporting the strengthening of integrated and coordinated mechanisms to enhance the delivery of services to drive changes in social and cultural norms to eliminate gender stereotypes and prevent VAWG, including family violence.
- Introducing new methodologies (e.g. procedures, protocols) or technologies (e.g. devices) to address VAWG (prevention and response) in real time.
- Developing new functional and operational strategies for addressing public issues including stigma, discrimination, and exclusion.
- Creating effective networks and mechanisms for citizen participation, especially vulnerable and marginalized groups in decision-making, especially relating to VAWG.
- Developing new and or enhancing existing modalities for coordinated management and “Delivering as One” among UN agencies.
- Developing new and or enhancing existing methods of knowledge sharing and information exchange including South-South Corporation, especially with countries where Spotlight Initiatives have been undertaken.

### **Programmatic Innovations**

- Developing new systematic methods of institutional strengthening that goes beyond just training, thus enhancing sustained capacity development.
- Improving and expanding large and heterogeneous network of state and non-state actors in undertaking diagnostics and, developing and implementing interventions.
- The consistent application of lessons learnt and best practices from other similar initiatives, borrowing and adapting innovations where applicable.
- Directing focus to population and groups that are vulnerable and marginalized that would not otherwise be served under programmes. Further, tracking the number of vulnerable and marginalized groups reached under the programme when compared to business as usual could be one way of showing that the innovative measures have been employed and successful.
- Engendering new ways of collaboration among entities working on similar interventions.

- Developing and implementing an effective and robust Knowledge Management Strategy that ensures the documentation and sharing of knowledge, experiences and best practices packaged to reach the intended audience.
- Systematizing and evaluating experiences to analyze their potential and replicability in order to track and learn from innovation.

**Use of Technological and Non-Technological Strategies:** The community engagement process will be facilitated using technological and non-technological strategies that are user-centric. Spaces and platforms will be created to promote deliberate sharing and learning through inclusive strategic coordination mechanisms as well as peer learning to promote innovators.

Non-technological approaches will include design thinking and crowdsourcing and will explore best practice approaches to include those left furthest behind. Innovation will also be facilitated through survivor-driven actions including community mobilization by survivors of VAWG and family violence (including sexual abuse) to underscore the lifetime impact of abuse and violence against women and girls, and the critical importance of changing harmful gender norms and ensuring the safety of women and girls in families.

Technology-related activities will prioritize the engagement of adolescents and young people, using social media and other platforms, such as U-Report (which is a social messaging platform), to enable them to participate in the SI programme by expressing their opinions, and sharing experiences and concerns on issues of VAWG, HPs, and Family Violence. A critical component of this process will be to gather data for designing indicators, setting baselines, monitoring, evaluation and accountability processes. U-Report, through its social accountability platform, will use polling instruments relating to VAWG, HPs and Family Violence, which are designed in collaboration with young people. Feedback from the polls will be disseminated ethically to relevant policymakers through national and youth-focused media. This innovative social media tool will allow SI to have a direct channel for communicating with adolescents, who will be relied upon to support the design, implementation, and monitoring of the interventions and provide feedback on the services they have used.

**Use of Visual Arts, Music, Stories, Theatre and Photography:** The use of Theatre for Development (T4D) as a means of community engagement is well documented. Spotlight Initiative's interventions will use visual arts, Jamaican popular music, storytelling, theatre and photography to convey messages in promotion of positive parenting, gender-equality and respect among girls, boys, men and women. The content of this messaging will be geared primarily towards increasing the knowledge of the common types of violations of the rights of women and children and the role of men and boys in promoting gender equality.

The recent inscription of the Jamaican Reggae music on the Representative List of the Intangible Cultural Heritage of Humanity provides an opportunity for the SI to leverage the momentum surrounding that achievement, and the innovative potential of the Jamaica culture as a vehicle to promote gender equality and as a means of expression for young people from different social backgrounds, especially in light of the principle of leaving no one behind.

Likewise, making use of mobile friendly website to reduce barriers of access to comprehensive sexuality education advocate on the elimination of VAWG is an innovative approach to complement HFLE training in schools. UNESCO together with young people, has developed several apps in the framework of UNESCO' Youth Mobile Initiative.

**Access to Services: Strengthening the Case Management System:** This will include strengthening existing reporting, referral and case management mechanisms and tools that link survivors to service providers along the continuum of care, ensuring that rural communities and non-traditional groups (including those experiencing multiple intersecting forms of discrimination) are not excluded, and that new groups are formed to enhance youth involvement for sustainability.

- Creation of model(s) of integration, coordination and communication among national and subnational institutions for enhance capacity, prevention and delivery of services
- Assessing and using alternative forms of justice other than the criminal justice system to enhance easier access to justice, especially in cases of VAWG and family violence. This will build on and improve alternative forms of justice that may already exist. An innovation metric for this could be the number of alternative forms of justice to address VAWG, including family violence.

## Operational Innovation

The Spotlight Initiative in Jamaica will benefit from the following:

- **Maximization of cost (Cost savings):** This will be achieved as a result of the efficiencies gained by collaboration with all duty bearers and piggybacking on existing programmes that are focusing on similar objectives. This will reduce duplication of efforts and mitigate against operational risks through lessons learned and tapping into various organizational process assets (such existing knowledge expertise, road-maps and templates and how to navigate institutional cultures (especially of Government) that have traditionally hindered (or progressed) the implementation of similar programmes.
- **Establishing Common Back Operations:** The SI will benefit from a centralized Knowledge Management System that operates like a Project Management Office (PMO), which will support and coordinate common operations, and ensure that synergies are made with other ongoing initiatives such as the NSAP-GBV, among others. This will reduce the need for each UN organization to set up individual units or offices specifically for the SI, but to have one back office operation that is planning, executing, monitoring, evaluating and reporting all things SI. The SI Programme will involve collaboration from not only RUNOs but associated agencies and the UNCT in Jamaica. The Programme will compel innovative methods of working together to improve operational efficiency. For example, enhanced methods of procurement will be essential to ensuring the efficient and timely implementation of activities. Combined processes will be considered to fast-track programme implementation. Promotion of shared internet facilities and usage will also be a feature of this common back office operation, where a common drop-box, internet server and/or storage space are set up to allow for easy access relevant documents and program proceeds.

The Programme will also require integrated M&E actions, communication and knowledge management. “Delivering as One” under the new Resident Coordinator’s (RC) System is expected to test and strengthen the coordination capacity of the Resident Coordinator’s Office (RCO). Increased efficiency in operational procedures will be tracked and measured as a metric of innovation for the SI Programme.

## XV. Knowledge Management

The objective of the Knowledge Management (KM) Strategy for the SI Programme is to ensure that knowledge, experiences and best practices are captured, shared and used to inform and improve decision-making and fuel innovative and transformative solutions to eliminating VAWG, including family violence.

Knowledge generated throughout the Programme will be shared at the local, national, regional, and global levels through various channels. The knowledge management approach will focus on delivering an integrated and coordinated exchange of knowledge; this will be achieved by strengthening the knowledge networks that under the auspices of the UN CT, those of the whole of government and those within the civic community.

In 2018, Jamaica recorded 1.5 million Internet users, which is 56% of the country's total population; this makes Jamaica the third largest Internet user base in the Caribbean. It will be important therefore to leverage this platform to empower and create communities of knowledge in a strategic and effective way. The SI will work to shift the focus from "knowledge" as an end in and of itself, to the individuals who hold, share and use it so as to speed up access to information and knowledge, improve decision-making processes, and promote innovation and a culture of change.

**Figure 19: Overview of Knowledge Management Approach, Spotlight Initiative, Jamaica**



The key principles that will guide the design and execution of the KM Strategy is that it should:

- Be people centred.
- Be embedded in all pillars of the SI Programme; therefore, KM should be a key output of the SI Programme.
- Entail sharing of knowledge, experiences, lessons learnt, and best practices.
- Include collecting, documenting, and disseminating knowledge gained throughout the implementation of the SI Programme for the benefit of the various stakeholders that are involved in the programme at the local, national, regional and global levels.
- Focus on documenting organizational learning on what does and does not work well in addressing VAWG, including family violence.
- Contribute significantly to open sharing of information across agencies, thus reducing silos, flattening hierarchies, improving coordination and integration and increasing knowledge flows among UN Agencies, technical teams, beneficiaries/stakeholders
- Be contextualized and customized to the local environment and audience while maintaining global standards and using various techniques and tools, including technology

Through a centralized Knowledge Management Framework facilitated by the UN Resident Coordinator's Office, the Spotlight Initiative in Jamaica will conduct regular situational analyses and robust diagnostics to understand the problems to be addressed, determine baselines, and measure progress.

The knowledge management function for the Spotlight Initiative will also ensure effective and regular communication sharing among all the stakeholders working on each of the pillars. Knowledge generated will inform the setting of new indicators and targets, evaluation processes, and shape the approaches and interventions of CSOs and government entities. As information is gathered and analyzed and social norms and the SI addresses attitudes, knowledge gaps will be identified. New knowledge acquired will inform modification of SI programmatic approaches that may become necessary based on assessments and evaluations conducted and following regular SI review exercises.

The SI will encourage the creation of a network of stakeholders who are currently working on prevention initiatives and changing social norms related to family violence and GBV and will ensure effective and consistent information sharing among implementation partners. This will be done through communities of practice and knowledge, case studies, lessons learned exercises, among other approaches. Administrative

and research data produced by community-based CSOs and faith-based organizations, will be shared through the proposed communities of practice and other channels. Efforts will also be made to ensure greater access to data that is already produced by government ministries, departments, and agencies.

Academia will be engaged to support needed evaluation and research exercises. South-South cooperation will be encouraged to exchange and promote successful programmes and initiatives addressing VAWG in the Caribbean and Latin America. Where appropriate, information will be shared via webpages of the SI partners to benefit the wider social development community.

## **XVI. Communication and Visibility**

The Spotlight Initiative in Jamaica will utilize a multi-pronged approach to engage a wide cross-section of the targeted stakeholders to influence policy, strengthen institutional capacity, and challenge negative social norms that support VAWG, increase access to SRH facilities, and, strengthen women's movements and relevant CSOs.

The communications and visibility efforts will support the realization of the overall SI Programme goal of preventing and responding to VAWG while enhancing protections offered by the State and other actors. While Spotlight Initiative's programmatic interventions will target the parishes of St. Thomas, Clarendon and Westmoreland and the Kingston and St. Andrew metropolitan areas, communications and visibility activities will have a broader reach across the general population. Key to the communication plan utilization of traditional, new, social, and digital media to present high quality and creative content. In this regard, significant investment will be made to utilize culturally relevant, innovative and age and gender-appropriate communications, promotion and advocacy tools to meet the following objectives:

- Raise awareness of family violence including gender-based violence and child sexual abuse in Jamaica and the selected communities.
- Illustrate and promote the impact and results of Spotlight-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.

A Communication for Change Strategy will be developed; it will include an annual Communications and Visibility Plan that includes considerations for dissemination planning for a wide and equitable distribution of content within this resource-limited environment. As such, social media will feature as a key tool. Traditional media remains useful in reaching most Jamaicans, especially those in rural areas.

To raise awareness, the Communications and Visibility Plan will generate and share key messages accompanied by appropriate data and facts through info graphics and other tools. Social and traditional media slots will be utilized while also positioning UN thought leadership on issues related to VAWG.

As the plan promotes Spotlight Initiative's impact and results, a qualitative monitoring mechanism will support the documentation and sharing of stories of transformation of the lives of direct and indirect beneficiaries (women, girls, men, boys, women's groups and other relevant institutions) -as a result of spotlight-supported interventions. Within this objective, the working efforts of duty bearers and service providers, the UN agencies and the EU will be highlighted.

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 (social) media channels as well as the engagement of cultural and social media celebrities and influencers and high-profile champions of VAWG issues. Key moments and public events on the calendars of the key parishes and the national calendar will be utilized for top-tier media placement and interventions. Community reasonings, groundings and edutainment will feature within this area.

**Communications Work Modality**

The Spotlight Communications Officer is the focal point to the communications work modality. The officer will be supported by the UN Communications Working Group. Within the UNCWG, s/he will facilitate discussions into Spotlight communications activities and receive input into strategic decisions and the production of major content. The organization of Spotlight's interventions in pillars requires active engagement of communications focal point from each RUNO. In this regard, the Spotlight Communications Officer coordinates this team collaboration while maintaining an accessible repository of adaptable communications materials.

The UNCWG comprising of RUNO communications focal points will allow for human and other resources to widely disseminate communications in a coherent and collaborative way. The UNRCO will provide advisory support to the Jamaica Spotlight Initiative Communications and Visibility Plans.

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 3).

**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

### Annex 1 - Jamaica Results Framework

<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>		
<b>Outcome Indicators:</b> 1.1 Proportion of target countries with laws and policies on VAWG/HP that adequately respond to the rights of all women and girls, including exercise/access to SRHR, are evidence-based and in line with international HR standards and treaty bodies' recommendations <b>Baseline:</b> 1 VAWG policy <b>Target:</b> 1 VAWG policy revised and submitted for approval		
<b>Output 1.1: National and subnational partners have strengthened evidence-based knowledge and capacities to assess gaps and draft new and/or strengthen existing legislations on ending family violence</b>	<b>Responsible Agency</b>	<b>Means Verification of</b>
<b>Indicator 1.1.1:</b> Number of draft new and/or strengthened laws and/or policies on ending VAWG and/or gender equality and non-discrimination developed that respond to the rights of women and girls facing intersecting and multiple forms of discrimination and are in line with international HR standards	UNDP	Project Progress Reports, Joint Select Committee Reports
<b>Indicator 1.1.3</b> Proportion of draft laws and/or policies on ending VAWG and/or gender equality and non-discrimination which have received significant inputs from women's rights advocates	UN Women	Annual Reports; stakeholder; meetings; project documents
<b>Indicator 1.1.4</b> Number of women's rights advocates with strengthened capacities to draft legislation and/or policies on VAWG including family violence and/or gender equality and non-discrimination	UN Women	Project Progress Reports, Training reports
<b>Indicator 1.1.5</b> Number of Parliamentarians and staff of human rights institutions with strengthened capacities to advocate for, draft new and/or strengthen existing legislation and/or policies on VAWG including family violence and/or gender equality and non-discrimination and implement the same	UN Women	Annual Reports; stakeholder; meetings; project documents

**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**

**Outcome Indicator 2.1:** Proportion of countries that have functioning national and/or sub-national coordination and oversight mechanisms at the highest levels for addressing VAWG/HP that include representation from marginalized groups

**Outcome Indicator 2.3:** 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

<b>Output 2.1: Key officials at national and/or sub-national levels are better able to develop and deliver evidence-based programmes that prevent and respond to family violence, especially for those groups of women and girls facing multiple and intersecting forms of discrimination</b>	<b>Responsible Agency</b>	<b>Means of Verification</b>
<b>Indicator 2.1.1</b> Number of institutions that develop strategies, plans and/or programmes to prevent and respond to VAWG, including for those groups of women and girls facing intersecting and multiple forms of discrimination	UN Women	Meeting reports of the reports of the Gender Advisory Council
<b>Indicator 2.1.2:</b> Jamaica with internal and external accountability mechanisms within relevant government institutions in place to monitor GEWE and VAW/HP  <b>Baseline:</b> Gender Focal Point system ((internal mechanism) <b>Target:</b> Strengthened Gender Focal Point system	UN Women	Cabinet Note regarding gender focal point system
<b>Indicator 2.1.3</b> Number of strategies, plans and programmes of other relevant sectors that integrate efforts to combat VAWG developed in line with international HR standards  <b>Baseline:</b> 5 LSDP, 1 priority plan <b>Target:</b> 1 additional LSDP completed, 1 priority plan updated	UNDP	Local Sustainable Development Plan; updated priority plans
<b>Indicator 2.1.5</b> Percentage of targeted national and sub-national training institutions for public servants that have integrated gender equality and ending VAWG, including family violence, in their curriculum, as per international standards	UN Women	NSAP indicator 5.1.2.2. reports - MoEYI and MoH reports
<b>Output 2.2 Multi-stakeholder national and/or sub-national coordination mechanisms established at the highest level and/or strengthened that are adequately funded and include multi-sectoral representation and representation from the most marginalized groups</b>	<b>Responsible Agency</b>	<b>Means of Verification</b>

<b>Indicator 2.2.1</b> Proportion of supported multi-stakeholder coordination mechanisms established at the highest level and/or strengthened composed of relevant stakeholders, with a clear mandate and governance structure and with annual work plans  <b>Baseline: 0</b>  <b>Target: costed strategy for Institutional strengthening of BGA completed</b>	UN Women	Report on review on national gender machinery
<b>Indicator 2.2.2</b> Proportion of national and sub-national multi-stakeholder coordination mechanisms that include representatives of groups facing multiple and intersecting forms of discrimination	UN Women	Report on review on national gender machinery
<b>Indicator 2.2.3</b> Proportion of national and sub-national multi-stakeholder coordination mechanisms that are costed <b>Baseline: 0</b> <b>Target: 1 Caucus</b>	UN Women	Reports on the convenings of the Parliamentary Caucus; training workshop report
<b>Output 2.3 Multi-stakeholder national and/or sub-national coordination mechanisms established at the highest level and/or strengthened that are adequately funded and include multi-sectoral representation and representation from the most marginalized groups</b>	<b>Responsible Agency</b>	<b>Means of Verification</b>
<b>Indicator 2.3.1</b> Proportion of dedicated and multi-sectoral programmes developed that include proposed allocations of funds to end VAWG, including family violence  Baseline: Social intervention strategy  Target: Updated social intervention strategy for Zones of Special Operations (aka the current citizen security plan)	UNDP	Costing Report; Training workshop meetings;
<b>Indicator 2.3.3:</b> Number of key government officials with greater knowledge, capacities and tools on gender responsive budgeting to end VAWG, including family violence. Baseline: National Strategic Action Plan Against Gender Based Violence (NSAP-GBV) Target: updated costing framework for NSAP-GBV	UN Women	Training workshop reports; meeting reports

**OUTCOME 3: Gender inequitable social norms, attitudes and behaviour change at community and individual levels and prevent violence against women and girls, including family violence**

**Indicator 3.1:** Percentage of people who think that it is justifiable for a man to (subject) beat his wife/intimate partner (to violence), by sex and age

**Baseline:** 10% (*Women Health Survey 2016*)

**Target (2021):** 5%

**Indicator 3.3:** Number of evidence-based, transformative/comprehensive prevention strategies/programmes that address the rights of those marginalized

**Baseline:** 0

**Target:** 3

**Output 3.1: National and/or sub-national evidence-based programmes are developed to promote gender-equitable norms, attitudes and behaviours, including on IPV, girl-child sexual abuse and those facing multiple and intersecting forms of discrimination for in and out of school setting**

**Responsible Agency**

**Means of Verification**

**Indicator 3.1.2** Number of young women and girls, young men and boys who participate in programmes in school and out of school that promote gender-equitable norms, attitudes and behaviours and exercise of rights, including reproductive rights

UNICEF

NSAP indicator 1.3.1.2. reports by MoEYI, BGA

**Baseline:** 0

**Target:** 30,000

**Indicator 3.1.3** Number of national and/or sub-national programmes developed for inclusion in educational curricula to promote gender-equitable norms, attitudes and behaviours, including targeting young women and girls, young men and boys facing multiple and intersecting forms of discrimination

UNICEF

Review of Curriculum; RUNO reports

**Baseline:** 1

**Target:** 1 (*enhancement of HFLE curriculum for in school students and extension of use to out-of-school youth*)

**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 in relation to IPV, girl-child sexual abuse and those facing multiple and intersecting forms of discrimination.**

**Responsible Agency**

**Means of Verification**

**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.

UNICEF

Activities Reports

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

UNICEF

Survey, Media Analysis

**Baseline:** 0

**Target:** 1 million

**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

UNICEF

Annual reports; Campaign reports; Activity reports

**Baseline:** 0

**Target:** 2,000

**OUTCOME 3: Gender inequitable social norms, attitudes and behaviour change at community and individual levels and prevent violence against women and girls, including family violence**

**Indicator 3.1:** Percentage of people who think that it is justifiable for a man to (subject) beat his wife/intimate partner (to violence), by sex and age

**Baseline:** 10% (*Women Health Survey 2016*)

**Target (2021):** 5%

**Indicator 3.3:** Number of evidence-based, transformative/comprehensive prevention strategies/programmes that address the rights of those marginalized

**Baseline:** 0

**Target:** 3

**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

**Baseline:** 0

**Target:** 3 campaigns (*Intimate Partner Violence and Child Sexual Abuse*)

UNICEF

Activity Reports

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

**Responsible Agency**

**Means of Verification**

**Indicator 3.3.3** Number of new and other media stories/reports that sensitively report on VAWG including family violence and GEWE more broadly

UNICEF

**Quarterly Media report**

**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 ending VAWG and for gender-equitable norms, attitudes and behaviours and women and girls' rights

UNICEF

Activities Reports

**Baseline:** *Not available*

**Target:** 5 non-state institutions/ social influencers with strengthened awareness and capacity to advocate

**OUTCOME 4: Women and girls who experience family violence use available, accessible, acceptable, and quality essential services including for long term recovery from family violence**

**Indicator 4.1** 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>26</sup> (Responsible UNFPA)

<b>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</b>	<b>Responsible Agency</b>	<b>Means of Verification</b>
<b>Indicator 4.1.1</b> Proportion of countries with centralized risk assessment systems and/or early warning systems in place bringing together information from police, health and justice sectors	UNDP	MoNS reports
<b>Indicator 4.1.4</b> 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)	UNFPA	Training reports BGA, VSD, MNS, CISOCA
<b>Indicator 4.1.5.</b> Number of women's rights organizations that 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)	UNFPA	Training reports BGA, VSD, MNS, CISOCA and RUNO reports
<b>Indicator 4.1.8</b> Number of local networks established among authorities and communities to prevent and respond to family violence that include adequate representation of women and girls facing multiple and intersecting forms of discrimination.	UNFPA	AWOJA and BGA records
<b>Indicator 4.1.9</b> National guidelines and protocols in line with the guidance and tools for essential services that specifically address the needs of women and girls facing multiple and intersecting forms of discrimination available	UNFPA	RUNO reports
<b>Output 4.2: Women and girls' survivors of VAWG, including SGBV/HP, and their families are informed of and can access quality essential services, including longer term recovery services and opportunities</b>	<b>Responsible Agency</b>	<b>Means of Verification</b>

<sup>26</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.

