

The National Gender-Based Violence Action Plan:

*A Multisectoral Plan to Prevent and Respond to
Gender-Based Violence in Belize
2017 - 2020*



2 0 1 7



Ministry of Human Development,
Social Transformation and Poverty Alleviation

National Gender-Based Violence Action Plan:

A Multisectoral Plan to Prevent and Respond to Gender-Based Violence in Belize 2017 - 2020

“Effective coordination of a multisectoral GBV response in Belize based on an approach of human rights, gender justice and zero tolerance where women, men, girls and boys live free of all forms of gender violence.”

Credits:

The National Gender-Based Violence Plan of Action 2017-2020 was commissioned by the Government of Belize through the Women's Department in the Ministry of Human Development, Social Transformation & Poverty Alleviation with funding from the BA1 Project: Prevention of Violence against Women, Femicide and Human Trafficking in Central America which was led by the Central American Integration System (SICA).

Research, compilation and writing-MCConsultancy.

TABLE OF CONTENTS

FOREWORD	2
ACRONYMS	3
KEY TERMS	4
EXECUTIVE SUMMARY	5
INTRODUCTION	
I. The Situation of Gender-Based Violence in Belize	8
II. The Strategic Planning Process	11
NATIONAL GBV ACTION PLAN 2017 – 2020	14
I. Priority # 1: Effective Governance and Sustainability	18
II. Priority #2: Primary Prevention of Gender-Based Violence	22
III. Priority #3: Adequate Response to victims of GBV	29
IV. Priority #4: Effective Monitoring and Evaluation	38
ACTION PLAN FRAMEWORK MATRICES	
I. Priority # 1: Effective Governance and Sustainability	44
II. Priority #2: Primary Prevention of Gender-Based Violence	49
III. Priority #3: Adequate Response to victims of GBV	57
IV. Priority #4: Effective Monitoring and Evaluation	75
GBV NAP Reference	83

Gender-Based Violence (GBV) is a violation of human rights and it is charged with discrimination. Important to note is the meaning and concept of ‘gender-based’ as it represents power inequalities between women and men. Hence, it also includes violence against men and boys. Nevertheless, because of the unequal distribution of power between men and women, the vast majority of persons affected by GBV are women and the majority of the perpetrators are men.

Some examples of GBV are: Physical violence [physical force that results in injury, pain and impairment]; Sexual violence [the use of coercion to attempt to obtain a sexual act, unwanted sexual comments, acts of sexual trafficking]; Psychological violence [actions that impair psychological integrity]; and Economic violence [to deny and control access to resources]. The above mentioned are only a brief snapshot of the many circumstances that may be classified as gender based violence.

The referenced violence bubbles within many different settings, for example- family circles, the work place, schools, political circles, prisons, and health institutions- to name a few. So then perpetrators range from intimate partners, family members, employers, co-workers, and state officials.

It is with this reality at the forefront that Belize welcomes *the National Gender-Based Violence Plan of Action 2017-2020* which builds on the work and gains of the previous plan (2013) to end gender based violence while offering victims and survivors the necessary support to live meaningful lives; free of violence.

Our social fabric can only strengthen when women participate as equal partners in our country’s development. Our social fabric can only strengthen with a violence-free society. Our social fabric can only strengthen when women and men are bonded by mutual respect and by the rejection of violence and discrimination.

Belize, it is necessary for all to be a part of this ambitious Plan of Action. It is necessary for all to be cognizant of the probabilities and fruits of a society free of gender-based violence.