<b>Indicator 4.2.1:</b> Number of women and girls' survivors of violence that have increased knowledge of and access to quality essential services, disaggregated by age group.	UNFPA	Government and RUNOs' report on IEC coverage and training reports of service providers
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<b>OUTCOME 5: Quality, disaggregated and globally comparable data on specific forms of family violence collected, analysed and used in line with international standards to inform laws, policies and programmes</b>		
<b>Indicator 5.1</b> Jamaica has globally comparable data on the prevalence (and incidence, where appropriate) of VAWG, including family violence, collected over time		
<b>Indicator 5.2</b> Jamaica with publicly available data, reported on a regular basis, on various forms of VAWG, including family violence, at country level		
<b>Output 5.1:</b> Key partners, including relevant statistical officers, service providers in the different branches of government and women's rights advocates have strengthened capacities to regularly collect data related to family violence, in line with international and regional standards to inform laws, policies and programme	<b>Responsible Agency</b>	<b>Means of Verification</b>
<b>Indicator 5.1.1:</b> Number of National Statistical Offices that have developed/adapted and contextualized methods and standards at national level to produce prevalence and/or incidence data on VAWG, including family violence. <b>Baseline:</b> None <b>Target:</b> By 2022 legally enforceable minimum standards and protocols for the management of VAWG administrative data are in place for Jamaica's STATIN and the National Statistical System	UN Women	Annual Report RUNO
<b>Indicator 5.1.2:</b> Jamaica a system to collect administrative data on VAWG, including family violence, in line with international standards, across different sectors	UN Women	Annual Report RUNO
<b>Indicator 5.1.3</b> Number of National Statistical Officers who have enhanced capacities to produce data on the prevalence of VAWG including family violence, and incidence where appropriate.	UN Women	Annual Report RUNO
<b>Indicator 5.1.4</b> 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.	UN Women (UNDP, UNICEF: Contributing Agencies)	Annual Reports produced on VAWG Administrative Data commencing in 2022
<b>Indicator 5.1.5:</b> Number of women's rights advocates with strengthened capacities to collect prevalence and/or incidence data, including qualitative data, on VAWG including family violence.	UN Women	Annual CSO report produced; Annual RUNO report
<b>Output 5.2:</b> Quality prevalence and/or incidence data on family violence is analysed and made publicly available for the monitoring	<b>Responsible Agency</b>	<b>Means of Verification</b>



and reporting of the SDG target 5.2 indicators to inform evidence-based decision making		
<b>Indicator 5.2.1:</b> Number of knowledge products developed and disseminated to the relevant stakeholders to inform evidence-based decision-making.	UN Women (UNICEF: Contributing Agency)	Annual Report RUNO
<b>Indicator 5.2.2:</b> Number of pieces of peer-reviewed qualitative research published	UN Women	Annual Report RUNO
<b>Indicator 5.2.3:</b> Number of government personnel, including service providers, from different sectors with strengthened capacities on analysis and dissemination of prevalence and/or incidence data on VAWG, including family violence	UN Women	Annual Report RUNO
<b>Indicator 5.2.4:</b> Number of women's rights, youth and children's advocates with strengthened capacities in analysis and dissemination of prevalence and/or incidence data on VAWG, including family violence.	UN Women	CSO reports; Annual Report RUNO

**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**

**Indicator 6.1** Proportion of countries where women's rights organisations, autonomous social movements and relevant CSOs,<sup>27</sup> increase their coordinated efforts to jointly advocate on ending VAWG, including family violence

**Indicator 6.2** Proportion of countries where there is an 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

<b>Output 6.1:</b> Women's rights groups and relevant CSOs, <sup>28</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>Responsible Agency</b>	<b>Means of Verification</b>
<b>Indicator 6.1.1:</b> Number of jointly agreed recommendations produced as a result of multi-stakeholder dialogues that include representatives of groups facing multiple and intersecting forms of discrimination	UN Women	Quarterly meeting reports of the CSRG
<b>Indicator 6.1.2:</b> Number of official dialogues with relevant government authorities with the meaningful participation of women's rights groups and	UN Women	Quarterly meeting reports

<sup>27</sup> Including those representing youth and groups facing intersecting forms of discrimination/marginalization

<sup>28</sup> Including those representing youth and groups facing intersecting forms of discrimination/marginalization

relevant CSOs, including representatives of groups facing multiple and intersecting forms of discrimination		
<b>Indicator 6.1.3:</b> 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	UN Women	CSO project Reports
<b>Indicator 6.1.4:</b> 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 local, national, regional and global levels	UN Women	Annual CSO Plan of Action on Family Violence Report
<b>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</b>	<b>Responsible Agency</b>	<b>Means of Verification</b>
<b>Indicator 6.2.1:</b> Number of supported women's right groups and relevant CSOs using the appropriate accountability mechanisms <sup>29</sup> for advocacy	UN Women	CSO Score cards; CSO budget assessment reports (tracking NSAP finance and budget reports)
<b>Output 6.3:</b> 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	<b>Responsible Agency</b>	<b>Means of Verification</b>
<b>Indicator 6.3.1</b> 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	UN Women	Report of women's funds; reports online of funding

<sup>29</sup> E.g. the CEDAW, UPR shadow reports, and social accountability mechanisms such as social audits, citizen report cards, etc.

## Annex 2 - UN Supported Projects/Programmes

Implementing organization	Programme	Objective	UN Agency supporting	Complementarity with Spotlight Initiative	Associated Pillar
MoEYI	HFLE programme	Deliver comprehensive standard life skills education curriculum that covers sex and sexuality, interpersonal communication and personal development among boys and girls from grade 1 to grade 9.	UNFPA, UNICEF, UNESCO	Gender elements of HFLE programmes need to be strengthened; teachers need to be equipped to deliver the programme effectively.	3
Fight for Peace (CSO)	Psychosocial First aid	Provide first response-level counselling for children who have been victims of domestic and community violence.	UNICEF	Expansion of reach and sustainability of the programme. Provide technical support to the government mental health programme.	4
Eve for life (CSO)	I am alive	Emotional support and empowerment for girls who have been victims of sexual abuse.	UNICEF	Expansion of emotional support for girls who have been victims of social violence and peer-to-peer mentorship.	4
Eve for life/ CPFSA	Nuh Go Deh	Community intervention aimed at prevention of sexual abuse of girls and changing harmful community norms on regarding sex with girls.	UNICEF	Expansion within the targeted communities in the selected parishes through partnership with other NGOs and government.	3
MoH	Adolescent health programme	Development and implementation of standards for health service delivery with particular focus on SRH.	UNICEF - UNFPA	Expansion of the teen hub to Western Jamaica.	4

Implementing organization	Programme	Objective	UN Agency supporting	Complementarity with Spotlight Initiative	Associated Pillar
MoEYI	School Wide Positive Behaviour Intervention and Support (SWPBIS)	Reduce violence by teaching positive values, recognizing children for good behaviour and promoting non-violent discipline.	UNICEF	Strengthen positive masculinities and values that impact on gender equality through a school-wide programme.	3
Ministry of Culture, Gender, Entertainment and Sports	Safeguarding Child Rights in Sports	Prevent violence against children in recreational spaces and support identification and referrals of family violence.	UNICEF	Development of national policy. Training and strengthened the gender component of the curriculum.	2,3
Peace Management Initiative	School based therapeutic interventions	Identify, treat and refer children who have been victims of family and community violence.	UNICEF	Implement the programme targeting the most vulnerable families.	4
CPFSA and other government MDS	Child Protection Database	Collect and disseminates data on incidental child abuse and violence against children.	UNICEF	Establish protocols for coordinate data collection / increase the capacity for managing and using the data.	5
STATIN	Multiple Indicator Cluster Survey	Collect disaggregated data on prevalence of violence against children and attitudes towards domestic violence.	UNICEF	Increase desegregation and add gender-based violence key indicators.	5
MoEYI	National Plan of Action for an Integrated response to VAC	To have coordinate and multisectoral approach to address VAC.	UNICEF	Support to the operationalization, monitoring and institutionalization of the National Plan of Action.	2
Multiple partners	Positive Parenting Network	Coordination of parenting initiatives,	UNICEF	Support the Development validated parenting materials	3

Implementing organization	Programme	Objective	UN Agency supporting	Complementarity with Spotlight Initiative	Associated Pillar
		development of materials.		and coordinate interventions among partners	
CPFSA / NPSA	Positive Parenting	Training of social workers and caregivers on positive parentings.	UNICEF	Institutionalizing the training for parents and caregivers within social services, including PATH programme.	3
Special Olympics Jamaica	There is I can in every Jamaican	Empowerment and protection of children with disabilities.	UNICEF	Target interventions to families with children with disabilities to prevent VAC.	3
UN Women, CCJ Jurist Project, Caribbean Association of Judicial Officers	Supporting Gender Responsive Adjudication	Justice policies and strategies are more responsive to the needs of women, men, youth, business and the poor. Improved capacity of the justice sector to enforce women's rights.	UN Women	Improving gender sensitivity and responsiveness of the Justice sector to issues impacting gender equity and women's rights.	1, 2,4, 6
BGA, JIS, CPTC, MCGES	No excuse for abuse campaign	National prevention and public education campaign on VAWG	UN Women	Most recent national campaign including a range of multi-media platforms around VAW and GBV. Collaterals and PSAs and Cultural items already developed and can be mainstreamed into the SI campaign.	3
EU, ILO, UN Women	Win Win – Gender Equality is good for Business	Contribute to the economic empowerment of women, recognizing them as beneficiaries and partners of growth and development, by increasing commitment of private companies to	UN Women	Development of knowledge products around gender equality, work on sexual harassment and engagement with the private sector around VAWG. Development of gender equality Champions who could be tied into the	2, 3

Implementing organization	Programme	Objective	UN Agency supporting	Complementarity with Spotlight Initiative	Associated Pillar
		gender equality and women's empowerment and strengthening companies' capacities to implement these commitments.		national prevention campaign under Spotlight.	
UN Women, INTERPOL, Ministries of national Security, Immigration and Police	Supporting Gender Responsive Interventions to combat Human Trafficking in the Caribbean	Capacity building for state officials – immigration officers and law enforcement in gender and gender equality and GBV	UN Women	Capacity development sessions focused on enabling the application of a gendered analysis and gender sensitive approach in the treatment of human trafficking cases.	2,4
British Council Jamaica	Boys Can Programme	Initiative aimed at Empowering Educators' and, Empowering Parents Seminar	UNESCO	Capacity building for Engaging boys for gender equality.	3
UNESCO National Commission for Jamaica, Ministry of Culture, Gender, Entertainment and Sport	Positive Fathering: A Bridge to Enhancing Family Unity and Community Cohesion in Jamaica	Positive Fathering	UNESCO	Institutionalizing the training for parents with a special focus on strengthening positive fatherhood.	3
Jamaica Football Federation Reggae Girlz	Women and football #ChangeTheGame	Using sport as accelerator for gender equality	UNESCO	Visibility initiative to mobilise and empower girls through sports.	3
Various Partner (e.g. CARIMAC)	Coverage of VAWG in media (upcoming initiative)	Handbook and Training for journalists and media outlets.	UNESCO UN Women	Training media outlets: <ul style="list-style-type: none"> <li>• Entry point for positive social norms change</li> <li>• Framing and messaging of media content</li> <li>• Community mobilization</li> </ul>	3

Implementing organization	Programme	Objective	UN Agency supporting	Complementarity with Spotlight Initiative	Associated Pillar
MoH, Jamaica Aids support, CVC	Comprehensive Programmes with Sex Workers	Improve access to SRH for sex workers	UNFPA, UNAIDS	Dissemination and implementation on the International guidance on Implementing Sex Workers Implementation Tool considering addressing the needs of underserved and marginalized populations identified by Spotlight	4
Office of Disaster Preparedness and Emergency Management, MoH, IFRC	SRH/HIV and GBV in emergencies	Build the capacity of countries to address GBV in emergencies	UNFPA	Ensure prevention access to implementation of the Minimum Initial Service Package addressing GBV in emergencies	4
MoH	Support to the Ministry of Health for the development of Protocols for the medical management of GBV	Improve protocols for the medical management of GBV	UNFPA, PAHO	Medical management of GBV, including clinical management of rape, through on the job training as well as revision of the corresponding curriculum	2,4
MoH, MoE, Women Center Foundation of Jamaica, EVE for Life	Provide strategic information for Advocacy	Strategic information: Assessment on Adolescent Pregnancy; Assessment on Adolescent Health; Assessment of CSE; Assessment of HIV and Sex Work	UNFPA, UNAIDS, UNICEF	Provides baseline data and continues data on root causes and other critical – “environmental scanning” inputs for the CPD	2,3,4 and 5
MNS, MLGCD	The Reintegration and Rehabilitation of Involuntary Returned Migrants in Jamaica	Improved coordinating system for the rehabilitation and reintegration of involuntarily returned migrants.	UNDP	Provides a coordinated mechanism to address most vulnerable, including women	1,2,5,6
MOJ/Global Affairs Canada	Justice Undertaking for Social Transformation	Supports critical reforms in the justice sector including enhanced service delivery	UNDP	Improved access to justice services for the population, including women and girls. Advance justice reform.	4,5



Implementing organization	Programme	Objective	UN Agency supporting	Complementarity with Spotlight Initiative	Associated Pillar
SDC	Rejuvenating Communities	Strengthen the capacity of the community development committees (CDC's) to create strategic partnerships with state-based service providers in order to address the vulnerabilities of residents in West Kingston.	UNDP	Strengthening of community-based governance systems to promote community social cohesion, thus reducing violence.	1,2,4
UNDP	Enhancing Gender Equality and Mainstreaming in the Private Sector	The ultimate purpose of the gender equality certification programme is to bridge gender gaps in the labour market and promote gender equality and women's economic empowerment.	UNDP	Reduce gender gaps in the private sector.	1,2,3
MEGJC	Strengthening Human Resilience Programme in Northern Clarendon and West Kingston	Enhance resilience and human security of communities in Northern Clarendon and West Kingston in Jamaica. It also seeks to mainstream the human security approach in development strategies and support improvement in the policy and regulatory framework in water resources management	UNDP, UNWOMEN, FAO, UNEP, PAHO	Enhances human security in vulnerable communities in Jamaica including economic empowerment of women.	1,2,6

## Annex 3 - Communication and Visibility Plan, Spotlight Initiative, Jamaica

Developed from the Spotlight [Communications and Visibility Guide](https://drive.google.com/open?id=12vCCxYoLPNF3GbHOSez47d9mBBJutN5b).<https://drive.google.com/open?id=12vCCxYoLPNF3GbHOSez47d9mBBJutN5b>

### Objectives

1. **Objective 1: Raise awareness on the prevalence of family violence including gender-based violence and child sexual abuse in Jamaica and the selected communities** by publicizing data and supportive facts, creative messaging to key audiences, exhibiting thought leadership on violence against women and girls, and media sensitization.
  - a. **Key indicator(s)**
    - 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.
    - Output Indicator 3.3.1: Number of news outlets that develop standards on ethical and gender-sensitive reporting.
    - Output Indicator 3.3.4: Number of journalists better able to sensitively report on VAWG and GEWE more broadly
    - Percentage of audience with accurate knowledge on the prevalence of family violence.
2. **Objective 2: Illustrate and promote the impact and results of Spotlight-supported interventions** by finding, sharing and promoting the stories of women and girls whose lives have been positively transformed by Spotlight-supported interventions.
  - a. **Key indicator(s)**
    - Percentage of identified audiences with accurate knowledge of the Spotlight Initiative.
    - Percentage of identified audiences with a positive perception of the Spotlight Initiative.
    - Output Indicator 3.3.3: Number of new and other media stories/reports that sensitively report on VAWG and GEWE more broadly.
3. **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)**
    - Output Indicator 3.2.2: Number of people reached by campaigns challenging harmful social norms and gender stereotyping.
    - 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.
4. **Objective 4: Ensure visibility for the Spotlight Initiative, its 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)**
    - Percentage growth of Spotlight Initiative audiences (segmented)
    - Percentage increase in Spotlight Initiative brand recognition

### Messages

The global messages of the Spotlight Initiative will be used but adapted for socio-cultural relevance and sensitivities. Within each initiative and pillar, messages will be tailored for each audience, developed with the support of the UNCWG and stakeholder groups within the local Spotlight governance framework. These will be guided by the SI's overall goals and objectives, with respect to its target groups.

## Audiences

Examples of audiences to segment:

- 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.
- Traditional and religious leaders.
- 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, or non-health/gender government ministries.
- Cultural and media influencers, performing artistes and/or their associations.
- Sporting organizations and or their associations.
- media, journalists and editors, communications objectives and priorities per target group will be detailed within the communications plan.

## Communication and Visibility Plan

Activities	Description
1. Develop communications workplan	Jamaica's Spotlight Initiative Communications Strategy will guide the implementation of the communications and visibility workplan
2. Message development	Develop and disseminate consistent, clear, and evidence-based messages on family violence and SI's role in support of the identified objectives as per each pillar. For example: <ul style="list-style-type: none"><li>- Awareness of supportive legislation</li><li>- Sensitization through sharing of statistics</li><li>- Awareness of supportive services and institutions that offer them</li></ul>
3. Innovative content creation, development and dissemination via mass media and social media	Content development including the creation of videos, infographics, capturing photos and preparing human interest stories in partnership with relevant civil society organizations to deliver meaningful, targetted audience-led solutions. Survivor testimonials on benefits of improved service, access to justice and transformational change as a result of Spotlight initiatives. <ul style="list-style-type: none"><li>- Visual representation of concepts to displace harmful social norms.</li><li>- Infographics content developed from baseline</li><li>- Judicial, law enforcement and community influencers testimonials on the important of</li></ul>

	<p>gender-responsive adjudication and law enforcement response.</p> <ul style="list-style-type: none"> <li>- Amplify the work of women's group and other relevant CSOs through sharing their work and the capacity build through their Spotlight engagement.</li> </ul>
4. Facilitate public dialogue and outreach	<ul style="list-style-type: none"> <li>- Engagement and SI visibility in conjunction with CSOs and cultural influencers to be defined around selected international days of observance such as:</li> <li>- International Women's Day (March 8th),</li> <li>- International Day of the Girl Child (October 11),</li> <li>- International Day for Rural Women (October 15th),</li> <li>- 16 Days of Activism to End Violence Against Women and Girls (25th Nov- 10 Dec);</li> <li>- International Human Rights Day (December 10th)</li> <li>- UN Day and other days where VAWG issues can be appropriately incorporated (to be identified)</li> <li>- Other key / relevant moments from Jamaica's national calendar.</li> </ul>
5. EU and UN visibility on the Spotlight to end violence against women and girls' initiative and other interlinked development support to Jamaica	Brand the SI and the role of EU and UN along the global guidelines for visibility of the Initiative.

## Channels

- Coherent 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.
- Multi-media- videography and photography.
- Regular updates to the spotlight website and global spotlight newsletter.
- Media Engagement – media training and media guidance on reporting VAWG and related issues
- Engagement with national celebrities, social media influencers, cultural artistes and media personalities (some may be included as Spotlight Champions) – others
- Billboards.
- Use of existing and relevant mobile apps or a native mobile app (to be considered)
- Use of U-Report Jamaica

## Monitoring and Evaluation (M&E)

An M&E plan with indicators will be further developed with the support of the M&E expert; an illustrative approach is presented below.

Channels proposed	Measures
1. Online platforms and social media (Facebook, YouTube, Twitter etc.)	<ul style="list-style-type: none"> <li>- Number of unique visitors, followers and viewers.</li> <li>- Number of videos posted, subscribed and liked.</li> <li>- Number of likes, posts, reposts, retweets and uses of hashtags.</li> <li>- Feedback from online survey.</li> </ul>
2. Regular updates for global spotlight newsletter	<ul style="list-style-type: none"> <li>- Five or more stories shared and published to global newsletter</li> </ul>
3. Media engagement	<ul style="list-style-type: none"> <li>- Pre and post workshop KAP surveys</li> <li>- Number of contents generated (statements, press releases, op-eds, features etc) and stories generated</li> <li>- Number of broadcasts in electronic media.</li> <li>- Number of radio and TV interviews conducted.</li> </ul>
4. Profiling of national celebrities	<ul style="list-style-type: none"> <li>- Number of stories in media and other platforms on celebrities/champions</li> </ul>

### **Provisions for feedback (when applicable)**

KAP surveys with opportunities for evaluations by participants of parish and community level initiatives. The details of which to be further developed with the support of the Monitoring and Evaluation expert.

### **Resources**

#### ***Human Resources***

#### **UNRCO**

Development Coordination Officer - Programme Communications and Advocacy

1. Contributes to strategic advocacy and programme communications in support of the Multi-Country Sustainable Development Framework (MSDF) and Countries Implementation Plans (CIP);
2. Assists in partnership building and media relations.
3. Provides substantive support for digital communications.
4. Supports publications and branding management.
5. Assists in the local promotion of the United Nations in other key thematic areas.

#### **The United Nations Jamaica Communications Working Group (UNCWG)**

This inter-agency group works to spearhead and forge a common identity for the UN system and to speak with a common voice on important development issues.

#### **The UN Information Centre (UNIC)**

The UN Information Centre for the Caribbean area is part of the Department of Global Communications; it is charged with telling the story of the United Nations to the world.

The RCO Associate Development Coordination Officer - Programme Communications and Advocacy, together with the Spotlight Communications officer, will be responsible for the implementation and reporting on the Spotlight communications and visibility plan with implementation support from the UNIC, UNCG, and SI agencies.

#### ***Financial Resources***

The SI Programme will allocate 2% of the budget or USD\$123,364 to communications and visibility

## Partnerships

The key communications partners include.

- Recipient UN Organizations (RUNOs):
  - UN Women
  - UNFPA
  - UNDP
  - UNICEF
- Associated UN Agencies/UN Programme Partners:
  - PAHO
  - UNESCO
  - UNAIDS
- Government
  - Ministry of Gender, Culture, and Entertainment
  - Ministry of Education, Youth and Information
  - Ministry of National Security
  - Ministry of Justice
  - Ministry of Health and Wellness
  - Ministry of Labour and Social Security
  - Planning Institute of Jamaica (PIOJ), among others
  - Jamaica Information Service
  -
- NGOs, CSOs, FBOs
- Others: Private Sector Organization of Jamaica, Jamaica Household Workers Union, among others
- Other electronic and traditional media entities as well as media entities in the target parishes

## Annex 4 - Risk Management Matrix, Spotlight Initiative, Jamaica

Risks	Risk Level <sup>30</sup>	Likelihood <sup>31</sup>	Impact <sup>32</sup>	Mitigating measures	Responsible Unit/Person
<b>Contextual risks</b>					
Conservative social norms and traditions (e.g FBOs, men's groups)	High	3	2	Strong engagement with community leaders and communities, especially faith-based leaders; develop and implement evidence-based interventions, campaigns, strategies and programmes aimed at multiple levels (individual, interpersonal,	UNFPA UNICEF UN Women

<sup>32</sup> Extreme – 5; Major – 4; Moderate – 3; Minor – 2 Insignificant - 1

Risks	Risk Level <sup>30</sup>	Likelihood <sup>31</sup>	Impact <sup>32</sup>	Mitigating measures	Responsible Unit/Person
				community, parish, societal),  Expand engagement of men and boys through social mobilization and communication campaigns at national, parish and community levels	
Susceptible to disasters due to climate change	High	4	3	Increase the capacity of state and community actors to incorporate SRH and VAWG issues in disaster preparedness and emergency response (Minimum Initial Service Package)	UNFPA
2020 General Elections	High	4	3	Ensure dialogue with multiple stakeholders throughout the programme to enhance the resilience from shocks related to political instability and for programme continuity and sustainability if change in government.  Ensure that SI is aligned to national plans such as NSAP-GV, National Plan of Action for an Integrated Response to Children and Violence and Vision 2030 Jamaica: National Development Plan.	RC UNDP
Low level of interest in pursuing further legislative reviews in relation to VAWG, including family violence.	Medium	3	4	Begin and sustain dialogue with GOJ about the importance of these reviews and demonstrate how these changes can help the country achieve its development goals under SDG, and the	UNDP, UNWOMEN



Risks	Risk Level <sup>30</sup>	Likelihood <sup>31</sup>	Impact <sup>32</sup>	Mitigating measures	Responsible Unit/Person
				<p>country's own Vision 2030 Jamaica: National Development Plan, as well as the outcomes of the NSAP-GBV.</p> <p>Enlist the support of CSO in raising public awareness of the urgency of these reviews and legislative amendments</p>	
Limited mainstreaming of VAWG at the national and local levels (in the LSDPs).	Medium	3	4	<p>Early dialogue with local authorities before any concrete programmatic activities begin. Explore their views on the importance of the initiative, and how it can be implemented.</p> <p>Outline the multi-dimensional, multi-sectoral, cross-cutting nature of the LSDP and how it transmits national level policies to local level actions, once local authorities can see the clear benefit to the development of their parish (es), support will be given.</p> <p>Enlist support of multiple stakeholders, including CSOs, especially those who work at the local level.</p>	UNDP
Cultural barriers to SRH of adolescents	Medium	3	4	<p>Develop, expand, and sustain public awareness campaigns.</p> <p>Work with relevant agencies to increase their capacity to provide and or advocate for SRH for adolescents.</p>	UNFPA

Risks	Risk Level <sup>30</sup>	Likelihood <sup>31</sup>	Impact <sup>32</sup>	Mitigating measures	Responsible Unit/Person
Perspectives on male marginalization as a result of women's progress may make men reluctant to support programmes to empower women and reduce/eliminate VAWG and family violence.	Medium	3	4	<p>Deliberate and sustained efforts to include men in the discourse and in policies and programmes to eliminate VAWG, including family violence; work with men to change gendered notions of power.</p> <p>Support interventions in schools to change social and gender norms targeting boys between the 1<sup>st</sup> and 3<sup>rd</sup> forms.</p>	UNICEF, UNFPA, UN Women
<b>Programmatic risks</b>					
Funds not expended at optimal level due to potential limited absorptive capacity, especially of grassroots CSOs	High	3	3	<p>Monitor implementation rate with relevant partners.</p> <p>Build capacity of relevant agencies such as CSOs where necessary.</p>	
Acquired capacity and knowledge not translated into transformative action and limited capacities to apply knowledge by national partners (government, CSO, women's organization, FBOs) hinder the scale of implementation and impact of the programme	Medium	3	3	<p>Strengthen government coordination mechanisms; ensuring direct participation of relevant partners in systematic training.</p> <p>Undertake regular monitoring to identify risk and take corrective measures.</p>	UN Women, RCO,
Unavailability of consolidated data across sectors (Police, Health, Social Services, Justice) which limits informed	High	4	3	Convene regular technical meetings of existing data reference group(s) to sensitize them on relevance of data on VAWG and	UN Women

Risks	Risk Level <sup>30</sup>	Likelihood <sup>31</sup>	Impact <sup>32</sup>	Mitigating measures	Responsible Unit/Person
decision-making and adequate analysis				impact on programme implementation.  Address legal barriers for data sharing among agencies where necessary.	
<b>Institutional risks</b>					
Legislation not implemented due to limited capacity and/or budget allocations	High	3	3	Advocate with relevant ministries.  Support the building of local capacity to implement relevant legislation.	UNDP
Some institutions, especially those which have participated in capacity development activities in other projects may experience 'overload' and view this initiative as another distraction from their 'real' jobs.	Medium	3	3	Demonstrate the value-added possible from full embrace and participation.  Share information on good practices in other countries	UN Women, UNICEF, UNFPA
Insufficient human resources and limited capacity to make full use of the available institutional strengthening	Medium	3	3	Use methodologies and structure activities to facilitate the existing organizational resources.	
<b>Fiduciary risks</b>					
Crises (national disasters) may absorb resources and technical expertise needed for the programme	Medium	2	3	Programme employs a robust risk management strategy with financed mitigation measures	RCO
Assumptions: <ul style="list-style-type: none"> <li>There is political will and commitment by the government, CSOs and private sector to end VAWG including family violence as a national priority.</li> <li>GOJ is committed to the successful implementation of the NSAP-GBV.</li> <li>Understanding by key stakeholders of the linkages between the overall culture</li> </ul>					

Risks	Risk Level <sup>30</sup>	Likelihood <sup>31</sup>	Impact <sup>32</sup>	Mitigating measures	Responsible Unit/Person
<p>of violence direct relation to family violence and VAWG and children.</p> <ul style="list-style-type: none"> <li>• Participation in decision-making by groups facing intersecting forms of discrimination will improve institutions' response to their needs.</li> <li>• Quality services will increase women and girls' confidence to access services</li> <li>• An integrated/multi-pronged approach and the engagement of men and boys in preventing family violence is effective to change social norms and attitudes.</li> <li>• Political stability and enabling environment to allow civil society to advocate, participate in national conversation and implement programme on VAWG including family violence.</li> <li>• Participation of groups facing intersecting forms of discrimination in decision-making will improve the representation of their needs in laws and policies.</li> </ul>					

## Annex 5 - Alignment of Spotlight Initiative, Jamaica with NSAP-GBV

<b>Country programme outcome 1:</b> Legislative and policy frameworks, based on evidence and in line with international human rights standards, on all forms of VAWG, including family violence, are in place and translated into plans.	
<b>Country programme Outputs</b>	<b>NSAP-GBV outputs</b>
<b>Output 1.1:</b> National and subnational partners have strengthened evidence-based knowledge and capacities to assess gaps and draft new and/or strengthen existing legislations on ending family violence.	<p><b>Outcome 1.1:</b> Revised and Strengthened national legal and policy framework to ensure effective and comprehensive response to gender based-violence</p> <p><b>Output 1.1.1:</b> Amendments/new legislation introduced to enhance protection against GBV (including amendments to DV Act and Sexual Harassment Act).</p>
<b>Country programme outcome 2:</b> National and sub-national systems and institutions plan, fund, and deliver evidence based programmes that prevent and respond to VAWG, including family violence, including other sectors	
<b>Country programme Outputs</b>	<b>NSAP-GBV outputs</b>
<b>Output 2.1:</b> Key officials at national and/or sub-national levels are better able to develop and deliver evidence-based programmes that prevent and respond to family violence, especially for those groups of women and girls facing multiple and intersecting forms of discrimination.	<p><b>Outcome 1.2:</b> Communities have increased capacities to lead the prevention and mitigation of GBV at the local level.</p> <p><b>Strategic Area 2:</b> Relevant sectors mainstream and monitor GBV protection and response systematically in areas of health and psychosocial support.</p>

<p><b>Output 2.2:</b> Multi-stakeholder national and/or sub-national coordination mechanisms established at the highest level and/or strengthened that are adequately funded and include multi-sectoral representation and representation from the most marginalized groups.</p>	<p><b>Outcome 1.2:</b> Communities have increased capacities to lead the prevention and mitigation of GBV at the local level.</p> <p><b>Strategic Area 2:</b> Relevant sectors mainstream and monitor GBV protection and response systematically in areas of health and psychosocial support.</p>
<p><b>Output 2.3</b> Partners (Parliamentarians, key government officials and women's rights advocates) at national and/ or subnational level have greater knowledge, capacities and tools on GRB to end VAWG including family violence.</p>	
<p><b>Country programme outcome 3:</b> Gender inequitable social norms, attitudes and behaviour changed at community and individual levels to prevent violence against women and girls, including family violence</p>	
<p><b>Country programme Outputs</b></p>	<p><b>NSAP-GBV outputs</b></p>
<p><b>Output 3.1:</b> National and/or sub-national evidence-based programmes that promote gender-equitable norms, attitudes and behaviours, including on IPV, girl-child sexual abuse and those facing multiple and intersecting forms of discrimination for in and out of school settings are implemented.</p>	<p><b>1.3.1:</b> GBV responsive education curriculum and practices implemented in primary and secondary level schools</p>
<p><b>Output 3.2:</b> 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 in relation to IPV, and girl-child sexual abuse and those facing multiple and intersecting forms of discrimination</p>	<p><b>1.2.1:</b> Communities supported to have mobilization and advocacy initiatives in place for raising awareness on root causes, impact, and prevention of GBV.</p> <p><b>1.2.2:</b> Community awareness on GBV prevention and protection increased</p>
<p><b>Output 3.3:</b> Decision makers in relevant non-state institutions and key informal decision makers have resources needed to strengthen advocacy for implementation of legislation and policies on ending family violence, and for gender-equitable</p>	<p><b>1.1.2:</b> Awareness among general public on legislative measures to prevent and protect against GBV increased</p>

norms, attitudes and behaviours on women and girls' right	
<b>Country programme outcome 4:</b> Women and girls who experience violence and harmful practices use available, accessible, acceptable, and quality essential services including for long term recovery from violence	
<b>Country programme Outputs</b>	<b>NSAP-GBV outputs</b>
<b>Output 4.1:</b> 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.	<b>2.1.2:</b> Psychosocial and health support improved/expanded for victims and perpetrators, and particularly vulnerable groups. <b>3.1.1.</b> Capacity of police enhanced to manage and investigate GBV cases <b>3.1.3:</b> Knowledge and skills for legal fraternity members improved <b>4.1.3:</b> The Police, Court officers and the Victim Services Division have enhanced knowledge and skills to enforce victims' rights. <b>5.1.2:</b> Policy framework and protocols established/ improved for interagency coordination for screening, referring and managing cases of GBV
<b>Output 4.2:</b> 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>1.1.2:</b> Awareness among general public on legislative measures to prevent and protect against GBV increased <b>2.1.1:</b> Case management system that meets the needs of victims and survivors of GBV upgraded
<b>Country programme outcome 5:</b> Quality, disaggregated and globally comparable data on different forms of violence against women and girls, including family violence, collected, analyzed and used in line with international standards to inform laws, policies and programmes	
<b>Country programme Outputs</b>	<b>NSAP-GBV outputs</b>
<b>Output 5.1:</b> Key partners, including relevant statistical officers, service providers in the different branches of government and women's rights advocates have strengthened capacities to regularly collect data related to family violence, in line with international and regional standards to inform laws, policies and programmes	<b>Output 1.1.1:</b> A coordinated, integrated Data Management System is in place that is functional and easily accessible
<b>Output 5.2:</b> Quality prevalence and/or incidence data on family violence, is analysed and made publicly available for the monitoring and reporting of the SDG target 5.2 indicators to inform evidence-based decision making	<b>Output 1.1.1:</b> A coordinated, integrated Data Management System is in place that is functional and easily accessible  "Evaluations of the NSAP-GBV completed and widely accessible to all"

	Appropriate budgetary, technical human resources dedicated to NSAP-GBV data management system”
<b>Country programme outcome 6:</b> 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>Country programme Outputs</b>	<b>NSAP-GBV outputs</b>
<b>Output 6.1:</b> Women's rights groups and relevant CSOs, have increased opportunities and support to share knowledge, network, partner and jointly advocate for GEWE and ending family violence, with relevant stakeholders at sub-national, national, regional and global levels	<p>“The NSAP-GBV will be monitored quarterly at the national and sectoral levels to assess the progress towards the goal and targets.</p> <p>The NSAP-GBV will be operationalized through a 10-year framework that provides a detailed outline of strategies throughout the stipulated timeframe of 2017–2027. A comprehensive mid-term review of the Plan will be conducted at the end of five years to assess its effectiveness in achieving the planned goals. The indicators formulated in the Plan will be used to assess the implementation of its activities. The findings of the reviews will be used to guide the revision of the monitoring and evaluation (M&amp;E) framework. “</p>
<b>Output 6.2:</b> 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 family violence and GEWE more broadly	“Evaluations of the Plan are aimed at assessing the progress of implementation and the effectiveness of the impact on the target population and institutions. Three forms of evaluation will be conducted over the life of the project – formative, process and outcome evaluations”
<b>Output 6.3:</b> 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 DV/IPV	“NGOs play a very important role in the development and delivery of the NSAP-GBV. As they are crucial partners that implement policies and provide services to victims and survivors of GBV at different levels. These services are important to various communities in the areas of counseling, shelters, human rights training, research and advocacy for legal reform, gender sensitization training and assistance to access justice, among others.”



## Annex 6 - 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: Meeting with the EU, 12 June 2019

#### Key recommendations:

Given that the formulation process is labour intensive, all UN agencies should be brought together to contribute to the programme along with all relevant partners. The list of current and potential partners that should be engaged for consultation would be shared with attendees. The list is to be drawn from the submissions made by RCO, EU Delegation and government, including the Bureau of Gender Affairs.

Name of organisation/agency	Name and title of representative	Area of focus of work	Type of organisation (civil society organisation, government, EU delegation, academia, etc.)	Dates of consultations
UN Women	Alison McLean, UN Women Representative	Women & Girls	UN Agency	12 June 2019
UN RCO	Bruno Pouezat, UN Resident Coordinator	Coordination	UN Agency	12 June 2019
UNDP	Denise Antonio, Resident Representative	Development	UN Agency	12 June 2019
UNRCO	George Abualzulof, UN RCO, Senior Human Rights Advisor	Human Rights	UN Agency	12 June 2019
UNESCO	Isabel Viera Bermudez, UNESCO, Officer in Charge	Education	UN Agency	12 June 2019
EU	Juhana Immonen, EU Delegation, Junior Professional	Donor	UN Agency	12 June 2019
ILO	Lars Johansen, ILO, Deputy Director (teleconference)	Work/International labour standards	UN Agency	12 June 2019

EU	Luca Lo Conte, EU Delegation, International Aid/Programme Manager	International Aid	UN Agency	12 June 2019
UNAIDS	Manoela Manova, UNAIDS, Country Director	HIV/AIDS	UN Agency	12 June 2019
UNICEF	Mariko Kagoshima, UNICEF Representative	Coordination/Children	UN Agency	12 June 2019
UNRCO	Maxsalia Salmon, Coordination Analyst	Coordination	UN Agency	12 June 2019
UNAIDS	Nkhensani Mathabathe, UNAIDS, Rights, Gender and Mobilisation Adviser	Rights, Gender and Mobilisation	UN Agency	12 June 2019
EU	Ricard Bardia Divins, EU Delegation, Head of Cooperation	Cooperation	EU Delegation	12 June 2019
UNFPA	Seth Broekman, UNFPA, Deputy Director	Sexual and Reproductive Health	UN Agency	12 June 2019
EU	Vanna Lawrence, EU Delegation	Project Management	EU Delegation	12 June 2019
UNICEF	Vicente Teran, Deputy Representative	Children	UN Agency	12 June 2019

## Consultation 2: Meeting with Technical level Government representative, 20 June 2019

### Key recommendations:

Spotlight Initiative should build on existing programmes, data and research. In that regard a comprehensive mapping and baseline assessment would be critical.

The Medium-Term Socio-economic Policy Framework from the Vision 2030 Jamaica National Development Plan, which outlines key government priorities, should be used as a guiding document to formulate the country programme.

Name of organisation/agency	Name and title of representative	Area of focus of work	Type of organisation (civil society organisation, government, EU delegation, academia, etc.)	Dates of consultations
Planning Institute of Jamaica	Barbara Scott, Deputy Director General External Cooperation	National planning and development	Government	20 June 2019
Planning Institute of Jamaica	Denese McFarlene	National planning and development	Government	20 June 2019
Planning Institute of Jamaica	Mareeca Brown-Bailey	National planning and development	Government	20 June 2019
Planning Institute of Jamaica	Lorna Sampson	National planning and development	Government	20 June 2019
Planning Institute of Jamaica	Delores Wade	National planning and development	Government	20 June 2019
Planning Institute of Jamaica	Allison Miller	National planning and development	Government	20 June 2019
Planning Institute of Jamaica	Antonette Richards	National planning and development	Government	20 June 2019

Child Protective and Family Services Agency	Rosalee Grey-Gage	-	Government	20 June 2019
Ministry of Industry Commerce and Fisheries	Georgia Martis-Doman	-	Government	20 June 2019
Centre for Investigation of Sexual Offences and Child Abuse, Jamaica Constabulary Force	Radcliffe Gordon	-	Government	20 June 2019
Centre for Investigation of Sexual Offences and Child Abuse, Jamaica Constabulary Force	Cherise Johnson	-	Government	20 June 2019
Bureau of Gender Affairs	Avrie Allen-March	Gender	Government	20 June 2019
Bureau of Gender Affairs	Nordia McLaren	Gender	Government	20 June 2019
Ministry of Education Youth and Information	Nicole Brown	Education	Government	20 June 2019
Victim Support Services, Ministry of Justice	Sheron Betancourt	Victim support services	Government	20 June 2019
Victim Support Services, Ministry of Justice	Osborne Bailey	Victim support services	Government	20 June 2019
Victim Support Services, Ministry of Justice	Gabrielle Clemtson	Victim support services	Government	20 June 2019
Ministry of Health and Wellness	Karen Nelson	Health	Government	20 June 2019
Ministry of Finance and the Public Service	Dwayne Haynes	-	Government	20 June 2019
Ministry of Labor and Social Security	Sasha Deer-Gordon	-	Government	20 June 2019

Ministry of Labor and Social Security	Yanekee Davis-Harris	-	Government	20 June 2019
PAHO	Nasoto Thompson	Health	UN Agency	20 June 2019
UNESCO	Latoya Anderson	Education	UN Agency	20 June 2019
EU	Vanna Lawrence	Project Management	EU Delegation	20 June 2019
EU	Ricard Bardia Divins- Head of Cooperation	Cooperation	EU Delegation	20 June 2019
UNAIDS	Manoela Ganova	-	UN Agency	20 June 2019
UN Women	Alison McLean, UN Women Representative	Women & Girls	UN Agency	20 June 2019
UNESCO	Isabel Viera Bermudez, UNESCO, Officer in Charge	-	UN Agency	20 June 2019
UNRCO	Maxsalia Salmon, UN RCO, Coordination Analyst	Coordination	UN Agency	20 June 2019
UNFPA	Seth Broekman, UNFPA, Deputy Director	Sexual and reproductive health	UN Agency	20 June 2019
UNICEF	Vicente Teran, Deputy Representative	Children	UN Agency	20 June 2019
UNDP	Denise Antonio, UNDP, Resident Representative	Development	UN Agency	20 June 2019
OHCHR	George Abu Gala	-	UN Agency	20 June 2019

### Consultation 3: CSO Consultation, 21 June 2019

#### Key recommendations:

*Overall*

- Consider how norms affect institutional structures
- intergenerational abuse is a major challenge; it is difficult to address

#### *Violence Prevention*

- Strategies: 1) strengthen the Health and Family Life Education programme, including its implementation, 2) emphasize parenting, (with a focus on men) and particularly positive parenting (e.g alternatives to corporal punishment), 3) the early childhood stage as an ideal entry point for violence prevention activities, and 4) Identify community champions.
- implementation approaches: 1) encourage greater collaboration at programme implementation stages, 2) training should be targeted and dynamic (e.g. experiential learning activities) and 3) apply Communication for Development techniques (e.g. audience specific information).