Esther Ayuso
Chair
The National Women’s Commission

ACRONYMS

AG	Attorney General
CBO	Community-based Organization
CEDAW	Convention on the Elimination of All forms of Discrimination Against Women
DGBVC	District Gender-Based Violence Committee
DPP	Director of Public Prosecutions
DVO	Domestic Violence Officer
GBV	Gender-Based Violence
M&E	Monitoring and Evaluation
MOH	Ministry of Health
NAP	National AIDS Program
NGBVC	National Gender-Based Violence Committee
NGO	Non-governmental Organization
NWC	National Women's Commission
DV	Domestic Violence
DVU	Domestic Violence Unit
FBO	Faith-based Organization
HH	Haven House
HR	Human Rights
LGBT	Lesbian, Gay, Bisexual and Transgender
MHDPA	Ministry of Human Development, Social Transformation and Poverty
MOE	Ministry of Education
MOH	Ministry of Health
MSM	Men who have sex with Men
NCFC	National Committee for Families and Children
SDVU	Sexual and Domestic Violence Unit
SG	Solicitor General
SIB	Statistical Institute of Belize
SV	Sexual Violence
SWOT	Strengths, Weaknesses, Opportunities and Threats
TIPS	Trafficking in Persons
UB	University of Belize
UN Women	United Nations Entity for Gender Equality and the Empowerment
VAW	Violence Against Women
WDO	Women Development Officer
WIN Belize	Women's Issues Network of Belize
YES	Youth Enhancement Services
YWCA	Young Women's Christian Association

KEY TERMS:

BA1 Project is the Prevention of Violence Against Women in Central America project.

Belem do Para is the Convention on the Prevention, Punishment and Eradication of Violence Against Women

CEDAW is the Convention on the Elimination of all Forms of Discrimination Against Women

Evaluation provides strategic information that enables policymakers and program managers to steer policy formulation and strategy planning towards sustainable outcomes.

Goals are statements of vision and direction describing what the strategy aims to achieve

Gender-Based Violence: Gender-based violence' and 'violence against women' are terms that are often used interchangeably as most gender-based violence is inflicted by men on women and girls. However, it is important to retain the 'gender-based' aspect of the concept as this highlights the fact that violence against women is an expression of power inequalities between women and men.

Impact – the highest level in the results chain, this refers to longer-term ultimate goals.

Inputs are resources – money, people, equipment, supplies and know-how, which combine to produce outputs.

Mission Statement defines the present state or purpose of an organization. It answers three questions about why and organization exists, 1.What it does? 2. Who it does it for? And 3. How it does what it does?

Monitoring refers to data collection, compilation and review, so that it is possible to see what progress is being made, and make programmatic adjustments to improve progress.

Outcomes – the second level of results in a results chain – refer to access to and use of services.

Outputs are the products and services needed to achieve outcomes. These are the first level of results in a results chain.

Priority Area – main areas of focus based on a situational analysis.

Quality Assurance of Customer Service Quality assurance means developing operational controls to ensure that the results match the desired outcomes.

Results Based Management enhances performance by placing the focus on results rather than activities. Results in improve Programme achievement and reporting.

Strategies (also called Strategic Frameworks/Plans) provide a vision of the results that the organization wants, and the approach for trying to achieve them.

Vision Statement defines the optimal desired future state – the mental picture – of what an organization wants to achieve over time

Globally, gender-based violence (GBV) is recognized as one of the most serious forms of human rights violations and as well as an urgent public health challenge. It undermines not only the safety, dignity, overall health status, and human rights of the millions of individuals who experience it, but also the public health, economic stability, and security of nations. Gender-based violence cuts across ethnicity, race, class, religion, education level, economic status, sex and gender.

“Many states have recognized that a coordinated and sustained approach is necessary to address so serious, prevalent and deeply entrenched a problem as gender-based violence. Strategic, long-term programmes of activity – addressing the underlying causes of violence against women and strengthening the systems that respond to it – are a feature of recent policy in this field, as opposed to more reactive approach of earlier work. National Action Plans are essential to this effort, providing comprehensive, multisectoral and sustained efforts to end gender-based violence.” (UN Women, 2012) In Belize, Gender-based violence continues to be a priority for the Ministry of Human Development, Social Transformation and Poverty Alleviation (MHDSTPA) as well as for key NGOs and CBOs. The Women’s Department through the National Gender-Based Violence Committee has had the mandate to oversee the implementation of the National Action Plan. The implementation of this plan has been made possible through national and international collaborations and projects. One such project is the BA1 Project. The BA1 Prevention of Violence against Women in Central America Project seeks to contribute to the reduction of violence against women, trafficking in women and femicide by strengthening institutional capacities at the regional, national and local level. In Belize the project areas include: 1.) Improved coordination for implementation of prevention response to violence against women, trafficking and femicide, 2.) Strengthened capacity of the institutions to prevent and address violence against women, trafficking of women and femicide and, 3.) Development of plans and mechanisms for the comprehensive care and treatment of violence against women, trafficking and femicide at all levels.

In 2009, the Women’s Department and the National Women’s Commission, with the support of UNIFEM, undertook the development of a new National Gender-Based Violence Plan of Action for the period 2010 – 2013. The first National Gender-Based Violence Plan of Action 2007-2009 preceded the 2010-2013 Action Plan. Under the present BA1 project, the Women’s Department with the support of the National Women’s Commission engaged the National Gender-Based Violence Committee in updating of the NGBV Plan of Action 2017-2020. Recognizing the importance of fast-tracking key activities as well as building on the accomplishments of the 2010 -2013 Plan, the Women’s Department and the National Women’s Commission embarked on this initiative to develop a three-year Gender-Based Violence Plan of Action. In 2015 the MHDSTPA engaged the National Gender-Based Violence Committee and other key stakeholders representing Ministries, non-governmental organizations, the Belize Council of Churches, community-based organizations both in urban and rural Belize in a comprehensive and participatory process to develop the National Plan of Action 2017-2020. Important to this

process was the identification of a Vision and Mission for the next three years. The following Vision and Mission were identified.

VISION:

By 2020 there is an effectively coordinated multisectoral response to Gender-Based Violence in Belize based on an approach of human rights, gender justice and zero tolerance where women, men, girls and boys live free of violence.

MISSION:

To address all forms of GBV at the national policy and program levels in Belize by coordinating harmonized multisectoral actions in the prevention and response to GBV in a sustained and evidence-based manner.

Based on this Vision and Mission the agreed overall goal of the National Plan of Action 2017-2020 is to: *“Establish a harmonized response to gender-based violence to decrease incidence and increase adequate support for and access to justice for all victims of GBV.”* In accordance with this goal, the following four priority areas were agreed upon:

Priority Area 1:	Effective Governance and Sustainability
Priority Area 2:	Primary Prevention of Gender-Based Violence
Priority Area 3:	Adequate Response to victims of GBV
Priority Area 4:	Effective Monitoring and Evaluation

There are a total of 10 Strategic Objectives to be met over the next three years in order for the key result areas to be addressed effectively. A strategic framework, which outlines the expected outcomes, outputs, activities, indicators, persons responsible and time frames, is provided to guide the implementation of the three-year Plan of Action. Monitoring and evaluation of the plan will be conducted regularly to determine if any adjustments need to be made and to measure success and identify gaps. A key element in the successful implementation of this strategic plan is clear roles and responsibilities, ownership and leadership on the part of all stakeholders.

International and Regional Law and Policy

In the process of developing the 2017-2020 National Gender-Based Violence Plan of Action, the socio-political and economic context in which gender-based violence occurs is extremely important. For this reason, Belize has engaged in the process of formulating an action plan in a way that responds most effectively to the particular forms of violence against women and the unique national context. However, this must be done within the context of international and regional commitments. The requirement to adopt and implement national action plans to address violence against women is set out in the international and regional human rights instruments and policy documents. The adoption and implementation of multisectoral national

plans of action to address violence against women is one of the five outcomes which the UN Secretary-General's campaign "Unite to end violence against women" aims to achieve in all countries. Like other states, Belize has obligations under international law to address violence against women and different forms of gender-based violence. According to these international commitments, countries are required to exercise due diligence to prevent gender-based violence especially violence against women which includes investigating such acts and prosecuting and punishing perpetrators; and providing redress and relief to victims.

The international human rights treaty bodies, which monitor the implementation of international human right treaties, regularly call on States parties to develop, implement and monitor national plans of actions to address violence against women. The Committee on the Elimination of Discrimination against Women has recommended to numerous States parties that they develop, adopt and implement comprehensive and multisectoral national action plans to combat violence against women and establish an institutional mechanism to coordinate, monitor and assess the effectiveness of the measures taken. The Committee on Economic, Social and Cultural Rights has also recommended that State parties adopt and implement national plans of action to combat violence against women including trafficking in persons and domestic violence, while the Committee on the Rights of the Child has called upon States parties to ensure the implementation of national plans to combat violence against young girls.