#### *Quality services*

- Pay keen attention to vulnerable groups (e.g. young children and children in state care).

#### *Supporting women's movements and relevant CSOs*

- Strategies: 1) strengthen the human resource capacity of CSOs (e.g more staff and training, 2) promote mechanisms to facilitate partnerships, communication and coordination amongst CSOs so as to achieve for greater efficiency and impact.

#### *Quality and reliable data*

- Strategies: 1) implement open data policy (draft), 2) develop data sharing protocols among CSOs and between CSOs and government, 3) Increase data collection capacity for key service providers (e.g. police, courts, healthcare.), 4) Fund CSOs to do proper baseline data collection and monitoring and evaluation, 5) Digitize historical data and 5) develop of Electronic Information Management Systems (e.g. case management systems).

<b>Name of organisation/agency</b>	<b>Name and title of representative</b>	<b>Area of focus of work</b>	<b>Type of organisation (civil society organisation, government, EU delegation, academia, etc.)</b>	<b>Dates of consultations</b>
EU	Ricard Bardia Divins, EU Delegation, Head of Cooperation	Donor	EU Delegation	21 June 2019
EU	Vanna Lawrence	Project Management	EU Delegation	21 June 2019
UNDP	Denise Antonio, Resident Representative	Development	UN Agency	21 June 2019
UNICEF/RC	Mariko Kagoshima, Representative	Children	UN Agency	21 June 2019

PAHO	Nasolo Thompson	Health	UN Agency	21 June 2019
UNAIDS	Manoela Manova	HIV/AIDS	UN Agency	21 June 2019
UNDP	Cordia Chambers-Johnson	Gender Affairs	UN Agency	21 June 2019
UNDP	Richard Kelly	Development	UN Agency	21 June 2019
UNESCO	Latoya Anderson	Education	UN Agency	21 June 2019
UNESCO	Giuliana Neumann	Education	UN Agency	21 June 2019
UNFPA	Marvin Gunter	SRHR	UN Agency	21 June 2019
UNFPA	Seth Broekman	SRHR	UN Agency	21 June 2019
UNICEF	Vicente Teran, Deputy Representative	Children	UN Agency	21 June 2019
UNICEF	Janet Cupidon Quallo	Children	UN Agency	21 June 2019
UNICEF / UNRCO	Mariko Kagoshima	Children	UN Agency	21 June 2019
UNRCO	Bernadene Crooks	Administration	UN Agency	21 June 2019
UNRCO	Maxsalia Salmon	Coordination	UN Agency	21 June 2019
Aids Healthcare Foundation Jamaica	Takisha Sten-Barnes	HIV/AIDS prevention & treatment	CSO	21 June 2019



Association of Women's Org. in Jamaica	Hermine McKenzie	umbrella Womens' advocacy organization	CSO	21 June 2019
Caribbean Vulnerable Communities Coalition	Sannia Sutherland	HIV/AIDS advocates	CSO	21 June 2019
Combined Disabilities Association	Gloria Goffe	Persons with disabilities	CSO	21 June 2019
Combined Disabilities Association	Jennifer Kinglocke	Persons with disabilities	CSO	21 June 2019
Eve for Life	Joy Crawford	Health & support for adolescent girls	CSO	21 June 2019
Hear the Children Cry	Paulette Darby	Advocacy for child abuse, child safety & other issues	CSO	21 June 2019
Jamaica Aids Support for Life	Robyn Miller	Advocacy for PLHIV	CSO	21 June 2019
Jamaica Family Planning Association	Pauline Russell-Brown	Sexual and Reproductive Health	CSO	21 June 2019
Jamaica Network of Rural Women Producers	Irene Moore	Advocacy for rural women and female farmers	CSO	21 June 2019

Jamaicans for Justice	Natassia Robinson	Human rights and social justice advocates	CSO	21 June 2019
Jamaicans for Justice	Rose Malcolm	Human rights and social justice advocates	CSO	21 June 2019
Jamaicans for Justice	Shannique Bender	Human rights and social justice advocates	CSO	21 June 2019
Jamaicans for Justice	Rodje Malcolm	Human rights and social justice advocates	CSO	21 June 2019
Men of God Against Violence and Abuse	Jayson Downer (Rev)	Male advocacy organization	CSO	21 June 2019
Men of God Against Violence and Abuse	Russell Findlay	Male advocacy organization	CSO	21 June 2019
Men of God Against Violence and Abuse	C. Morrison	Male advocacy organization	CSO	21 June 2019
Mothers of Jamaica	Stephnie Bell	-	CSO	21 June 2019
National Integrity Action	Gavin Myers	Anti-corruption advocates	CSO	21 June 2019

National Integrity Action	Edward Dixon	Anti-corruption advocates	CSO	21 June 2019
National Organization of Deported Migrants	Oswald Dawkins	Advocates for deported Jamaican migrants	CSO	21 June 2019
Peace Management Initiative	Errol Green	Conflict resolution and anger management	CSO	21 June 2019
Soroptomist International	Elaine Salmon Brouers	Advocates for women and girls	CSO	21 June 2019
We Change Jamaica	Nicolette Bryan	Advocacy for LBT women	CSO	21 June 2019
Violence Prevention Alliance	Jennifer Jones	Violence prevention	CSO	21 June 2019
Women's Centre of Jamaica Foundation	Latoya Rattray	Support for pregnant teens	CSO	21 June 2019
Women's Media Watch	Michelle Golding Hylton	Improve the images of women and men in the media to reduce violence	CSO	21 June 2019
Women's Media Watch	Ruth Howard	Improve the images of women and men in the media to reduce violence	CSO	21 June 2019

University of the West Indies, Mona	Rochelle Sutherland	tertiary institution	Academia	21 June 2019
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#### **Consultation 4: Multi-stakeholder Consultation, 10 July 2019**

##### **Key recommendations:**

The first multi-stakeholder meeting was held on 10 July 2019 and included a wide cross-section of stakeholders.

##### **Recommendations from Pillar 1**

- Support the finalization of the sexual harassment bill.
- This needs to see the strengthening of the implementing bodies, training and capacity building to reflect human rights standards and treaty body recommendations
- Policy ensuring that women and girls with disabilities are able to adequately access services. This should be a policy imperative

##### **Recommendations from Pillar 2**

- There is a need for interventions which increase awareness of existing institutions that support VAWG responses
- Need to be more specific in the language in the document e.g. National Gender Machinery should specify the Bureau of Gender Affairs.
- There is a need to broaden the range of priority entities to be targeted to include key partners such as the JCF, SDC, JPs, MoJ, VSU
- Include an activity to build monitoring and Evaluation capacity across the various partners
- Give funding to organisations that are already sensitized to fast track the work required
- Engage political parties (predominantly male) on the issues of gender-based violence in their constituencies

##### **Recommendations from Pillar 3**

- Make parenting education available at antenatal visits in Clinics
- Public health facilities must accommodate both male and female parents - gender responsive parenting education
- Engage and include religious entities and champions
- Use community meeting spaces to initiate discussions on family violence and GBV
- Use culture approaches through performance and edutainment
- Engage influencers from the private sector, media influencers CSOs and govt. for maximum impact

##### **Recommendations from Pillar 4**

- Include faith-based organizations in any activity with CSOs
- Ensure services for women living with disabilities are reflected throughout
- Build capacity of community personnel social workers

### Recommendations from Pillars 5

- The injury surveillance is a part of a limited number of hospitals – this should be expanded
- Data collection for private institutions should be amplified
- Build CSO capacity for data collection with the framework comparable to state agencies
- Collect data on men and utilize in programming on VAWG
- Build capacity for sex disaggregated Data in the carious data collection systems

### Recommendations from Pillar 6

- Establish a referral system and mechanism for information sharing
- Develop directory of services
- Use social media to share survivor stories and build awareness
- Link young women and girls to meaningful opportunities
- Increase dialogue among men and boys ensuring around issues of consent and accountability
- Response must cater to transgender women and nonbinary persons

Name of organisation/agency	Name and title of representative	Area of focus of work	Type of organisation (civil society organisation, government, EU delegation, academia, etc.)	Dates of consultations
Bureau of Gender Affairs	Nordia McLaren	Gender	Government	10 July 2019
Bureau of Gender Affairs	Avrie Allen-March	Gender	Government	10 July 2019
Child Development Agency/Child Protective and Family Services Agency	Patrick Essue	Child protection services	Government	10 July 2019
Jamaica Family Planning Board	Shushan Stewart	Sexual and reproductive health	Government	10 July 2019
Ministry of Finance and the Public Service	Dwayne Haynes	-	Government	10 July 2019
Ministry of Industry Commerce and Fisheries	Ivoree Cowan	-	Government	10 July 2019
Victim Support Services, Ministry of Justice	Sheron Betancourt	Victim support services	Government	10 July 2019

Victim Support Services, Ministry of Justice	Osborne Bailey	Victim support services	Government	10 July 2019
Ministry of Local Government and Community Development	Ann-Marie Mittoo			10 July 2019
National Youth Service	Terresha Simmonds-Naime		Government	10 July 2019
Planning Institute of Jamaica	Diane Davis	National planning and development	Government	10 July 2019
Planning Institute of Jamaica	Mareeca Brown-Bailey	National planning and development	Government	10 July 2019
Planning Institute of Jamaica	Delores Wade	National planning and development	Government	10 July 2019
Planning Institute of Jamaica	Allison Miller-Green	National planning and development	Government	10 July 2019
Planning Institute of Jamaica	Barbara Scott, Deputy Director General External Cooperation	National planning and development	Government	10 July 2019
Ministry of Labor and Social Security	Marlon Lewis	-	Government	10 July 2019
Office of the Childrens' Advocate	Diahann Gordon Harrison	-	Government	10 July 2019
Political Ombudsman	Donna Parchment Brown	-	Government	10 July 2019
Caribbean Vulnerable Communities Coalition	Ivan Crukshank		CSO	10 July 2019
Combined Disabilities Foundation	Jennifer Kinglocke		CSO	10 July 2019
Combined Disabilities Foundation	Gloria Goffe		CSO	10 July 2019
Fight For Peace	Kelly Magnus		CSO	10 July 2019

Eve for Life	Joy Crawford	Health & support for adolescent girls	CSO	10 July 2019
Eve for Life	Patricia Watson	Health & support for adolescent girls	CSO	10 July 2019
I'm Glad I'm a Girl Foundation	Dahvia Hylton, Youth representative	Adolescent girl reproductive health	CSO	10 July 2019
I'm Glad I'm a Girl Foundation	Nadeen Spence	Adolescent girl reproductive health	CSO	10 July 2019
Jamaica AIDS Support for Life	Robyn Miller	Advocacy for PLHIV	CSO	10 July 2019
Jamaica Chamber of Commerce	Camille Facey	-		10 July 2019
Jamaica Family Planning Association	Pauline Russell-Brown	-	CSO	10 July 2019
Jamaica Network of Rural Women Producers	Irene Moore	Advocacy for rural women and female farmers	CSO	10 July 2019
Jamaicans for Justice	Shannique Bender	-	CSO	10 July 2019
Jamaicans for Justice	Rodje Malcolm	Legal Service/ Advocacy	CSO	10 July 2019
J-FLAG	Christina Clarke	-	CSO	10 July 2019
Men of God Against Violence	Jayson Downer (Rev)	Male advocacy organization	CSO	10 July 2019

Men of God Against Violence	Russell Findlay	Male advocacy organization	CSO	10 July 2019
National Integrity Action	Edward Dixon	-	CSO	10 July 2019
Violence Prevention Alliance	Jennifer Jones	Violence prevention	CSO	10 July 2019
Women's Centre of Jamaica Foundation	Latoya Rattray	Support for pregnant teens	CSO	10 July 2019
Women's Centre of Jamaica Foundation	Venetta Gordon	Support for pregnant teens	CSO	10 July 2019
We Change Jamaica	Shawna Stewart	Advocacy for LBT women	CSO	10 July 2019
				10 July 2019
Women of Unlimited Worth	Sophia Bryan	Women's empowerment	CSO	10 July 2019
Women's resource and Outreach Centre	Nickeisha Sewell Lewis	Gender equality; women's empowerment	CSO	10 July 2019
Soroptimist International	Elaine Salmon Brouers	Advocates for women and girls	CSO	10 July 2019
Jamaican Environmental Foundation	Brenda Cuthbert	-	CSO	10 July 2019
UN WOMEN	Allison McLean	Women & Girls	UN Agency	10 July 2019



UNRCO	Jomain McKenzie	Coordination	UN Agency	10 July 2019
UNRCO	Maxsalia Salmon	Coordination	UN Agency	10 July 2019
UNESCO	Katherine Brigsby	Education	UN Agency	10 July 2019
UNESCO	Latoya Anderson	Education	UN Agency	10 July 2019
UNICEF	Vicente Teran, Deputy Representative	Children	UN Agency	10 July 2019
UNICEF	Mariko Kagoshima, UNICEF Representative	Children	UN Agency	10 July 2019
UNICEF	Janet Cupidon Quallo	Children	UN Agency	10 July 2019
UNICEF	Novia Condell	Children	UN Agency	10 July 2019
UNDP	Cordia Chambers-Johnson	Gender affairs	UN Agency	10 July 2019
UNDP	Richard Kelly	Development	UN Agency	10 July 2019
UNDP	Denise Antonio, Resident Representative	Development	UN Agency	10 July 2019
UNAIDS	Manoela Manova	HIV/Aids	UN Agency	10 July 2019
UNWOMEN	Allison McLean	Women & Girls	UN Agency	10 July 2019
UNFPA	Pilar Moline	Sexual & Reproductive Health	UN Agency	10 July 2019
UNFPA	Dawn Minto	Sexual & Reproductive Health	UN Agency	10 July 2019

PAHO	Dr. Valeska Stempluik	Health	UN Agency	10 July 2019
PAHO	Dr. Michelle Lawrence	Health	UN Agency	10 July 2019
EU	Vanna Lawrence	Project Management	EU Delegation	10 July 2019
EU	Malgorzata Wasilewska	Donor	EU Delegation	10 July 2019

### **Consultation 5: VCD/Virtual Country Dialogue, 11 July 2019**

#### **Key recommendations:**

The Virtual Country Dialogue Meeting was attended by 14 agencies including two civil society organisation and the EU. The major recommendations coming out of were:

- One UN Spotlight Structure: The Spotlight Programme would be organised under one structure rather than an agency by agency approach. Under the structure, the number of RUNOs involved in the implementation of the Spotlight Programme would be limited to three to five agencies. Four UN agencies will lead the response. They are UNDP - Lead Pillars 1 and 2, UNICEF - Lead Pillar 3, UNFPA - Lead Pillar 4 and UN Women - Lead Pillars 5 and 6.
- Prevention is key to the success of the SI: Focus must be around prevention in order to shift norms, attitudes and behaviours around violence. Other key areas of focus should be on services and legislation, building on what is already happening in these areas by enhancing the gender components
- The SI should be evidenced-based, localised and innovative.
- Work with national statistics: Based on limited data on gender-based violence, it was recommended that the SI prioritise work with the Statistical Institute of Jamaica and other national data collecting agencies to build their capacity to collect and disseminate VAWG data.
- Civil society should be robustly mainstreamed across all pillars.

<b>Name of organisation/agency</b>	<b>Name and title of representative</b>	<b>Area of focus of work</b>	<b>Type of organisation (civil society organisation, government, EU delegation, academia, etc.)</b>	<b>Dates of consultations</b>
Women's resource and Outreach Centre	Nickeisha Sewell Lewis	Gender equality; women's empowerment	CSO	11 July 2019
Women of Unlimited Worth	Sophia Bryan	Women's empowerment	CSO	11 July 2019
Planning Institute of Jamaica	Dianne Davis	National planning and development	Government	11 July 2019
EU	Vanna Lawrence	Donor	EU Delegation	11 July 2019
UNICEF/RC	Mariko Kagoshima	Coordination/Children	UN Agency	11 July 2019
UNICEF	Vicente Teran, Deputy Representative	Children	UN Agency	11 July 2019
UNDP	Denise Antonio, Resident Representative	Development	UN Agency	11 July 2019
UNWOMEN	Allison McLean	Women and Girls	UN Agency	11 July 2019
UNESCO	Latoya Anderson	Education	UN Agency	11 July 2019
UNFPA	Dawn Minot	SRHR	UN Agency	11 July 2019

UNFPA	Alison Drayton	SRHR	UN Agency	11 July 2019
UNRCO	Maxsalia Salmon	Coordination	UN Agency	11 July 2019
UNRCO	Jomain McKenzie	Coordination	UN Agency	11 July 2019
UNRCO	Bernadene Crooks	Coordination	UN Agency	11 July 2019

#### **Consultation 6: Senior Level Government Meeting, 24 July 2019**

##### **Key recommendations:**

On 24 July 2019 a Spotlight Initiative Senior Level Government Meeting was hosted by the Minister of Foreign Affairs and Foreign Trade. The key recommendations are as follows:

- Verify and assure that the relevant mechanism and resources exists in the Statistical Institute of Jamaica (STATIN) to collect the data necessary as part of the SI programme. The Planning Institute of Jamaica (PIOJ) will follow up with STATIN in this regard.
- The Foreign Minister suggested that the team makes some adjustments to the funding allocation for each pillar, to reflect the following:
  - o From pillar one on policy, change from 8% to 5%,
  - o From pillar six on strengthening CSOs, change from 12% to 10%,
  - o From pillar four on essential services, change from 30% to 35%
- Spotlight must prepare to mitigate against policy confusion around the terminology of *'domestic violence'* and the fairly new term *'family violence.'*
- With Spotlight's generational and family focus, it is important that not just women are included in the SI programme. Boys and men must also be included in the Spotlight Initiative in Jamaica.
- Recommendation for the Government of Jamaica, to assign a lead government Ministry and agency.
- Suggestion was made that within the CPD the references to 'schools' be broadened/ revised to say educational institutions.
- Suggestion is that the SI programme should seek to fill the gaps that currently exist and not create additional projects for people to manage but build on existing systems.
- Suggestion to lend consideration to the inclusion of the parishes of St. James and Clarendon in the SI programme. The team was further asked to consider the problems caused by major shifts in the economic activities in rural areas.
- The Social Development Commission must be engaged in the Spotlight Initiative given the extent of their community engagement. The

suggestion was also made to include work with the Justices of the Peace.

- Particularly under Pillar 4, suggestion was put forward for more targeted interventions for the OCA to play a role in public education so that children are not left behind.

Name of organisation/agency	Name and title of representative	Area of focus of work	Type of organisation (civil society organisation, government, EU delegation, academia, etc.)	Dates of consultations
Ministry of Foreign Affairs and Foreign Trade	Hon. Kamina Johnson Smith, Minister	-	Government	24 July 2019
Planning Institute of Jamaica	Wayne Henry, Director General	National planning and development	Government	24 July 2019
Ministry of Foreign Affairs and Foreign Trade	Amb. Marcia Gilbert Roberts, Permanent Secretary	-	Government	
Ministry of Foreign Affairs and Foreign Trade	Amb. Ann Scott, Under-Secretary	-	Government	
Ministry of Culture, Gender Entertainment and Sports	Denzil Thorpe, Permanent Secretary	Gender	Government	24 July 2019
National Family Planning Board	Lovette Byfield, Executive Director	Sexual and Reproductive health	Government	24 July 2019
Office of the Children's Advocate	Diahann Gordon Harrison, Children's Advocate	Children/ Advocacy	Government	24 July 2019
Ministry of Industry, Commerce, Agriculture and Fisheries	Dermon Spence, Permanent Secretary	-	Government	24 July 2019

Ministry of Justice		-	Government	24 July 2019
Planning Institute of Jamaica	Delores Wade	Planning/Development	Government	24 July 2019
UNICEF/UNRCO	Mariko Kagoshima	Children/ Coordination	UN Agency	24 July 2019
EU Ambassador	Malgorzata Wasilewska	Donor	EU Delegation	24 July 2019
EU	Vanna Lawrence	Project Management	EU Delegation	24 July 2019
UN Women	Allision McLean	Women & Girls	UN Agency	24 July 2019
UNDP	Richard Kelly	Development	UN Agency	24 July 2019
UNFPA	Seth Broekman	SRHR	UN Agency	24 July 2019
UNICEF	Vicente Teran	Children	UN Agency	24 July 2019
PAHO	Bernadette Gandi	Health	UN Agency	24 July 2019
UNAIDS	Manoela Manova	HIV/AIDS	UN Agency	24 July 2019
UNESCO	Isabel Viera Bermudez	Education	UN Agency	24 July 2019
UNRCO	Maxsalia Salmon	Coordination	UN Agency	24 July 2019
UNRCO	Jomain McKenzie	Coordination	UN Agency	24 July 2019

### **Consultation 7: CSO Reference Group Meeting, 25 July 2019**

#### **Key recommendations:**

The first Interim-Civil Society Reference Group Meeting was held on 25 July 2019. The key recommendations included:

- Pillar 1: Providing legal literacy training for duty bearers.
- For Pillar 2, strengthen the network of the response to GBV nationally given that the government does not have the community reach that CSOs do. This will require some vetting.
- the suggestion was made to qualify the types of “training” to be provided under this pillar i.e training versus sensitization to be able to better evaluate the impact of the programme.

- Pillar 3: Recognition of the opportunities that exist for CSOs and FBOs to engage youth outside of school.
- Guidance Counsellors and teachers to receive training on GBV.
- SI campaigns should include the use of technology and social media. The campaigns also need to be sensitive to the various disabilities.
- Language should be included in the CPD to acknowledge that rural versus urban community responses are different. It was further recognized that deep rural communities are often underserved. This is a space to engage with FBOs.
- Under Pillar 4, direct support to CSO service providers should be explicitly stated.
- Need for the establishment of quality standards in Civil society as there are no real quality assurance standards.
- The inclusion of language to address the needs of the LGBTQI community. Recognize that the response for this community is very different/unique.
- Institutional care should be looked at as an area for possible intervention.
- Add legal support services
- Pillar 5: Simplified (standardized) platform for access to and analysis of data collected by CSOs. This is especially key for the collection of data on underserved populations.
- Leverage technology to improve data collection.
- The development of a virtual resource centre for all the materials/products developed under this project.
- Pillar 6: list all the categories of non-governmental organizations/CBOs that will be engaged through the Spotlight Initiative, including FBOs. Consistency of language through the document should be ensured- CSOs, CBOs, NGOs, etc.

Name of organisation/agency	Name and title of representative	Area of focus of work	Type of organisation (civil society organisation, government, EU delegation, academia, etc.)	Dates of consultations
Eve for Life	Joy Crawford	Health & support for adolescent girls	CSO	25 July 2019
Jamaicans for Justice	Rodje Malcolm	Legal Service/ Advocacy	CSO	25 July 2019
Violence Prevention Alliance	Jennifer Jones	Violence prevention	CSO	25 July 2019
I'm Glad I'm a Girl Foundation	Dahvia Hylton, Youth representative	Adolescent girl reproductive health	CSO	25 July 2019

Women of Unlimited Worth	Sophia Bryan	Women's empowerment	CSO	25 July 2019
Jamaica Association for the Deaf	Kimberly Sherlock Marriot-Blake		CSO	25 July 2019
Jamaica Council of Churches	Rev Hyde Riley		CSO	25 July 2019
UNAIDS	Manoela Manova	HIV/AIDS prevention and treatment	UN Agency	25 July 2019
UNEP	Eunice Semeleer	Environment	UN Agency	25 July 2019
UNWOMEN	Allison McLean	Women & Girls	UN Agency	25 July 2019
UNICEF/ UN RCO	Mariko Kagoshima, UNICEF Representative	Coordination/Children	UN Agency	25 July 2019
UNFPA	Seth Broekman, Deputy Director	SHRH	UN Agency	25 July 2019
UNRCO	Maxsalia Salmon	Coordination	UN Agency	25 July 2019
UNDP	Richard Kelly	Development	UN Agency	25 July 2019
UNESCO	Latoya Anderson	Education	UN Agency	25 July 2019

#### **Consultation 8: Stakeholder Validation Meeting, 16 August 2019**

#### **Key recommendations:**



- Governance Arrangements: 1) Include the Ministries of Education, Youth and Information, Local Government and Community Development and Foreign Affairs and Foreign Trade as members of the National Steering Committee and 2) identify alternate members for the committee.
- Considerations for CPD design: 1) include a “child participation” elements in the schools-based programmes, 2) consider a mobile-friendly website versus an application (ie. app) and 3) rescue centers (suggested by PIOJ).

Name of organisation/agency	Name and title of representative	Area of focus of work	Type of organisation (civil society organisation, government, EU delegation, academia, etc.)	Dates of consultations
Bureau of Gender Affairs	Sharon Robinson	Gender	Government	16 August 2019
Ministry of Foreign Affairs	Julia Hyatt	Implementation of foreign policy	Government	16 August 2019
Planning Institute of Jamaica	Delores Wade	Planning/development	Government	16 August 2019
Jamaicans for Justice	Rodje Malcolm	Legal Service/Advocacy	CSO	16 August 2019
Violence Prevention Alliance	Jennifer Jones	Violence prevention	CSO	16 August 2019
We Change Jamaica	Shawna Stewart	Advocacy for LBT women	CSO	16 August 2019
Women Inc	Joyce Hewett	Women's Advocacy	CSO	16 August 2019
I'm Glad I'm a Girl Foundation	Dahvia Hylton, Youth representative	Adolescent girl reproductive health	CSO	16 August 2019

UNWOMEN	Allison McLean	Women & Girls	UN Agency	16 August 2019
UNFPA	Seth Broekman, Deputy Director	SHRH	UN Agency	16 August 2019
UNICEF	Mariko Kagoshima, UNICEF Representative	Coordination/Children	UN Agency	16 August 2019
UNICEF	Janet Cupidon Quallo	Children	UN Agency	16 August 2019
UNRCO	Maxsalia Salmon	Coordination	UN Agency	16 August 2019
UNRCO	Shelly Trim	Coordination	UN Agency	16 August 2019
UNDP	Richard Kelly	Development	UN Agency	16 August 2019
UNDP	Cordia Chambers-Johnson	Gender Affairs	UN Agency	16 August 2019
UNICEF	Vicente Teran, Deputy Representative	Children	UN Agency	16 August 2019
UNESCO	Latoya Anderson	Education	UN Agency	16 August 2019
EU	Luca Lo Conte	International Aid	EU Delegation	16 August 2019
EU	Juhanna Immomen	Donor	EU Delegation	16 August 2019
	Melisa March	-	Consultant	
UNDP	Carol Watson Williams	-	UNDP Consultant/GWI	16 August 2019

#### Consultation 9: Meeting with the EU Ambassador, 30 September 2019

#### Key recommendations:

The meeting with the EU Delegation took place on 30 September 2019 following receipt of feedback from the EU Brussels and the Spotlight Secretariat. The major recommendations coming out of were:

- During the bilateral meeting the RC a.i and the EU Ambassador agreed to request an urgent meeting with the Minister of Culture, Gender, Entertainment and Sports to discuss the progress of developing the Country Programme Document (CPD).
- The launch of the Spotlight Initiative was also discussed with the recommendation put forward to host the launch after the 20th of November and in keeping with the 16 days of activism. Alternatively, a date in late January can be considered. This launch will seek to include the highest-level government representation - Prime Minister; Minister of Culture, Gender, Entertainment and Sports; Minister of Foreign Affairs. The suggestion was also made for the inclusion of remarks from an empowered survivor on the programme.
- The EU Ambassador also reiterated the need to avoid duplication of efforts with the Spotlight Initiative and to build on existing work by local experts. In response the RC a.i noted that the team is very cognisant of this and has made every effort to reflect this in the country programme.

Name of organisation/agency	Name and title of representative	Area of focus of work	Type of organisation (civil society organisation, government, EU delegation, academia, etc.)	Dates of consultations
UNRCO	Mariko Kagoshima, RC a.i	Coordination	UN Agency	30 Sept 2019
EU	Malgorzata Wasilewska, Ambassador	Donor	EU Delegation	30 Sept 2019
UNRCO	Shelly Trim	Coordination	UN Agency	30 Sept 2019
UNRCO	Maxsalia Salmon	Coordination	UN Agency	30 Sept 2019
EU	Ricard Bardia Divins	Cooperation	EU Delegation	30 Sept 2019
EU	Vana Lawrence	Project Management	EU Delegation	30 Sept 2019
EU	Luca lo Conte	International Aid	EU Delegation	30 Sept 2019

## **Consultation 10: Meeting with Minister Grange and other government officials, 1 October 2019**

### **Key recommendations:**

Following the meeting with the EU Delegation on 30 September a meeting was held with the Minister of Culture, Gender, Entertainment and Sports on 1 October 2019. The following recommendations emerged from the discussions:

- The Minister of Culture, Gender, Entertainment and Sports announced that the Spotlight Initiative in Jamaica will be spearheaded by the Bureau of Gender Affairs.
- Spotlight Champions/ Ambassadors are to be identified. This will involve the inclusion of musicians and athletes in prevention conversations. It was agreed that the Ministry of Culture, Gender, Entertainment and Sports is well placed to assist with engaging potential ambassadors.
- The Spotlight Initiative team can seek to engage other donors to complement the efforts of the SI programme and address other needs such as infrastructure support.
- The Gender Advisory Council, which has been set up by the Bureau of Gender Affairs as an oversight body for the implementation of the National Policy for Gender Equality, can be integrated into the governance structure of the Spotlight programme. A further meeting is to be held to further discuss the alignment of the structures and the relevant working groups. A technical level meeting is to be held with the relevant government representatives on Monday, 7 October 2019.
- Ministry of Culture, Gender, Entertainment and Sports and the Ministry of Foreign Affairs and Foreign Trade are to begin work on preparing a joint Cabinet Submission in relation to the SI programme.
- The Minister of Culture, Gender, Entertainment and Sports will consult with the Prime Minister regarding his availability for the launch of the SI programme in late November or late January.
- A multi-stakeholder meeting will be organized once the CPD has been finalized/approved.

<b>Name of organisation/agency</b>	<b>Name and title of representative</b>	<b>Area of focus of work</b>	<b>Type of organisation (civil society organisation, government, EU delegation, academia, etc.)</b>	<b>Dates of consultations</b>
Ministry of Culture, Gender, Entertainment and Sports	Hon. Olivia Grange, Minister	Gender	Government	1 Oct 2019
Bureau of Gender Affairs	Mrs. Sharon Robinson, Senior Director	Gender	Government	1 Oct 2019
Planning Institute of Jamaica	Barbara Scott, Deputy Director General	Planning/Development	Government	1 Oct 2019
Planning Institute of Jamaica	Dianne Davis	Planning/Development	Government	1 Oct 2019
Planning Institute of Jamaica	Lorna Sampson	Planning/Development	Government	1 Oct 2019
Ministry of Foreign Affairs and Foreign Trade	Julia Hyatt	-	Government	1 Oct 2019
EU Delegation	Malgorzata Wasilewska, Ambassador	Donor	EU Delegation	1 Oct 2019
EU Delegation	Vana Lawrence	Project Management	EU Delegation	1 Oct 2019
EU Delegation	Luca lo Conte	International Aid	EU Delegation	1 Oct 2019
UNRCO/ UNICEF	Mariko Kagoshima	Coordination/ Children & Youth	UN Agency	1 Oct 2019
UNRCO	Shelly Trim	Coordination	UN Agency	1 Oct 2019

UNRCO	Jomain McKenzie	Coordination	UN Agency	1 Oct 2019
UNRCO	Maxsalia Salmon	Coordination	UN Agency	1 Oct 2019
UNDP	Denise Antonio, Resident Representative	Development	UN Agency	1 Oct 2019
UNFPA	Seth Broekman, Deputy Director	SHRH	UN Agency	1 Oct 2019

#### Consultation 11: CSO Reference Group Meeting, 3 October 2019

**Key recommendations:** Provide a summary of recommendations issued during this consultation process. Please cluster by relevant sub-theme (Max 300 words).

#### Key recommendations:

- Revisit the use of the word legal aid. In the Jamaican context, legal aid is provided to the accused; therefore, legal advisory/support services would be more suitable.
- Incorporate the voices of survivors in the launch event.
- Regarding managing any conflict of interest concerns that may arise, references the Jamaica Country Coordination Mechanism for guidance.,

Name of organisation/agency	Name and title of representative	Area of focus of work	Type of organisation (civil society organisation, government, EU delegation, academia, etc.)	Dates of consultations
Eve for Life	Joy Crawford	Advocacy for	CSO	3 October 2019
Women Inc	Joyce Hewett	Women's advocacy	CSO	3 October 2019

Jamaica Association for the Deaf	Kimberly Sherlock Marriot-Blake	Persons with disabilities	CSO	3 October 2019
UNDP	Alicia Bowen-McCluskie	Development	UN Agency	3 October 2019
UNDP	Cordia Chambers-Johnson	Gender Affairs	UN Agency	
UNWOMEN	Allison McLean	Women & Girls	UN Agency	3 October 2019
UN WOMEN	Isiuwa Iyahan	Women & Girls	UN Agency	3 October 2019
UNFPA	Seth Broekman, Deputy Director	SHRH	UN Agency	3 October 2019
UNICEF	Mariko Kagoshima, UNICEF Representative	Children	UN Agency	3 October 2019
UNICEF	Novia Condell	Children	UN Agency	3 October 2019
UNICEF	Janet Cupidon Quallo	Children	UN Agency	3 October 2019
UNICEF	Vicente Teran, Deputy Representative	Children	UN Agency	3 October 2019
UNRCO	Maxsalia Salmon	UN Coordination	UN Agency	3 October 2019
UNRCO	Jomain McKenzie	UN Coordination	UN Agency	3 October 2019
UNRCO	Shelly Trim	UN Coordination	UN Agency	3 October 2019
UNRCO	Bernadene Crooks	Administration	UN Agency	3 October 2019
	Patricia Watson, Consultant	-	Consultant	3 October 2019

## Consultation 12: Technical Level Government Meeting, 7 October 2019

### Key recommendations:

- The 5 thematic working groups of the Gender Advisory Council will be integrated into the work of the 6 pillars of the SI programme. Based on this agreement the Governance Structure outlined in the CPD will be updated to reflect same.
- Working groups of Gender Advisory Council should meet at least once quarterly; this aligns with the governance arrangements of the Pillar Working Groups.
- The Gender Advisory Council would serve a coordination role alongside UNWOMEN.

Name of organisation/agency	Name and title of representative	Area of focus of work	Type of organisation (civil society organisation, government, EU delegation, academia, etc.)	Dates of consultations
Ministry of National Security, JCF	Jacqueline Green	National Security	Government	7 October 2019
#Enough is Enough	Novelette Grant	Prevention of GBV	CSO	7 October 2019
UNICEF	Vicente Teran	Children	UN Agency	7 October 2019
UNFPA	Seth Broekman, Deputy Director	SHRH	UN Agency	7 October 2019
UNDP	Denise Antonio, Resident Representative	Development/Governance	UN Agency	7 October 2019
UNICEF	Novia Condell	Children	UN Agency	7 October 2019
UNDP	Cordia Chambers Johnson	Gender Affairs	UN Agency	7 October 2019
GAC- Global Affairs Canada	Michael Brown	Donor	-	7 October 2019
UNDP	Ava Whyte Anderson	Development	UN Agency	7 October 2019



Bureau of Gender Affairs	Tamika Peart	Gender	Government	7 October 2019
Bureau of Gender Affairs/MCAES	Sharon Cobern Robinson, Senior Director	Gender	Government	7 October 2019
Ministry of Labor and Social Security	Jaylene Foster	Labour relations/work	Government	7 October 2019
STATIN, GAC	Heather Prendergast	National statistical agency	Government	7 October 2019
UNRCO	Shelly Trim	Coordination	UN Agency	7 October 2019
UNRCO	Maxsalia Salmon	Coordination	UN Agency	7 October 2019
UNICEF	Janet Cupidon Quallo	Children	UN Agency	7 October 2019
Woman Inc/ Gender Joint Council	Joyce Hewett	Women's advocacy	CSO	7 October 2019
UNRCO	Jomain McKenzie	Coordination	UN Agency	7 October 2019
UNICEF, UNRCO	Mariko Kagoshima, UNICEF Representative	Coordination/Children	UN Agency	7 October 2019
Planning Institute of Jamaica	Delores Wade	Planning/Development	Government	7 October 2019
Planning Institute of Jamaica	Lorna Sampson	Planning/Development	Government	7 October 2019
UN Women	Mary Alison McLean	Women & Girls	UN Agency	7 October 2019

Table A - WORK PLAN (Years 1-3)

SPOTLIGHT COUNTRY PROGRAMME: JAMAICA

Outcome	Output	Outcome/Output Description	TIME FRAME			PLANNED BUDGET				Recipient UN organization	Implementing Partners (only with transfer of funds) (clearly label Gov't and Civil Society)	
			Y1	Y2	Y3	PHASE I (Year 1-2)			PHASE II (Year 3)			TOTAL
						Spotlight Phase I USD	Agency Contributions (CORE only) Phase I USD	Total Funded Cost Phase I USD	ESTIMATED UNFUNDED GAP, USD (Year 3) Spotlight EU funding, donors and Agency contributions			ESTIMATED TOTAL COST, USD (year 1-3)
A. PROGRAMME OUTCOME COSTS												
1	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 and harmful practices are in place and translated into plans											
1	1.1	Output 1.1 National and regional partners have strengthened evidence-based knowledge and capacities to assess gaps and draft new and/or strengthen existing legislations on ending VAWG, including DV/IPV, 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	x	x	x	128,100	-	128,100	30,000	158,100	UNDP , UNWOMEN	CSO- To be selected
	1.3	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	x	x	x	10,000	-	10,000	40,000	50,000	UN WOMEN	CSO- To be selected
Sub-total Outcome 1:						138,100	-	138,100	70,000	208,100		
2	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 and harmful practices, including in other sectors											
2	2.1	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 DV/IPV, especially for those groups of women and girls facing intersecting and multiple forms of discrimination, including in other sectors	x	x	x	431,200	-	431,200	80,000	511,200	UNFPA,UNDP,UN WOMEN	Government: MoCGES, MoHW, MoEYI, DRF,MLGCD, SDC CSO: to be selected
	2.2	Output 2.2: Multi-stakeholder national and/or sub-national coordination mechanisms established at the highest level and/or strengthened that are adequately funded and include multi-sectoral representation and representation from the most marginalized groups	x	x	x	120,000	-	120,000	30,000	150,000	UNICEF,UN WOMEN	Goverment: MoEYI, CSO: to be selected
2	2.3	Output 2.3: Partners (Parliamentarians, key government officials and women's rights advocates) at national and/or sub-national levels have greater knowledge, capacities and tools on gender-responsive budgeting to end VAWG, including DV/IPV	x	x	x	23,500	-	23,500	30,000	53,500	UN WOMEN	Government: Houses of Parliament
Sub-total Outcome 2:						574,700	-	574,700	140,000	714,700		
3	OUTCOME 3: Gender inequitable social norms, attitudes and behaviours change at community and individual levels to prevent violence against women and girls and harmful practices											
3	3.1	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	x	x	x	823,100	110,000	933,100	570,000	1,503,100	UNICEF: 335,000 UNFPA: 175,000 - UNWOMEN: 60,000	Government: MoCGES, MoHW, MoEYI, MoLGCD CSO: to be selected
	3.2	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	x	x	x	604,500	110,500	715,000	495,000	1,210,000	UNICEF: (445,000) UNFPA:50,000	Government: MoCGES, MoHW, MoEYI, MoLGCD CSO: to be selected
3	3.3	Output 3.3: Decision makers in relevant non-state institutions and key informal decision makers are better able to advocate for implementation of legislation and policies on ending VAWG, including DV/IPV, and for gender-equitable norms, attitudes and behaviours and women and girls' rights	x	x	x	89,000	16,000	105,000	75,000	180,000	UNICEF: 75,000	CSO- Jamaica Council of Churches
Sub-total Outcome 3:						1,516,600	236,500	1,753,100	1,140,000	2,893,100		

SPOTLIGHT COUNTRY PROGRAMME: JAMAICA

UN Women

Table A - WORK PLAN (Years 1-3)

SPOTLIGHT COUNTRY PROGRAMME: JAMAICA

O u t c o m e	O u t p u t	Outcome/Output Description	TIME FRAME			PLANNED BUDGET					Recipient UN organization	Implementing Partners (only with transfer of funds) (clearly label Gov't and Civil Society)
						PHASE I (Year 1-2)			PHASE II (Year 3)	TOTAL		
			Y1	Y2	Y3	Spotlight Phase I USD	Agency Contributions (CORE only) Phase I USD	Total Funded Cost Phase I USD	ESTIMATED UNFUNDED GAP, USD (Year 3) Spotlight EU funding, donors and Agency contributions	ESTIMATED TOTAL COST, USD (year 1-3)		
N/A	N/A		x	x	x	192,094	414,051	606,146	100,000	706,146	UN WOMEN	N/A
UNFPA												
N/A	N/A		x	x	x	146,961	203,040	350,001	180,000	530,001	UNFPA	N/A
UNICEF												
N/A	N/A		x	x	x	146,900	165,700	312,600	125,000	437,600	UNICEF	N/A
EVALUATION												
N/A	N/A	Evaluation	x	x	x	123,364	-	123,364	61,682	185,046	UN WOMEN	N/A
TOTAL PROGRAMME MANAGMENT COSTS						1,468,383	971,890	2,440,273	896,214	3,336,487		
TOTAL DIRECT PROGRAMME COSTS*						6,168,224	1,233,390	7,401,615	3,096,214	10,497,829		
Total Indirect Support Cost (7%)*						431,776		431,776		431,776		
TOTAL COSTS						6,600,000	1,233,390	7,833,390	3,096,214	10,929,604		

Please note that as the figures for Phase II are estimates, we have not included the 7% Indirect Support Costs for years 3 at this stage. They will be added when the detailed budget for Phase II is finalised.