The Beijing Platform for Action, adopted by the Fourth World Conference on Women in 1995, urges Governments to formulate and implement, at all appropriate levels, plans of action to eliminate violence against women. The 1993 Declaration on the Elimination of Violence Against Women adopted by the General Assembly calls upon States to consider the possibility of developing national plans of actions to promote the protection of women against any form of violence, or to include provisions for that purpose in plans already existing, taking into account, as appropriate, such cooperation as can be provided by non-governmental organizations particularly those concerned with the issue of violence against women. (Article 4 (e).

In recent years, the General Assembly has routinely called on Member States to adopt and strengthen national action plans on violence against women. The Human Rights Council, in its resolution 14/12 of June 18, 2010 on accelerating efforts to eliminate all forms of violence against women: ensuring due diligence in prevention, urges States to establish or strengthen plans of action to eliminate violence against women and girls that delineate government accountabilities for prevention, supported by the necessary human, financial and technical resources including time bound measurable targets, and accelerate the implementation of existing national action plans.

The international legal and policy framework outlined above has been supplemented over time by the adoption of legal policy frameworks at the regional level. In the Americas, for example, the Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women (Convention of Belem do Para), adopted in 1994, requires State parties to pursue appropriate means and without delay, policies to prevent, punish and eradicate violence against women. The experts of the Mechanism to follow-up the Convention Belem do Para (MESECV1) have adopted a set of indicators on national action plans for the implementation of

article 8 of the treaty. In the Plan of Action adopted at the Third Summit of the Americas in 2001, States committed to develop additional policies and practices to combat violence against women, including domestic violence.

THE BELIZE SITUATION

Summarizing the various types of documented cases, between the periods of 2008-2013, the Belize Police recorded 620 sexual offences including rape, carnal knowledge, indecent assault, incest, unnatural crime and indecent exposure. Only 354 of these offences resulted in arrests. In 2012, there were a total of 119 cases of which 115 were females and 4 were males. The majority of cases were reported in Corozal, Belize and Cayo districts.

Domestic Violence is the most widely reported form of violence in Belize. In 2012, there were 948 cases of domestic violence. According to the Epidemiological Unit of the Ministry of Health, from January – June 2015 there are 417 reported cases of domestic violence that includes 343 females and 74 cases. The majority of the cases, 194 were reported in Corozal while there were 95 from the Cayo District. The civil status of victims was 140 common-law and 135 married. 253 cases reported were by Mestizos while the lowest 5 among Maya and 3 among Mennonites. The majority were employed. The Magistrate/Family Court and the Police Department were the two agencies most sought after by victims.

Table 1: Domestic Violence Cases by District and Sex of Victims in Belize: January – June 2015

District	Female	Male	Dk/Ns	Total
Corozal	150	44	0	194
Orange Walk	26	3	0	29
Belize	13	2	0	15
Cayo	81	14	0	95
Stann Creek	26	1	0	27
Toledo	43	10	0	53
Dk/Ns	4	0	0	4
Total	343	74	0	417

Source: The Epidemiology Unit, MOH 2015

According to the Police Department Crimes Statistics 2014, in terms of Femicide in Belize, there were 96 cases between 2006 and 2014, an average of 10.6 a year. The highest number of cases occurred in the Belize District, followed by Cayo and Orange Walk Districts. 2010 was the year with the highest reported numbers followed by 2012. Femicides accounted for 10% of all homicides occurring in 2010 and 12.3% of 2013 homicides.

Table 2: Femicide in Belize (2006-2014)

District	2006	2007	2008	2009	2010	2011	2012	2013	2014	Total
BELIZE	3	5	6	5	10	4	5	5	0	43
CAYO	5	1	4	2	1	1	3	2	1	20
COROZAL	-	-	-	1	1	-	2	2	1	7
ORANGEWALK	1	3	1	1	2	3	-	-	-	11
STANN CREEK	1	1	1	-	2	-	3	-	2	10
TOLEDO	-	-	1	-	-	1	1	1	1	5
TOTAL	10	10	13	9	16	9	14	10	5	96

Source: The Belize Police Department, Crime Statistics 2014

Physical and Emotional Abuse: The Revised National Gender Policy addresses the issue of physical and emotional abuse recognizing that at the social interaction level, young people feel highly affected by all forms of violence. They are exposed to violence at home and within their society. Apart from the violent street crimes, they experience child abuse and commercial sexual exploitation at home and in school where they encounter harsh treatment. Children ages 5-9 years old were among the highest reported cases of physical and emotional abuse. Violence is experienced at an early age in the home and perpetrated by either parent or caregivers. The violence continues at school perpetuated by teachers and legal provisions have only been made by the Government to ban corporal punishment in schools, not addressing other forms of violence.

Rape: According to the Police Crimes Report 2014 indicates that rape is one of the most reported forms of sexual violence against women. There were a total of 170 reported cases of rape countrywide between the years 2006-2013 an average of 28.3 annually. Rape was most prevalent in the Belize (36), Stann Creek (28) and Cayo Districts (28). In 2010, there were 21 cases and 26 in 2013. In 2009, the Magistrates Court received a total of 38 cases of rape and 7 cases of attempted rape.

Sexual abuse is also widespread; children between the ages of 10-14 years are at the highest risk of being abused. In Belize, non-relatives are the main perpetrators of sexual abuse of children followed by stepfathers and fathers. There were 151 cases of sexual abuse in 2008, 131 in 2009 and 212 cases in 2010. These numbers reflect primarily those cases perpetuated by a partner or a family member. In 2010, the Ministry of Health recorded 18 cases of sexual abuse against children under 14. A total of 9 cases of incest were reported. In 2012, there were a total of 119 cases of which 115 were females and 4 were males. The majority of cases were reported in Corozal, Belize and Cayo districts.

Carnal Knowledge: In Belize, the legal age for consensual sex is 16. Carnal knowledge of a female child under the age of 14 is an offense punishable by 12 years' to life imprisonment. Unlawful carnal knowledge of an adolescent girl who is 14 to 15+ is an offense punishable by five to ten years' imprisonment. Between the years 2008-2013, a total of 348 cases of carnal

knowledge and unlawful carnal knowledge were reported, averaging 64 cases annually. The highest numbers of cases were reported in 2008, with as many as 98 cases. In 2009, there were 62 cases reported to the Police. In 2013, there were 73 reported cases. In 2009, the Courts received 112 reports of carnal knowledge and 29 reports of unlawful carnal knowledge.

Trafficking in persons (TIP): According to the US State Department Office to Monitor and combat trafficking in Persons 2014 Trafficking, Belize continues to be a key source, destination and transit country for men, women and children subjected to sex trafficking and forced labour. According to the report, the Government of Belize is placed on a Tier 2 Watch List. Early in 2014, the government made its first arrest under its 2013 trafficking law; however it did not initiate any prosecutions. The failure to convict and punish trafficking offenders, especially allegedly complicit government officials, remain a significant problem. The report recommends improved victim identification efforts, victims' advocates, proactively taking steps to ensure trafficking offenders receive sentences that are proportionate; implementing procedures to take trafficking victims to a safe location; encourage all front-line responders, including prison officials, labour inspectors, and other law enforcement officials to implement victim identification procedures among groups vulnerable to trafficking, including migrant labourers, children, and people in prostitution; take steps to ensure the effective prohibition of the commercial sexual exploitation of children, with NGOs to reintegrate victims and to deliver specialized care for trafficking victims in Belize; and implement a targeted campaign educating domestic and foreign communities about domestic servitude and other types of forced labor, commercial sexual exploitation of children, and other forms of human trafficking.

The Belizean government's efforts to protect trafficking victims decreased compared to the previous reporting period. Officials identified three trafficking victims, a significant decline from 13 identified the previous year. The government, in partnership with NGOs, provided assistance to a total of six sex trafficking victims in 2013, three of which were children. Three of the six victims were identified in a previous reporting period. This represents a decline from seven victims assisted in 2012 and 12 victims assisted in 2011. Of note in the report is that in 2013, the government amended its sexual assault legislation to make it gender neutral and increase penalties for sexual assault; this legislation has been used previously to prosecute child sex tourism offenders in Belize.

Commercial Sexual Exploitation (CSEC): While Belize differentiates this practice from TIP, the Belize Country Narrative of the Human Trafficking Report (2014) criticizes the law stating "This provision is consistent with the international law definition of trafficking in persons, but appears to sanction a practice that is likely to render children vulnerable to commercial sexual exploitation by third parties, especially in Belize where the coerced prostitution of children by parents is common. Third-party prostitution of children under 18 is a form of TIPS". The practice allows for 16 and 17 year old children to engage in sexual activity in exchange for remuneration, gifts, goods, food, or other benefits making them vulnerable to sexual exploitation. In 2010, cases of CSEC were recorded by the Police (GoB, 2013).