Table B - BUDGET by UNDG CATEGORIES and SUMMARY BY OUTCOME (Phase I: Years 1-2)

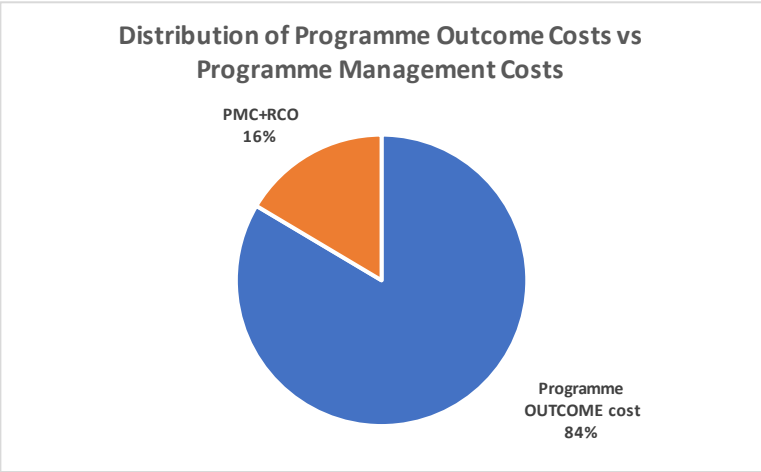
SPOTLIGHT COUNTRY PROGRAMME: JAMAICA

UNDG BUDGET CATEGORIES	UNDP		UNFPA		UN WOMEN		UNICEF		TOTAL USD		% by UNDG
	Spotlight (USD)	RUNO Contrib. (USD)	Spotlight (USD)	RUNO Contrib. (USD)	Spotlight (USD)	RUNO Contrib. (USD)	Spotlight (USD)	RUNO Contrib. (USD)	Spotlight (USD)	RUNO Contrib. (USD)	
1. Staff and other personnel	464,001	189,099	108,001	203,040	105,094	384,051	116,500	109,500	793,596	885,690	13%
2. Supplies, Commodities, Materials	50,000	-	10,000	-	10,000	-	35,200	20,500	105,200	20,500	2%
3. Equipment, Vehicles, and Furniture (including Depreciation)	35,990	-	4,400	-	-	15,000	90,000	10,000	130,390	25,000	2%
4. Contractual services	341,673	-	439,400	-	576,614	-	279,500	104,200	1,637,187	104,200	27%
5.Travel	160,100	-	71,000	-	27,000	15,000	-	-	258,100	15,000	4%
6. Transfers and Grants to Counterparts	258,200	-	434,000	-	690,372	-	976,000	146,000	2,358,572	146,000	38%
7. General Operating and other Direct Costs	172,200	-	396,560	37,000	277,120	-	39,300	-	885,180	37,000	14%
Total Direct Costs	1,482,164	189,099	1,463,361	240,040	1,686,200	414,051	1,536,500	390,200	6,168,224	1,233,390	93%
8. Indirect Support Costs (Max. 7%)	103,751		102,435		118,034		107,555		431,776	-	7%
TOTAL Costs	1,585,915	189,099	1,565,796	240,040	1,804,234	414,051	1,644,055	390,200	6,600,000	1,233,390	100%

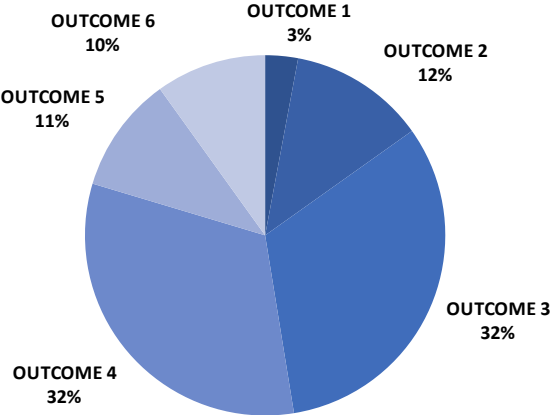
SUMMARY BY OUTCOME

OUTCOME/PILLAR	UNDP	UNFPA	UN Women	UNICEF	TOTAL USD
	Spotlight	Spotlight	Spotlight	Spotlight	Spotlight
OUTCOME 1	98,100	-	40,000	-	138,100
OUTCOME 2	293,200	68,000	153,500	60,000	574,700
OUTCOME 3	-	122,000	160,000	1,234,600	1,516,600
OUTCOME 4	201,800	1,126,400	135,000	50,000	1,513,200
OUTCOME 5	30,000	-	416,122	45,000	491,122
OUTCOME 6	-	-	466,120	-	466,120
TOTAL PROGRAMME OUTCOME COSTS	623,100	1,316,400	1,370,742	1,389,600	4,699,842
PROGRAMME MANAGEMENT COSTS	147,201	146,961	192,094	146,900	633,156
RCO (without COMMs)	382,000				382,000
EVALUATION and COMMs	179,863	-	123,364	-	303,227
PREFUNDING	150,000	-	-	-	150,000
Total Direct Costs	1,482,164	1,463,361	1,686,200	1,536,500	6,168,224
8. Indirect Support Costs (Max. 7%)	103,751	102,435	118,034	107,555	431,776
TOTAL Costs	1,585,915	1,565,796	1,804,234	1,644,055	6,600,000

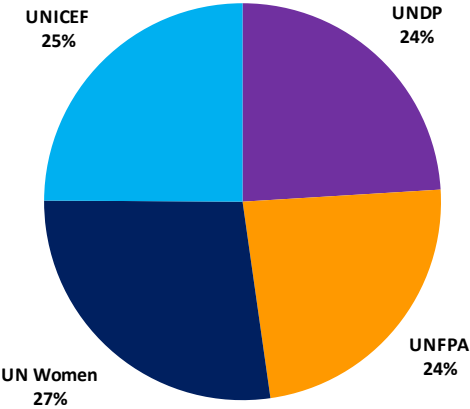
Programme OUTCOME cost	5,153,069
PMC+RCO	1,015,156
TOTAL	6,168,224



INVESTMENT by PILLAR



INVESTMENT by AGENCY



**Table C- BUDGET BY OUTCOME - Phase I (year 1-2)**

SPOTLIGHT COUNTRY PROGRAMME: JAMAICA

COUNTRY	PROGRAM	ACTIVITY	BUDGET LINES	RUNO (dropdown menu)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	UNDG Budget Category (1-7)	Total Phase I			Narrative description of budget lines	Delivery Modality (select from dropdown menu)
										Total Phase I (USD)	Total Spotlight Phase I (USD)	Agencies Contributions Phase I (USD)		
A. PROGRAMME OUTCOME COSTS														
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 and harmful practices are in place and translated into plans														
Output 1.1 National and regional partners have strengthened evidence-based knowledge and capacities to assess gaps and draft new and/or strengthen existing legislations on ending VAWG, including DV/IPV, 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														
Activity 1.1.1: Support the advancement of the legislative process to incorporate approved policy positions to address VAWG and family violence into local legislation (such as recommendations of the Joint Select Committee of Parliament to review provisions pertaining to marital rape, giving married women the same legal protection as single women). Emphasis will be placed on the areas not resolved by recommendations of the Joint Select Committee to review the Sexual Offences and other Acts, and in keeping with the recommendations by of the NSAP-GBV. Potential milestones in this process include the approval of Cabinet submissions, the issuing of drafting instructions and/or the drafting of Bills.														
1	1.1	1.1.1	Contractual Services	UNDP	30.0	\$500	1	Days	4	15,000	15,000	0	30 days @ US\$500 daily to support two (2) CSO to develop submission to joint select committee of parliament towards the enactment of Prevention of Sexual Harrassment Bill. From market research the average rate for consultant is US\$600, to meet the budgeting requirements, we have reduced to US\$500 this process may yield a higher daily rate based on bids received	Local Consultant- IC
1	1.1	1.1.1	Transfers and Grant to Counterparts	UNDP	1.0	\$45,000	1	lump sum	6	45,000	45,000	0	Stakeholder consultations for at least 3 consultation @ \$2500 per consultation and professional services to support development of submission to joint select committee @ \$15,000*2 (includes \$5,000 to support public education)	Payment/Transfer to a CSO
1	1.1	1.1.1								0	0	0		
			Sub-Total Activity 1.1.1:							60,000	60,000	0		
Activity 1.1.2: Support the review and update of the 2011 National Policy for Gender Equality (NPGE) to ensure alignment with NSAP-GBV and other relevant policies and legislation, including an assessment of cost to implement the NPGE to eliminate violence against women and girls														
1	1.1	1.1.2	Contractual Services	UNWOMEN	1.0	\$500	30	Days	4	15,000	15,000	0	Support review of NPGE to ensure alignment with NSAP-GBV: (1) Monitoring and and Results Framework for NPGE; (2) Costing and Budgeting Framework for NPGE to include actions to support VAWG. NB: UNW's experience for fees for medium level consultants is usually in the range of \$400-\$500. A competitive process will be done which means that the consultant might not be national, but might be from within the Caribbean region or can be from outside of the region with work experience in the Caribbean (no interaction)	Payment to an Individual Consultant
			Sub-Total Activity 1.1.2:							15,000	15,000	0		
			Sub-Total Activity 1.1.3:							15,000	15,000	0		
Activity 1.1.3: Review legal issues around inter-agency data sharing protocols and propose recommendations for accessibility to relevant data to users and producers of data to inform decision making as indicated under Pillar 5. This includes reviewing the effect of the proposed Data Protection Act, and the implications of existing legislation protecting respondent confidentiality (such as the Statistics Act) on the ability of agencies to share data in a format that can facilitate active/targeted interventions.														
1	1.1	1.1.3	Contractual Services	UNDP	1.0	\$500	30	Days	4	15,000	15,000	0	30 days @ \$500 daily over a 2 year period for consultant to undertake the review of legal issues around inter-agency data sharing protocols and propose recommendations. From market research the average rate for consultant is US\$600, to meet the budgeting requirements, we have reduced to US\$500. It is important to note that there is usually no difference in rates for local and international consultants for UNDP.	Payment to an Individual Consultant
1	1.1	1.1.3	Travel	UNDP	3.0	\$2,700	1	lump sum	5	8,100	8,100	0	3 trips @ \$2700 per trip for consultant to undertake review of legal issues surrounding data accessibility	Other
1	1.1	1.1.3	General Operating and Other Direct Cost	UNDP	6.0	\$2,500	1	lump sum	7	15,000	15,000	0	6 stakeholder @ \$2,500 each for consultation sessions towards the review of data collected related to legal issues	Other
			Sub-Total Activity 1.1.3:							38,100	38,100	0		
			Activity 1.1.4: Development of a concept and structure of the parliamentary caucus											
1	1.1	1.1.4	Contractual Services	UNWOMEN	1.0	\$500	30	Days	4	15,000	15,000	0	Hiring of a consultant to support the development of a conceptual framework	Payment to an Individual Consultant
			Sub-Total Activity 1.1.4:							15,000	15,000	0		
			Sub-Total Output 1.1:							128,100	128,100	0		
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														
Activity 1.3.1:														
1	1.3	1.3.1	Transfers and Grant to Counterparts	UNWOMEN	1.0	\$10,000	1	lump sum	6	10,000	10,000	0	Support to CSO to coordinate actions aimed at increasing knowledge of women's rights groups and advocates of national laws and policies on gender equality and VAWG	Payment/Transfer to a CSO
			Sub-Total Activity 1.3.1:							10,000	10,000	0		
			Sub-Total Output 1.3:							10,000	10,000	0		
			Sub-Total OUTCOME 1:							138,100	138,100	0		
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 and harmful practices, including in other sectors														
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 DV/IPV, especially for those groups of women and girls facing intersecting and multiple forms of discrimination, including in other sectors														
Activity 2.1.1: Strengthen the Bureau of Gender Affairs to support its capacity to perform its inter-ministerial policy coordination functions on gender equality and GBV as mandated under Beijing PFA and recommendations from CEDAW.														
2	2.1	2.1.1	Contractual Services	UNWOMEN	1.0	\$500	30	Days	4	15,000	15,000	0	Review of national gender equality architecture, taking into account Beijing PFA and CEDAW Committee recommendations to include review of remit and authority of Bureau of Gender Affairs; Policy making, operational and implementation functions of the entire gender quality architecture (including Gender Advisory Council), including but not limited to the BGA.	Payment to an Individual Consultant
2	2.1	2.1.1	Contractual Services	UNWOMEN	1.0	\$500	30	Days	4	15,000	15,000	0	Building on recommendations from the review of the GE architecture, develop time-bound and costed strategy for institutional strengthening of the BGA.	Payment to an Individual Consultant
2	2.1	2.1.1	General Operating and Other Direct Cost	UNWOMEN	2.0	\$10,000	1	days	7	20,000	20,000	0	2 Consultations: (1) Consultation to share findings of the review. (2) Consultation to obtain feedback on strategy	Other
			Sub-Total Activity 2.1.1:							50,000	50,000	0		
Activity 2.1.2: Strengthen the national Gender Focal Points (GFP) structure that was established as the gender mainstreaming system to ensure that gender implications are considered and addressed in policies and programmes being implemented by the GOI and private sector. and to shift gender norms in society and organisations.														
2	2.1	2.1.2	Transfers and Grant to Counterparts	UNWOMEN	1.0	\$10,000	1	lump sum	6	10,000	10,000	0	Grant to BGA to support strengthening of GFPs taking into account the results of the review of the National Gender Equality Architecture	Transfer to Government/Regional Body
			Sub-Total Activity 2.1.2:							10,000	10,000	0		
Activity 2.1.3: Review and update pre-service training curriculum for first line health responders to integrate VAWG comprehensively														
2	2.1	2.1.3	Contractual Services	UNFPA	1.0	\$400	100	Days	4	40,000	40,000	0	Consultant fees to undertake the revision and update of the curriculum for both GPs and nurses	Payment to an Individual Consultant
2	2.1	2.1.3	General Operating and Other Direct Cost	UNFPA	2.0	\$7,000	2	lump sum	7	28,000	28,000	0	Validation workshops of the revised curricula: this covers venue costs and workshop materials. Two workshops, one for GPs and one for nurses.	Other
			Sub-Total Activity 2.1.3:							68,000	68,000	0		
Activity 2.1.5: Mainstreaming GBV and family violence in the curriculum for dispute resolution and mediation with the Dispute Resolution Foundation (DRF).														
2	2.1	2.1.5	Transfers and Grant to Counterparts	UNWOMEN	1.0	\$10,000	1	Lump sum	6	10,000	10,000	0	Grant to the Dispute Resolution Foundation (DRF) to support the integration of gender equality, GBV and family violence in their relevant training curricula.	Other
			Sub-Total Activity 2.1.5:							10,000	10,000	0		
Activity 2.1.6: Provide support to SOC to update Community Priority Plans and implement relevant projects to address VAWG in 2 parishes, and in line with Early warning systems intervention in pillar 4.														
2	2.1	2.1.6	Transfers and Grant to Counterparts	UNDP	3.0	\$10,000	2	lump sum	6	60,000	60,000	0	Provide Grants to at 3 Civil Society Organization to implement programmes related to VAWG = 3	Payment/Transfer to a CSO
2	2.1	2.1.6	General Operating and Other Direct Cost	UNDP	2.0	\$15,000	2	Lump sum	7	60,000	60,000	0	Provide support to SOC to update Community Priority Plan and implement projects to address VAWG in at least 2 parishes @ \$50,000 per parish.	Transfer to Government/Regional Body

**Table C- BUDGET BY OUTCOME - Phase I (year 1-2)**

SPOTLIGHT COUNTRY PROGRAMME: JAMAICA

Output	Activity	Component	Budget Lines	RUND (dropdown menu)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	UNDG Budget Category (1-7)	Total Phase I		Agencies Contributions Phase I (USD)	Narrative description of budget lines	Delivery Modality (select from dropdown menu)
										Total Phase I (USD)	Total Spotlight Phase I (USD)			
2	2.1	2.1.6	Contractual Services	UNDP	20.0	\$500	1 Day		4	10,000	10,000		Development of M&E Framework for VAWG programmes for Community Priority Plans- 20 days@ \$500. From market research the average rate for consultant is US\$600, to meet the budgeting requirements, we have reduced to US\$500. It is important to note that there is usually no difference in rates for local and international consultants for UNDP.	Payment to an Individual Consultant
			<b>Sub-Total Activity 2.1.6:</b>							<b>130,000</b>	<b>130,000</b>	<b>0</b>		
			<b>Activity 2.1.7: Update at least 1 Local Sustainable Development Plan to integrate and mainstream strategies to eliminate family violence.</b>											
2	2.1	2.1.7	Transfers and Grant to Counterparts	UNDP	12.0	\$500	2 years		6	12,000	12,000		Consultant for 24 days @ US\$500 daily to prepare the Gap Analysis draft of the LSP.	Transfer to Government/Regional Body
2	2.1	2.1.7	Transfers and Grant to Counterparts	UNDP	10.0	\$1,500	2 days		6	30,000	30,000		Undertake Stakeholder Consultations to develop Plans. At least 20 sessions at US\$1500 per session	Transfer to Government/Regional Body
2	2.1	2.1.7	Transfers and Grant to Counterparts	UNDP	1.0	\$10,000	2 lump sum		6	20,000	20,000		Purchase of maps and other data from various source	Transfer to Government/Regional Body
2	2.1	2.1.7	Transfers and Grant to Counterparts	UNDP	30.0	\$400	2 days		6	24,000	24,000		Local Consultants to undertake specialised studies including development of VAWG Framework, 2 consultants @ 30 days per consultant* \$400 daily	Transfer to Government/Regional Body
2	2.1	2.1.7	Transfers and Grant to Counterparts	UNDP	24.0	\$1,400	2 years		6	67,200	67,200		Support for two (2) Local Staff in MUGCO to develop LSP@ \$1400 per month for 24 months each	Transfer to Government/Regional Body
			<b>Sub-Total Activity 2.1.7:</b>							<b>153,200</b>	<b>153,200</b>	<b>0</b>		
			<b>Activity 2.1.8: Partner with Jamaica Social Investment Fund (JSIF) and the Social Intervention Committee of Zones of Special Operations (ZOSO) to integrate VAWG prevention and response in social interventions in the special zones as part of citizen security</b>											
2	2.1	2.1.8	Contractual Services	UNDP	20.0	\$500	1 Day		4	10,000	10,000		20 days @ \$500 per day to develop Social intervention Strategy for ZOSO	Payment to an Individual Consultant
			<b>Sub-Total Activity 2.1.8:</b>							<b>10,000</b>	<b>10,000</b>	<b>0</b>		
			<b>Sub-Total Output 2.1:</b>							<b>431,200</b>	<b>431,200</b>	<b>0</b>		
<b>Output 2.2: Multi stakeholder national and/or sub-national coordination mechanisms established at the highest level and/or strengthened that are adequately funded and include multi-sectoral representation and representation from the most marginalized groups</b>														
			<b>Activity 2.2.1: Assess and revise the position of the national gender machinery with a view to discharge its mandate</b>											
2	2.2	2.2.1	Transfers and Grant to Counterparts	UNWOMEN	1.0	\$15,000	1 lump sum		6	15,000	15,000		Transfer to Bureau of Gender Affairs (BGA) to undertake an institutional assessment and review of national gender equality architecture; and to assess alignment with aspirations of the Bailing Declaration and Platform for Action in terms of its mandate, remit and authority.	Payment/Transfer to a CSO
			<b>Sub-Total Activity 2.2.1:</b>							<b>15,000</b>	<b>15,000</b>	<b>0</b>		
			<b>Activity 2.2.2: Support the establishment of the Gender Advisory Council (with participation of CSO) as the mechanism responsible for the implementation, monitoring and reporting of the NSAP-GBV</b>											
2	2.2	2.2.2	Contractual Services	UNWOMEN	1.0	\$500	20 days		4	10,000	10,000		Building on findings from the review of the national gender equality architecture, develop costed capacity strengthening strategy for the Gender Advisory Council (link to 2.1.1)	Payment to an Individual Consultant
2	2.2	2.2.2	General Operating and Other Direct Cost	UNWOMEN	1.0	\$5,000	1 day		7	5,000	5,000		Building on findings from the review of the national gender equality architecture, develop costed capacity strengthening strategy to address gaps and deficiencies in institutional capacity, mandate and authority, of the Gender Advisory Council as the mechanism responsible for the implementation, monitoring and reporting on the NSAP-GBV(link to 2.1.1)	Other
			<b>Sub-Total Activity 2.2.2:</b>							<b>15,000</b>	<b>15,000</b>	<b>0</b>		
			<b>Activity 2.2.3: Support the establishment of a Parliamentary caucus on family violence and support GRB and FV training series for parliament, local government and CSOs in targeted parishes/communities.</b>											
2	2.2	2.2.3	Transfers and Grant to Counterparts	UNWOMEN	1.0	\$30,000	1 Lump Sum		6	30,000	30,000		Grant to NGO to coordinate the discussions and engagement with responsible authorities to facilitate the establishment of the Parliamentary Caucus	Payment/Transfer to a CSO
			<b>Sub-Total Activity 2.2.3:</b>							<b>30,000</b>	<b>30,000</b>	<b>0</b>		
			<b>Activity 2.2.5: Support to the review, operationalization, monitoring and institutionalisation of the National Plan of Action on Violence Against Children</b>											
2	2.2	2.2.5	Transfers and Grant to Counterparts	UNICEF	1.0	\$30,000	2 years		6	60,000	60,000		Support to CPISA to review and operationalise institutional plans to include the establishment of a National Oversight Committee and a permanent Secretariat guided by protocols and promote/disseminate information to stakeholders and the public concerning the purpose and content of the NPACV and the aims and functions of the governance/implementation machinery	Transfer to Government/Regional Body
			<b>Sub-Total Activity 2.2.5:</b>							<b>60,000</b>	<b>60,000</b>	<b>0</b>		
			<b>Sub-Total Output 2.2:</b>							<b>120,000</b>	<b>120,000</b>	<b>0</b>		
<b>Output 2.3: Partners (Parliamentarians, key government officials and women's rights advocates) at national and/or sub-national levels have greater knowledge, capacities and tools on gender-responsive budgeting to end VAWG, including DV/IPV</b>														
			<b>Activity 2.3.1: Support Gender Responsive Budgeting (GRB) and FV sensitization and training for parliament, local government and CSOs in targeted parishes/communities.</b>											
2	2.3	2.3.1	Contractual Services	UNWOMEN	1.0	\$500	20 days		4	10,000	10,000		Sub-Activity 2.3.1a: Undertake a review of the NSAP-GBV and update its results framework taking into account results from the Women's Health Survey, ZOSO and other relevant data.	Payment to an Individual Consultant
2	2.3	2.3.1	Contractual Services	UNWOMEN	1.0	\$500	15 days		4	7,500	7,500		Sub-Activity2.3.1b: Joint Collaboration between Budget Office (Ministry of Finance and Public Service and the Ministry of Culture, Gender Entertainment and Sport); Review/update Budgeting and Costing Framework for the NSAP-GBV, taking into account results of Economic Costs of VAWG Study and alignment with National Planning and Budgeting Framework for Jamaica, including the Medium Term Expenditure Framework (MTEF)	Transfer to Government/Regional Body
2	2.3	2.3.1	General Operating and Other Direct Cost	UNWOMEN	2.0	\$3,000	1 day		7	6,000	6,000		Sub-Activity2.3.1c: Include Costed Estimates of Priority Interventions in MGES Budget Request to Ministry of Finance (Target fiscal year(s)) TDS. Technical meetings with officials from the Budget Office and MGES	Transfer to Government/Regional Body
			<b>Sub-Total Activity 2.3.1:</b>							<b>23,500</b>	<b>23,500</b>	<b>0</b>		
			<b>Sub-Total Output 2.3:</b>							<b>23,500</b>	<b>23,500</b>	<b>0</b>		
			<b>Sub-Total Outcome 2:</b>							<b>574,700</b>	<b>574,700</b>	<b>0</b>		
<b>OUTCOME 3: Gender inequitable social norms, attitudes and behaviours change at community and individual levels to prevent violence against women and girls and harmful practices</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>														
			<b>Activity 3.1.1: Conduct a baseline quantitative and qualitative study to assess the knowledge, attitudes and practices and behaviors towards family violence of women and men (including adolescents and young people) to identify possible drivers for change and in-depth analysis of root causes of GBV in Jamaica.</b>											
3	3.1	3.1.1	Contractual Services	UNICEF	1.0	\$50,000	1 years		4	10,000	10,000		Transfer to an institution to conduct KAPB study that identifies root causes of family violence and GBV in Jamaica and identify drivers for change	Payment to a Consultancy Company
3	3.1	3.1.1	General Operating and Other Direct Cost	UNICEF	35.0	\$30	1 day		7	1,050	1,050		Launch of research key findings (35 participants)	Other
3	3.1	3.1.1	General Operating and Other Direct Cost	UNICEF	35.0	\$30	1 day		7	1,050	1,050		Stakeholder consultation 1 day workshop (35 persons)	Other
			<b>Sub-Total Activity 3.1.1:</b>							<b>21,100</b>	<b>21,100</b>	<b>0</b>		
			<b>Activity 3.1.2: Scale-up evidence-based sport-based family violence prevention interventions for boys and girls through training for coaches and physical education teachers in educational institutions (primary to tertiary) and community sporting fraternities to strengthen their capacity to raise awareness and promote attitudes, behaviors and norms that will reduce the incidence of gender-based and family violence</b>											
3	3.1	3.1.2	Transfers and Grant to Counterparts	UNICEF	1.0	\$70,000	2 years		6	140,000	110,000	30,000	Transfer to the Ministry Culture, Gender Entertainment and Sports funds to develop curriculum, training of 20 master trainers and trained at least 500 community and school coaches per year	Transfer to Government/Regional Body
3	3.1	3.1.2	Transfers and Grant to Counterparts	UNICEF	1.0	\$55,000	2 years		6	110,000	110,000		Implementation of sport for development programmes through a CSO in 6 vulnerable communities to deliver life skills for prevention of VAWG and family violence among children and adolescent girls and boys in violence target communities	Payment/Transfer to a CSO
3	3.1	3.1.2	Equipment, Vehicles, and Furnitures	UNICEF	1.0	\$10,000	1 Lump sum		3	10,000	10,000		Printing of material/curriculum, etc.	Other
3	3.1	3.1.2	Transfers and Grant to Counterparts	UNWOMEN	2.0	\$30,000	1 Lump Sum		6	60,000	60,000		Endow children and young people out-school with knowledge, skills attitudes and strategies for addressing conflict and responding to stress and stressors that arise in relationships and establish and model an atmosphere of respect within group relations among and between young people (e.g. Foundations Programme).	Transfer to Government/Regional Body
			<b>Sub-Total Activity 3.1.2:</b>							<b>320,000</b>	<b>290,000</b>	<b>30,000</b>		
			<b>Activity 3.1.3: Establish in 6 schools in 6 volatile communities in targeted parishes, through CSOs and the Ministry of Education, Youth and Information (MEYI), a school-wide programme for gender-based violence prevention in primary and secondary schools aimed at students, teachers and school professional, the guidance counselling departments to include the promotion of positive masculinities, respect for girls and women, conflict resolution and the eradication of corporal punishment and discriminatory practices</b>											
3	3.1	3.1.3	Transfers and Grant to Counterparts	UNICEF	1.0	\$65,000	2 years		6	130,000	114,000	16,000	Transfer to a CSO for a 2 year term to design and implement a gender based violence prevention programmes to be piloted in schools from 6 volatile communities benefiting 2,000 students over two years	Payment/Transfer to a CSO



SPOTLIGHT COUNTRY PROGRAMME: JAMAICA

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 VAWG, including DV/IPV, especially those facing multiple and intersecting forms of discrimination

**Table C- BUDGET BY OUTCOME - Phase I (year 1-2)**  
SPOTLIGHT COUNTRY PROGRAMME: JAMAICA

[illegible]

**Table C- BUDGET BY OUTCOME - Phase I (year 1-2)**

SPOTLIGHT COUNTRY PROGRAMME: JAMAICA

ID	IC	C	U	F	T	P	B	Activity	Budget Lines	RUNO (dropdown menu)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or lump sum)	UNDG Budget Category (1-7)	Total Phase I		Agencies Contributions Phase I (USD)	Narrative description of budget lines	Delivery Modality (select from dropdown menu)
																Total Phase I (USD)	Total Spotlight Phase I (USD)			
4	4.1	4.1.13						Contractual Services	UNFPA	1.0	\$250	60 days			4	15,000	15,000		Assessment of the capacity of the community led organizations to respond to cases of sexual violence against most marginalized populations	Payment to an Individual Consultant
4	4.1	4.1.13						General Operating and Other Direct Cost	UNFPA	4.0	\$1,000	4 days			7	48,000	48,000		Four workshops to address the recommendations of the assessment and development of an action plan	Other
4	4.1	4.1.13						Travel	UNFPA	20.0	\$105	4 days			5	8,400	8,400		Travel cost for those participants that will need accommodation	Other
								<b>Sub-Total Activity 4.1.13:</b>								<b>131,400</b>	<b>131,400</b>	<b>0</b>		
								<b>Activity 4.1.14: Support relevant CSO(s) and relevant local government department(s) to strengthen legal support services and community-based family counseling, mediation and rehabilitation services, particularly those facing multiple and intersecting forms of discrimination</b>												
4	4.1	4.1.14						Transfers and Grant to Counterparts	UNFPA	1.0	\$30,000	2 years			6	60,000	60,000		Support relevant CSO(s) to strengthen legal support services and community-based family counseling, mediation and rehabilitation services, particularly those facing multiple and intersecting forms of discrimination	Payment/Transfer to a CSO
4	4.1	4.1.14						Transfers and Grant to Counterparts	UNFPA	1.0	\$25,000	2 years			6	50,000	50,000		Support relevant local government department(s) to strengthen legal support services and community-based family counseling, mediation and rehabilitation services, particularly those facing multiple and intersecting forms of discrimination	Transfer to Government/Regional Body
4	4.1	4.1.14						Contractual Services	UNFPA	1.0	\$300	20 days			4	6,000	6,000		Consultant to develop a manual to guide access to legal support services, community based counseling, mediation and rehabilitation services	Payment to an Individual Consultant
4	4.1	4.1.14						Supplies, Commodities, Materials	UNFPA	100.0	\$100	1 lump sum			2	10,000	10,000		Lay out and printing of the manual	Other
								<b>Sub-Total Activity 4.1.14:</b>								<b>126,000</b>	<b>126,000</b>	<b>0</b>		
								<b>Activity 4.1.15: Support the delivery of improved mental health and emotional support services for adolescent girls and young women who are victims of violence, including peer to peer support</b>												
4	4.1	4.1.15						Transfers and Grant to Counterparts	UNICEF	1.0	\$25,000	2 years			6	50,000	50,000		Provision of psychosocial/mental health services to	Payment/Transfer to a CSO
								<b>Sub-Total Activity 4.1.15:</b>								<b>50,000</b>	<b>50,000</b>	<b>0</b>		
								<b>Activity 4.1.16: Creation of 2 Domestic Violence Intervention Centre (DVIC) in police stations</b>												
4	4.1	4.1.16						Supplies, Commodities, Materials	UNDP	2.0	\$25,000	1 lump sum			2	50,000	50,000		Renovate identified physical space in police stations, for creation of DVICs, 2 Centres. This includes furniture and other equipment	Other
								<b>Sub-Total Activity 4.1.16:</b>								<b>50,000</b>	<b>50,000</b>	<b>0</b>		
								<b>Activity 4.1.17: Conduct training of health providers and CSOs in the provision of the minimum initial service package (MISP) for integrated HIV/GBV prevention and response to natural disasters</b>												
4	4.1	4.1.17						Travel	UNFPA	20.0	\$105	3 days			5	6,300	6,300		Travel cost related to facilitators and participants who will need accommodation	Other
4	4.1	4.1.17						General Operating and Other Direct Cost	UNFPA	4.0	\$4,000	3 days			7	48,000	23,000	25,000	Costs are related to meeting venue, catering, printing materials, for 20 participants plus the facilitators per parish	Other
								<b>Sub-Total Activity 4.1.17:</b>								<b>54,300</b>	<b>29,300</b>	<b>25,000</b>		
								<b>Activity 4.1.18: Support the establishment and operationalization of GBV networks - including government authorities and CSO - in each parish how existing services can accommodate and respond to the needs of women and girls, particularly women living with HIV, transgender populations, women/girls with disabilities, LGBTIQ+, sex workers, cohabitating adolescent girls, pregnant women and teenage mothers</b>												
4	4.1	4.1.18						Transfers and Grant to Counterparts	UNFPA	1.0	\$30,000	2 lump sum			6	60,000	60,000		support to the creation of 2 GBV networks in each of the target parishes	Transfer to Government/Regional Body
								<b>Sub-Total Activity 4.1.18:</b>								<b>60,000</b>	<b>60,000</b>	<b>0</b>		
								<b>Sub-Total Output 4.1:</b>								<b>1,310,800</b>	<b>1,285,800</b>	<b>25,000</b>		
								<b>Output 4.2: Women and girls' survivors of VAWG, including DV/PPV, and their families are informed of and can access quality essential services, including longer term recovery services and opportunities</b>												
								<b>Activity 4.2.1: Support initiatives to raise awareness on human rights and legal literacy of underserved communities, including women living with HIV, transgender populations, women/girls with disabilities, LGBTIQ+, sex workers, cohabitating adolescent girls, pregnant women and teenage mothers</b>												
4	4.2	4.2.1						Transfers and Grant to Counterparts	UNFPA	1.0	\$30,000	2 lump sum			6	60,000	60,000		Support to a CSO to roll out the initiatives to raise awareness on human rights and legal literacy, in collaboration with UNAIDS	Payment/Transfer to a CSO
4	4.2	4.2.1						Contractual Services	UNFPA	1.0	\$250	30 days			4	7,500	7,500		Hire a consultant to develop IEC materials, social media products, key messages	Payment to an Individual Consultant
								<b>Sub-Total Activity 4.2.1:</b>								<b>67,500</b>	<b>67,500</b>	<b>0</b>		
								<b>Activity 4.2.2 Design and implement a communication campaign on available services and information, on reporting mechanisms, and discrimination (using Digital &amp; Multimedia/ Online &amp; Offline platforms: infographics, posters, podcasts, animation, animated videos; mobile platforms: enhanced or new apps as well as direct messaging in collaboration with telecommunication providers; website: features on service providers and details on the services being offered; direct links to existing GBV platform and social media channels</b>												
4	4.2	4.2.2						Contractual Services	UNFPA	1.0	\$50,000	2			4	100,000	100,000		Contract to a communications team to develop and implement the communication campaign, in collaboration with UNICEF, UNWOMEN, PAHO and UNAIDS	Other
4	4.2	4.2.2						Contractual Services	UNFPA	1.0	\$29,950	2			4	59,900	59,900		Delivery of the new knowledge products compatible with different digital and traditional platforms (TV spots, radio, social media channels, websites, mobile platforms), enhanced or new web-based applications as well as direct messaging in collaboration with telecommunication providers; direct links to existing GBV platform and social media channels	Other
								<b>Sub-Total Activity 4.2.2:</b>								<b>159,900</b>	<b>159,900</b>	<b>0</b>		
								<b>Sub-Total Output 4.2:</b>								<b>227,400</b>	<b>227,400</b>	<b>0</b>		
								<b>Sub-Total OUTCOME 4:</b>								<b>1,538,200</b>	<b>1,513,200</b>	<b>25,000</b>		
								<b>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</b>												
								<b>Output 5.1: Key partners, including relevant statistical officers, service providers in the different branches of government and women's rights advocates have strengthened capacities to regularly collect data related to VAWG, including DV/PPV, in line with international and regional standards to inform laws, policies and programmes</b>												
								<b>Activity 5.1.1: - In collaboration with the National Statistical Institute of Jamaica (STATIN) develop a minimum data set on administrative data on VAWG and family violence in accordance with national/international standards.</b>												
5	5.1	5.1.1						General Operating and Other Direct Cost	UNWOMEN	1.0	\$3,371	14			7	50,000	50,000		Sub-activity 5.1.1a: User-producer dialogues held at parish level (1 per parish. There are 14 parishes) to assess gaps and identify opportunities for VAWG data production, use and dissemination, to (1) inform the development of the minimum standards and protocols for the management of VAWG administrative data, and (2) the minimum dataset on administrative data on VAWG data. IN W Response: it will be difficult to break down into further budget categories as some parishes may require more travel to their and others (for example Kingston) less. It is really difficult to estimate at this stage and at such a granular level as this will require a breakdown for each of the 14 parishes. So at present, it is proposed that USD 3,371 be allocated for each parish.	Other
								<b>Sub-Total Activity 5.1.1:</b>								<b>77,000</b>	<b>77,000</b>	<b>0</b>		
								<b>Activity 5.1.2: Under the framework of the minimum standards and protocols, support the development of a minimum dataset that will enable users to evaluate whether services meet minimum standards for service provisions in the health, justice, police and social services sectors and best practices, as well as to monitor the implementation of the NSAP-GBV</b>												
5	5.1	5.1.2						General Operating and Other Direct Cost	UNWOMEN	1.0	\$450	30 days			7	13,500	13,500		Pilot of the minimum data set to test alignment with global standards, NSAP-GBV and national content	Payment to an Individual Consultant
								<b>Sub-Total Activity 5.1.2:</b>								<b>13,500</b>	<b>13,500</b>	<b>0</b>		
								<b>Activity 5.1.3: Support to STATIN to conduct training with key staff of STATIN and Statistical Officers in National Statistical System on methods, approaches and ethical guidelines on the collection and analysis of VAWG prevalence data</b>												
5	5.1	5.1.3						Contractual Services	UNWOMEN	1.0	\$20,000	2 days			4	40,000	40,000		Two 3-day training workshops - 60 participants approx. (Venue, Meals, Stationery)	Other
5	5.1	5.1.3						General Operating and Other Direct Cost	UNWOMEN	1.0	\$5,000	1 lumpsum			7	5,000	5,000		Communications Costs	Other
								<b>Sub-Total Activity 5.1.3:</b>								<b>45,000</b>	<b>45,000</b>	<b>0</b>		
								<b>Activity 5.1.4: Strengthening capacity of STATIN and government personnel in national statistical system (DCO-ICVS, PHO, JCF, Hospitals, Jamaica Injury Surveillance System, Justice system and National Children's Registry) on methods, approaches and ethical guidelines on the collection and analysis of VAWG administrative data</b>												
5	5.1	5.1.4						Contractual Services	UNWOMEN	2.0	\$20,000	2 days			4	80,000	80,000		Two 3-day training workshops (Venue, Meals, Stationery) joint UN Women, UNICEF and UNOD activity, 70 persons	Other
5	5.1	5.1.4						General Operating and Other Direct Cost	UNDP	1.0	\$30,000	1 lumpsum			7	30,000	30,000		Sub-activity 5.1.4a: Expansion of (1) the Jamaica Crime Observatory Integrated Crime and Violence Information System and (2) Jamaica Injury Surveillance System to strengthen collection and analysis of data on VAWG, including family violence	Other

Table C- BUDGET BY OUTCOME - Phase I (year 1-2)