4. The Development of the National Gender-Based Violence Plan of Action 2017 – 2020

This three-Year Action Plan seeks to put in place the mechanisms and strategies necessary to ensure that for the next three years (the National Women's Commission) through its National Gender-Based Violence Committee and other stakeholders will be able to implement, monitor and evaluate its action plan using a results-based management model.

PURPOSE:

In accordance with the objectives of the BA1 Project in Belize and the need to update the present Plan of Action 2010-2013 this process sought to:

1. Conduct extensive review of the previous Plan of Action (2010-2013) to identify accomplishments and gaps
2. Conduct extensive consultations with the National Gender-based Violence Committee as well as other stakeholders
3. Set clear priorities for the next three years
4. Outline strategic goals, objectives and outcomes based on a results-based management approach
5. Identify indicators, outputs, persons responsible and timeframes for the effective implementation of the plan
6. Provide a results framework to measure performance
7. Present the strategies and framework in a concise and friendly manner for decision-makers as well as implementers

THE PLANNING PROCESS:

Relying on the participation of the members of the National Gender-Based Violence Committee, the Women's Department, the National Women's Commission and other key stakeholders to provide guidance, support and validate the outcome of this process, the Ministry of Human Development, Social Transformation and Poverty Alleviation through the BA1 Project conducted the development of its National Gender-Based Violence three-year Plan of Action 2017- 2020 using a consultative process at all levels. A consultancy company, MC Consultancy, was contracted to provide technical support and guidance to this process.

The desk review included an examination of the relevant documents related to the implementation and monitoring and evaluation of the previous Plan of Action (2010-2013) as well as recent reports, studies, project documents among others related to the situation of Gender-based Violence in Belize. In addition, other key documents were reviewed to provide a background for the action plan and forge a way forward with the new goals and objectives. The overall objective was to identify key priority areas that are in line with the identified vision and mission for the next three years. The consultants developed a schedule of interviews and consultations with relevant stakeholders. This provided an opportunity to gather important information from key informants. As part of the process a two-day Strategic Planning Session

was held with members of the National Gender-Based Violence Committee and the consultants. The two-day planning session to develop the Strategic Framework of the plan was held on October 28 & 29, 2015 at the Best Western Biltmore Plaza Hotel. The objective was to engage the staff in a consensus-building exercise. The agenda included a review of the background and present situation of gender-based violence in Belize based on available data, the 2010 – 2013 Plan of Action as well as an opportunity to learn about the Results Based Management Approach to planning. This two-day process included the development of a vision and mission for the next three years (2017-2020) as well as an opportunity to identify priority areas, strategic objectives, outcomes, indicators as well as time frames and owners for the different outputs. After the planning session the consultant continued the work of finalizing the matrices of the framework ensuring that the objectives and strategies were based on the vision and mission of the network. Upon completion of the first draft staff members of National Gender-Based Violence Committee as well as other key stakeholders such as the members of the District Gender-Based Violence Committee, the Women Development Officers and others at different levels of the response to Gender-Based Violence had an opportunity to review the document before the final presentation.

During the Planning Session, one of the key objectives was to review the process that has been completed to enhance the capacity of the National Gender-Based Violence Committee to carry out its roles as advisory committee to the development and implementation of the new Plan of Action Plan (2017-2020). This process provided an opportunity for the NGBVC to engage in a “Strengths, Weaknesses, Opportunities and Threats (SWOT)” analysis exercise of the NGBVC and its role in the implementation of the previous plan so as to identify areas for strengthening in preparation for executing their roles and responsibilities in the implementation of the new Plan of Action 2017-2020.