SPOTLIGHT COUNTRY PROGRAMME: JAMAICA

ID	IC	O	U	T	P	A	C	T	I	Budget Lines	RUNO (dropdown menu)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	UNDG Budget Category (1-7)	Total Phase I			Narrative description of budget lines	Delivery Modality (select from dropdown menu)		
																	Total Phase I (USD)	Total Spotlight Phase I (USD)	Agencies Contributions Phase I (USD)				
5	5.1	5.1.4								Contractual Services	UNICEF	1.0	\$20,000	1	lumpsum	4	20,000	20,000		Sub-activity 5.1.4b: Strengthening the National Children's Registry to ensure completeness, timeliness and use of the information collected	Transfer to Government/Regional Body		
											Sub-Total Activity 5.1.4:			130,000			130,000	0					
											Activity 5.1.5: Conduct training with key staff of civil society organizations that on methods, approaches and ethical guidelines on the collection and analysis of VAWG administrative data.												
5	5.1	5.1.5								General Operating and Other Direct Cost	UNWOMEN	2.0	\$2,500	2	days	7	10,000	10,000		Two 2-Day training workshops (Venue, Meals, Stationery) 20 persons	Other		
											Sub-Total Activity 5.1.5:			10,000			10,000	0					
											Sub-Total Outcome 5.1:			275,500			275,500	0					
											Output 5.2: Quality prevalence and/or incidence data on VAWG, including DV/IPV, is analysed and made publicly available for the monitoring and reporting of the SDG target 5.2 indicators to inform evidence-based decision making												
											Activity 5.2.1: Three Knowledge products produced and disseminated												
5	5.2	5.2.1								Contractual Services	UNWOMEN	1.0	\$60,000	1	lumpsum	4	60,000	60,000		Sub-Activity 5.2.1a: Conduct of a National Study on the Economic Costs of VAWG	Payment to a Consultancy Company		
5	5.2	5.2.1								Contractual Services	UNWOMEN	1.0	\$30,000	1	lumpsum	4	30,000	30,000		Sub-Activity 5.2.1b: Secondary analysis (including multi-variate analysis) of data from the Women's Health Survey, 2016 to further explore the experiences of violence (including consequences, risk and protective factors) of specific groups (for example young women and adolescents, women who have been pregnant, women with disabilities among others) of women, associations of gender beliefs and norms with violence, and other issues (e.g. masculinity) that may be relevant for policy and programming.	Payment to a Consultancy Company		
5	5.2	5.2.1								Contractual Services	UNICEF	1.0	\$25,000	1	LUMPsum	4	25,000	25,000		Sub-Activity 5.2.1.c: Support the analysis and the use of data produced by the National Children's Registry to ensure the production of complete and timely quarterly bulletin report.	Other		
											Sub-Total Activity 5.2.1:			115,000			115,000	0					
											Activity 5.2.2: Qualitative analysis and research on experiences of violence of marginalised/ "at risk" groups of women such as women with disabilities, young and adolescent women, women who have been pregnant, and girls who may suffer multiple and intersecting forms of discrimination												
5	5.2	5.2.2								Contractual Services	UNWOMEN	50.0	\$500	1	Daily Rate	4	25,000	25,000	0	Qualitative analysis and research on experiences of violence of marginalised/ "at risk" groups of women such as women with disabilities, young and adolescent women, women who have been pregnant, and girls who may suffer multiple and intersecting forms of discrimination.	Payment to an Individual Consultant		
											Sub-Total Activity 5.2.2:			25,000			25,000	0					
											Activity 5.2.3: Strengthening capacity of key staff of STATIN, national and government personnel in national statistical system (ICD-ICV5, PDI, ICF, Hospitals, Jamaica Injury Surveillance System, Justice system and National Children's Registry) on analysis and dissemination of VAWG prevalence and administrative data for decision-making												
5	5.2	5.2.3								General Operating and Other Direct Cost	UNWOMEN	1.0	\$10,000	1	DAYS	7	10,000	10,000		Sub-Activity 5.2.3a: Training and capacity building for the data producers: key staff of STATIN and government personnel in national statistical system (ICD-ICV5, PDI, ICF, Hospitals, Jamaica Injury Surveillance System, Justice system and National Children's Registry) on analysis and dissemination of VAWG prevalence and administrative data: 1-day workshop (70 persons) (Venue, meals, Stationery)	Other		
5	5.2	5.2.3								General Operating and Other Direct Cost	UNWOMEN	1.0	\$10,000	1	DAYS	7	10,000	10,000		Sub-Activity 5.2.3b: Training and skill-building for the data users: key staff of national gender machinery, government agencies with responsibility for children's and youth rights, to analyse and disseminate prevalence and incidence data to support decision-making, policy and programme development, and monitoring of the NSAP-GBV (70 persons) (Venue, meals, Stationery)	Other		
											Sub-Total Activity 5.2.3:			20,000			20,000	0					
											Activity 5.2.4: Support CSOs to develop and launch a mobile friendly website that will disseminate (1) monthly profiles (at both the parish and community levels) of analysed IPV crime and injury data; (2) information on how to develop personal safety plans and obtain protection orders and legal aid; (3) information on linkages to government and CSO/NGO services for victims/survivors of VAWG.												
5	5.2	5.2.4								Contractual Services	UNWOMEN	1.0	\$10,250	1	LUMPsum	4	10,250	10,250	0	Sub-Activity 5.2.4a: Training (50 persons) and skills building of women's youth and children's rights advocates in order to increased capacity to collect, monitor and use prevalence and incidence data for social mobilization and advocacy and tracking of state accountability for the elimination of VAWG.	Payment/Transfer to a CSO		
5	5.2	5.2.4								Transfers and Grant to Counterparts	UNWOMEN	1.0	\$45,372	1	lumpsum	6	45,372	45,372	0	Sub-Activity 5.2.4b: Support CSOs to develop and launch a mobile friendly website that will disseminate (1) monthly profiles (at both the parish and community levels) of analysed IPV crime and injury data; (2) information on how to develop personal safety plans and obtain protection orders and legal aid; (3) information on linkages to government and CSO/NGO services for victims/survivors of VAWG.	Payment/Transfer to a CSO		
											Sub-Total Outcome 5.2:			215,622			215,622	0					
											Sub-Total OUTCOME 5:			491,122			491,122	0					
											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												
											Output 6.1: Women's rights groups and relevant CSOs, have increased opportunities and support to share knowledge, network, partner and jointly advocate for GEWE and ending VAWG, including DV/IPV, with relevant stakeholders at sub-national, national, regional and global levels												
											Activity 6.1.1: Convene the Spotlight Civil Society Reference Group and strengthen Civil Society Organizations coordinated inputs into Spotlight country programme implementation, including communications, visibility and advocacy through the Steering Committee												
6	6.1	6.1.1								Contractual Services	UNWOMEN	8.0	\$1,500	1	days	4	12,000	12,000		Convening of quarterly reference group meetings from outside of the region with work experience in the Caribbean (so international). This will also cater for associated costs with hosting of the event such as conference room booking, catering	Payment to an Individual Consultant		
											Sub-Total Activity 6.1.1:			12,000			12,000	0					
6	6.1	6.1.1								Supplies, Commodities, Materials	UNWOMEN	1.0	\$10,000	1	lumpsum	2	10,000	10,000		Communications materials for CSOs and general public on CSO engagement with Spotlight	Other		
											Sub-Total Activity 6.1.1:			22,000			22,000	0					
											Activity 6.1.3: Convene intergenerational multi-stakeholder dialogues including exchanges between men's and women's groups twice per year to conduct radical listening sessions to facilitate more integration and coordination that can support focused direct advocacy and enhance knowledge management capacities around ending VAWG including family violence; Development of national knowledge hub and clearinghouse to provide a foundation for the development of critical gender and women's rights research, including feminist research around IPV and discrimination and exclusion. This would act as a virtual resource centre												
6	6.1	6.1.3								Contractual Services	UNWOMEN	4.0	\$450	5	days	4	9,000	9,000		Facilitator and Rapporteur to lead dialogues	Payment to an individual Consultant		
6	6.1	6.1.3								Transfers and Grant to Counterparts	UNWOMEN	4.0	\$12,500	1	year	6	50,000	50,000		transfer to 10 CSOs for in country transport and subsistence to facilitate attendance in meetings and day costs	Payment/Transfer to a CSO		
6	6.1	6.1.3								General Operating and Other Direct Cost	UNWOMEN	4.0	\$2,500	1	lumpsum	7	10,000	10,000		Venue and other logistical support (4 meetings) including catering, conference room booking, 50 people per meeting and 200 overall	Other		
											Sub-Total Activity 6.1.3:			69,000			69,000	0					
											Activity 6.1.4: Host biannual virtual sessions between gender equality and social justice organizations in Jamaica with counterpart organizations in other Caribbean Spotlight countries to share joint strategies, lessons learned, best practice and advocacy tools												
6	6.1	6.1.4								General Operating and Other Direct Cost	UNWOMEN	2.0	\$10,000	2	year	7	40,000	40,000		Facilitate connectivity to create a "Spotlight CSO Community of Practice" in the Caribbean. South-South exchanges within the Caribbean for Women's Rights Organizations and Social Justice Organizations	Other		
6	6.1	6.1.4								Transfers and Grant to Counterparts	UNWOMEN	5.0	\$3,500	2	year	6	35,000	35,000		transfer to 5 CSOs for in country transport to meetings and subsistence costs for South-South exchanges	Other		
											Sub-Total Activity 6.1.4:			75,000			75,000	0					
											Sub-Total Outcome 6.1:			166,000			166,000	0					

Table C- BUDGET BY OUTCOME - Phase I (year 1-2)

## SPOTLIGHT COUNTRY PROGRAMME: JAMAICA

		Budget Lines	RUNO (dropdown menu)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	UNDP Budget Category (1-7)	Total Phase I (USD)	Total Spotlight Phase I (USD)	Agencies Contributions Phase I (USD)	Narrative description of budget lines	Delivery Modality (select from drop down menu)
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 DV/IPV, and GEWE more broadly													
Activity 6.2.1: Develop a national level social accountability strategy for tracking, monitoring and evaluation around on legislation, budget analysis and expenditure tracking around the state response to family violence.													
6	6.2	6.2.1	Contractual Services	UNWOMEN	1.0	\$450	25 days	4	11,250	11,250		Contract consultant to develop strategy including applications, tools, instruments, and actions	Payment to an Individual Consultant
6	6.2	6.2.1	Transfers and Grant to Counterparts	UNWOMEN	1.0	\$20,000	2 years	6	40,000	40,000		Convene a CSO Network to validate and apply the social accountability tools and methodologies developed in order to track and monitor the NSAP-GEWI, NPGE and NPVIC as well as the budget of selected GOI Ministries Departments and Agencies with direct responsibilities under the legal and policy framework (per annum)	Payment/Transfer to a CSO
Sub-Total Activity 6.2.1:									51,250	51,250	0		
Sub-Total Output 6.2:									51,250	51,250	0		
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 DV/IPV													
Activity 6.3.1: Collaborate with women's funds and grant making organisations in the Caribbean to establish a small grant funding modality to support the expansion of technical substantive capacity of groups working on innovative programmes to end VAWG especially those groups focusing on VAWG experienced by women and girls facing multiple and intersecting forms of discrimination (with focus on internship mentoring and volunteer networks)													
6	6.3	6.3.1	Transfers and Grant to Counterparts	UNWOMEN	15.0	\$10,000	1 Lump sum	6	150,000	150,000		Scale up existing successful initiatives currently being implemented by 15 CSOs in areas of advocacy, service delivery, educational and psychoeducational programming, engaging men and boys, and creating safe spaces	Payment/Transfer to a CSO
6	6.3	6.3.1	Contractual Services	UNWOMEN	1.0	\$20,000	2 year	4	40,000	40,000		Consultation costs for M&E, etc training for those who received grants	Other
Sub-Total Activity 6.3.1:									190,000	190,000	0		
Activity 6.3.2: Provide Leadership and M&E capacity strengthening programme for CSOs in Jamaica especially those working with underserved communities (LBTRQ persons, women and girls with HIV, women and girls with disabilities, women living in rural communities etc.), to engage with parliamentarians and policy makers to influence law and policy developments and with media to promote gender responsive messages on prevention, protection and response to IPV and child sex abuse (in-executed with 4.2.1)													
6	6.3	6.3.2	Contractual Services	UNWOMEN	1.0	\$450	25 days	4	11,250	11,250		Contract consultant to design virtual knowledge hub and clearing house hosted on the mobile friendly website linked to activity 5	Payment to an individual Consultant
6	6.3	6.3.2	General Operating and Other Direct Cost	UNWOMEN	1.0	\$11,120	1 lumpsum	7	11,120	11,120		Delivery of leadership and M&E capacity strengthening trainings with 10 local CSO (see transfer to 50 local CSOs to implement issue based advocacy initiatives and facilitate coalition building on	Other
6	6.3	6.3.2	Transfer and Grant to Counterparts	UNWOMEN	1.0	\$36,500	1 lumpsum	7	36,500	36,500		Transfer to 50 local CSOs to implement issue based advocacy initiatives and facilitate coalition building on	Payment/Transfer to a CSO
Sub-Total Activity 6.3.2:									58,870	58,870	0		
Sub-Total Output 6.3:									248,870	248,870	0		
Sub-Total Outcome 6:									496,320	496,320	0		
Total PROGRAMME OUTCOME COSTS:									4,961,342	4,699,842	261,500		
A. PROGRAMME MANAGEMENT COSTS (Project Office Cost for all outcomes combined. Should not exceed 18% of total Programme Outcome Costs												Narrative description of budget lines	% of Staff cost covered by SI
UNDP													
N/A	N/A	N/A	Staff and Personnel	UNDP	0.1	\$66,000	2 years	1	66,000	66,000		0 Public policy project officer at NOA FTA for 2 years with 100% of cost covered by RUNO	Other
N/A	N/A	N/A	Staff and Personnel	UNDP	0.5	\$50,000	2 years	1	50,000	50,000		0 GSE Administrative assistance with temporary Appointment contract. 50% of his time will be dedicated to the Spotlight	Other
N/A	N/A	N/A	General Operating and Other Direct Cost	UNDP	2.0	\$3,600	1 lump sum	7	7,200	7,200		0 Office Equipment for UNDP Staff including ICT @ \$300 each, Furniture \$500 each, telephone \$100 each	Other
N/A	N/A	N/A	General Operating and Other Direct Cost	UNDP	12.0	\$300	2 Years	7	7,200	7,200		0 Common Services Cost- land telephone, electricity/connectivity charges etc- @ \$350 per month*24 months	Other
N/A	N/A	N/A	General Operating and Other Direct Cost	UNDP	1.0	\$2,000	2 year	7	4,000	4,000		0 Agency administrative cost for procurement and financial activities \$724 months	Other
N/A	N/A	N/A	General Operating and Other Direct Cost	UNDP	12.0	\$200	2 Years	7	4,800	4,800		0 Stationery and Office Supplied for Project teams = \$200*24 months	Other
N/A	N/A	N/A	Travel	UNDP	2.0	\$2,000	2 trips	5	8,000	8,000		0 Travel for UNDP= 4 trips @ \$2000 per trip	Other
N/A	RCD	N/A	Staff and Personnel	UNDP	1.0	\$89,000	2 years	1	178,000	178,000		0 Spotlight project Coordinator for RCD FTA office at NOC level for 2 years	Other
N/A	RCD	N/A	Staff and Personnel	UNDP	1.0	\$60,000	2 years	1	120,000	120,000		0 Project M&E officer for RCD FTA officer at NOA level for 2 years	Other
E/C	C	N/A	Staff and Personnel	UNDP	1.0	\$25,000	2 years	1	50,000	50,000		0 Project Communication Officer UNW National for 2 years	Other
E/C	C	N/A	Equipment, Vehicles, and Furnitures	UNDP	1.0	\$35,990	1 lump sum	3	35,990	35,990		0 COMMUNICATIONS: procurement of visibility items, branded items, etc	Other
E/C	C	N/A	General Operating and Other Direct Cost	UNDP	1.0	\$15,000	2 lump sum	7	30,000	30,000		0 General operating cost to support Communications function	Other
E/C	C	N/A	Contractual Services	UNDP	1.0	\$46,056	1 lump sum	4	46,056	46,056		0 COMMUNICATIONS: Contractual services for spotlight launch, photographer, videographer, etc. etc	Other
E/C	C	N/A	Contractual Services	UNDP	1.0	\$8,809	2 year	4	17,817	17,817		0 COMMUNICATIONS: media campaign (development, production, traditional and digital placement) and advertisement materials	Other
N/A	P	N/A	Contractual Services	UNDP	1.0	\$150,000	1 lump sum	4	150,000	150,000		0 PREFINANCING of 150,000 for the preparation of CTD including consultant for proposal preparation, and equipment materials	Other
N/A	RCD	N/A	Travel	UNDP	3.0	\$14,000	2 Years	5	84,000	84,000		0 RCD Spotlight coordination team (coordinator, M&E and Communications) travel cost	Other
N/A	N/A	N/A	Staff and Personnel	UNDP	0.1	\$276,402	2 Years	1	55,280	0	55,280	10% Resident Representative - PS	Other
N/A	N/A	N/A	Staff and Personnel	UNDP	0.2	\$88,793	2 Years	1	35,517	0	35,517	20% Programme Specialist - NOC	Other
N/A	N/A	N/A	Staff and Personnel	UNDP	0.4	\$60,236	2 Years	1	48,189	0	48,189	40% Programme Specialist- NOA	Other
N/A	N/A	N/A	Staff and Personnel	UNDP	0.2	\$72,830	2 Years	1	29,132	0	29,132	20% Operations Analyst- NOB	Other
N/A	N/A	N/A	Staff and Personnel	UNDP	0.2	\$52,453	2 Years	1	20,981	0	20,981	20% Finance Associate - G7	Other
Sub-Total UNDP:									1,406,161	855,064	261,500		
UN WOMEN													
N/A	N/A	N/A	Staff and Personnel	UNWOMEN	1.0	\$50,530	2 Years	1	101,060	18,191	82,869	184 Knowledge Management and Communications Specialist to work on Spotlight. Using the problems cost, of this 15% cost is Spotlight funded, balance of \$41,434 (per annum) UNW Funded * 2 years (Note: this is not 15% of staff time only on Spotlight)	Other
Sub-Total UNWOMEN:									86,903	86,903	0		
N/A	N/A	N/A	Staff and Personnel	UNWOMEN	0.18	\$241,398	2 Years	1	86,903	86,903		18% of P4 Dep. Representative cost (Spotlight technical lead)	Other
E/C	E	N/A	Contractual Services	UNWOMEN	1.0	\$61,682	1	4	61,682	61,682		Mid Term Evaluation	Other
E/C	E	N/A	Contractual Services	UNWOMEN	1.0	\$61,682	1	4	61,682	61,682		Thematic/Periodic Evaluation	Other
N/A	N/A	N/A	General Operating and Other Direct Cost	UNWOMEN	1.0	\$15,000	2 Years	7	30,000	30,000		Office SLA reimbursement charges and Common	Other
N/A	N/A	N/A	General Operating and Other Direct Cost	UNWOMEN	1.0	\$10,000	2 Years	7	20,000	20,000		Stationery, laptops, supplies	Other
N/A	N/A	N/A	Travel	UNWOMEN	3.0	\$2,500	2 Years	5	15,000	15,000		Travel of 3 staff to country @ 2 trips per person	Other
N/A	N/A	N/A	Travel	UNWOMEN	3.0	\$2,000	2 Years	5	12,000	12,000		In-country travel by 3 personnel @ \$3000 per person	Other
N/A	N/A	N/A	Staff and Personnel	UNWOMEN	1.0	\$33,050	2 Years	1	66,100	0	66,100	18% level Finance Assistant @ \$33,050 per annum	Other
N/A	N/A	N/A	Staff and Personnel	UNWOMEN	1.0	\$87,062	2 Years	1	174,184	0	174,184	20% of salary of PS level rep, 20% of salary of NOC Programme Specialist (Barbados based)	Other
N/A	N/A	N/A	Staff and Personnel	UNWOMEN	1.0	\$30,449	2 Years	1	60,898	0	60,898	10% of Barbados based Ops staff - salary of NOC Ops Manager, 10% of GSE Admin/Ops Associate, 10% of GSE Finance Associate	Other
N/A	N/A	N/A	Travel	UNWOMEN	3.0	\$2,500	2 Years	5	15,000	0	15,000	5 trips * 3 staff per annum @ \$2500 (travel, TSA, terminals)	Other
N/A	N/A	N/A	Equipment, Vehicles, and Furnitures	UNWOMEN	1.0	\$15,000	1 Year	3	15,000	0	15,000	Office setup costs - desks, chairs, etc	Other
N/A	N/A	N/A	Contractual Services	UNWOMEN	1.0	\$10,000	1 Lump sum	4	10,000	10,000		0 Using Jamaica Spotlight Initiative Programme and	Other
Sub-Total UNWOMEN:									729,510	315,418	414,061		
UNFPA													
N/A	N/A	N/A	Staff and Personnel	UNFPA	1.0	\$67,000	1 years	1	67,000	67,000		UNW - GSW Services Specialist for 1 year (2020)	Other
N/A	N/A	N/A	Staff and Personnel	UNFPA	1.0	\$41,000	2 years	1	82,000	41,000	41,000	GSE Finance Associate FTA Staff cost for 2 years	Other
N/A	N/A	N/A	Equipment, Vehicles, and Furnitures	UNFPA	2.0	\$2,200	1 Lump sum	3	4,400	4,400		0 Office Equipment for UNFPA Staff including ICT @ \$200 each	Other
N/A	N/A	N/A	Contractual Services	UNFPA	2.0	\$3,000	2 Years	4	12,000	12,000		0 Audit costs: 2 @ \$3000*2 year	Other
N/A	N/A	N/A	General Operating and Other Direct Cost	UNFPA	12.0	\$190	2 Years	7	4,560	4,560		0 Common Services Cost- land telephone, electricity/connectivity charges etc- @ \$190 per month*24 months	Other
N/A	N/A	N/A	General Operating and Other Direct Cost	UNFPA	12.0	\$250	2 Years	7	6,000	6,000		0 Stationery and Office Supplied for Project teams = \$250*24 months	Other
N/A	N/A	N/A	Travel	UNFPA	3.0	\$2,000	2 Trips	5	12,000	12,000		0 Travel for PMU- 4 trips*4 days = @ \$3000 per trip	Other
N/A	N/A	N/A	Staff and Personnel	UNFPA	0.1	\$276,402	2 years	1	55,280	0	55,280	10% Deputy REPRESENTATIVE (Head of Programme) - PS	Other
N/A	N/A	N/A	Staff and Personnel	UNFPA	0.1	\$276,402	2 years	1	55,280	0	55,280	10% SRH Advisor / maternal health- PS	Other
N/A	N/A	N/A	Staff and Personnel	UNFPA	0.1	\$52,452	2 years	1	20,980	0	20,980	10% PROGRAM ASSOCIATE - G7	Other
N/A	N/A	N/A	Staff and Personnel	UNFPA	0.1	\$204,548	2 years	1	40,900	0	40,900	10% International Operations Manager - PS	Other
Sub-Total UNFPA:									350,001	146,961	203,040		
UNICEF													
N/A	N/A	N/A	Staff and Personnel	UNICEF	0.7	\$55,000	2 years	1	71,500	71,500		0 C4D consultant at NOA level (dedication 65%)	Other
N/A	N/A	N/A	Staff and Personnel	UNICEF	0.5	\$45,000	2 years	1	45,000	45,000		0 GSE Administrative assistance with temporary Appointment contract. 50% of his time will be dedicated to the Spotlight	Other

Table C- BUDGET BY OUTCOME - Phase I (year 1-2)

SPOTLIGHT COUNTRY PROGRAMME: JAMAICA														
O u t c o m e	A c t i v i t y	B e n e f i c i a r y	Budget Lines	RUNO (dropdown menu)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	UNDG Budget Category (1-7)	Total Phase I			Narrative description of budget lines	Delivery Modality (select from drop down menu)
										Total Phase I (USD)	Total Spotlight Phase I (USD)	Agencies Contribution Phase I (USD)		
N/A	N/A	N/A	Supplies, Commodities, Materials	UNICEF	2.0	\$4,100	1	lump sum	2	8,200	8,200		Office Equipment for UNICEF Staff including ICT @ 1000 each , Furniture 500 each, telephone \$100 each	
N/A	N/A	N/A	General Operating and Other Direct Cost	UNICEF	12.0	\$300	2	years	7	7,200	7,200		Common Services Cost: land telephone, electricity,connectivity charges etc+ @350 per month*24 months	
N/A	N/A	N/A	General Operating and Other Direct Cost	UNICEF	3.0	\$2,500	2	years	7	15,000	15,000		Agency administrative cost for procurement and financial activities \$700*24 months	
N/A	N/A	N/A	Staff and Personnel	UNICEF	0.1	\$210,000	2	year	1	42,000	0	42,000	100% Deputy Representative P4	
N/A	N/A	N/A	Staff and Personnel	UNICEF	0.2	\$100,000	2	year	1	40,000	0	40,000	100% Health Specialist NOC	
N/A	N/A	N/A	Staff and Personnel	UNICEF	0.1	\$100,000	2	year	1	20,000	0	20,000	100% Child Protection Specialist NOC	
N/A	N/A	N/A	Contractual Services	UNICEF	0.4	\$80,500	1	year	4	32,200	0	32,200	80% International Consultant Child Protection (specialist VAC and parenting)	
N/A	N/A	N/A	Staff and Personnel	UNICEF	0.1	\$75,000	2	year	1	7,500	0	7,500	75% Operations Officer	
N/A	N/A	N/A	Contractual Services	UNICEF	0.2	\$60,000	2	year	4	24,000	0	24,000	100% Digital Media / U-report consultant	
Sub-Total UNICEF:										312,600	146,900	165,700		
TOTAL PROGRAMME MANAGEMENT COSTS										2,440,273	1,468,383	971,890		
TOTAL DIRECT PROGRAMME COSTS										7,401,615	6,168,224	1,233,390		
Indirect Programme Support Costs (7%)										481,716	431,716			
TOTAL COSTS										7,883,390	6,600,000	1,233,390		