The NATIONAL GENDER-BASED VIOLENCE COMMITTEE - SWOT ANALYSIS

INTERNAL ANALYSIS:

Strengths

The present NGBVC has some committed members
Members of the NGBVC represent a cross-section of key stakeholders
Members bring expertise and competence to the Committee
Existing surveillance system from which to draw evidence
Domestic Violence Legislation and Protocol
Vision and Mission for the next three years
The NGBVC has a GBV Plan to build on (2010-2013)
Financial resources/budget line exist in National Budget
Terms of Reference for GBVC has been drafted
The National Women’s Commission willingness to take on the GBVC and Plan of Action 2017-2020

Weaknesses (Needs)

Adequate budget for implementation of programmes needed
Clear programmatic structures needed
Specific skills set among staff members needed
Work plan that clearly defines roles and responsibilities of staff and other stakeholders needed
Delays caused due to internal process of vetting
Proper time-management among staff and other stakeholders

EXTERNAL ANALYSIS

Opportunities

BA1 National Commission (CEOs of key Ministries) that can become a permanent committee
BA1 Project has been extended beyond Dec. 31 to March 2017
BB1 Project – Children, Adolescents and Youth project (gender aspect)
Existence of Policy and Legislation committees in key agencies such as NCFC
Gender focal points within key ministries (induction package)
UN counterparts and other international agencies working in the area of human rights
Push Gender agenda because of funding requirements

Threats

General Elections – changes that may come about
Climatic conditions (natural disasters)
Insufficient political interest, will and prioritization

The NATIONAL GENDER-BASED VIOLENCE Plan of ACTION 2017-2020

Guiding Principles:

The NGBV Plan of Action 2017 – 2020 is guided by a set of core values. In line with these principles, the vision and mission of the Plan were identified and collectively agreed upon:

1.) Human Rights Based approach

This NGBV Plan of Action acknowledges that violence against women is a violation of human rights and it is linked to all human rights treaties which recognize the right of all human beings especially women to live free from violence.

2.) Gender-based Violence as a form of sex discrimination

Based on the *Beijing Declaration of the Fourth World Conference on Women* this NGBV Action Plan defines GBV within the context of gender discrimination and the subordination of women. This NGBV Plan acknowledge that violence against women is a form of discrimination and manifestation of historically unequal power relations between men and women violence against women is an issue of male dominance and unequal power, and that power and control are determined through culture, traditions and customs reflected and sustained by legal systems, the socialization process and differential access to and control of resources.

3.) Different forms of Gender-based Violence

This NGBV Action Plan recognize and addresses the multiple and intersecting forms of violence against women/men including root causes, prevalence and impact of violence against women. In particular it highlights the importance of collating and communicate data and research on the nature, prevalence and impact of different forms of violence against women in Belize, and identifying gaps for future work.

4.) Multiple and intersecting forms of discrimination and disadvantage

This NGBV Action Plan recognizes that women's and men's experience of violence is shaped by factors such as their race, color, religion, political or other opinion, national or social origin, property, marital status, sexual orientation, HIV/AIDS status, migrant or refugee status, age or disability and medical condition. It includes strategies and actions with regards to the specific issues faced by different groups of women, aiming for equality of outcomes for all women/men. The NGBV Action Plan calls for representation from different groups on the plan's governance and coordination structures.

5. Meaningful participation of civil society and other stakeholders

This NGBV Action Plan recognizes the need for direct and meaningful participation of civil society and other stakeholders throughout the process of the development, implementation and monitoring of actions and strategies. Civil society representatives and other stakeholders have unique knowledge-based and experience invaluable to the development, implementation and monitoring of NGBV Action Plan. This includes the participation of victims/survivors, NGO, grass-root organizations, women and men from marginalized groups, service providers, police and prosecutors among others.

6. Political Leadership, oversight, support and engagement

The NGBV Action Plan recognizes the importance of structures that ensure leadership, oversight, support and engagement at the highest political levels. The plan acknowledges that strong political leadership is better placed to receive on-going support, prioritization and resourcing. The overarching framework, vision and goals of this NGBV Action Plan are set to ensure broad political support across major political parties and levels of government and should be able to survive government changes or political direction. This plan is endorsed through Cabinet and falls under the responsibility of the (National Women's Commission) which comprises of high-level representation at different levels including government, non-governmental, the police, judiciary, private sector, faith-based organizations and community-based organizations among others.

OTHER PRINCIPLES AND GUIDELINES:

- All programs must put the safety and security of victims and their children first
- Confidentiality must be guaranteed to all victims of gender-based violence
- All systems that are a part of the GBV response should have its own plan based on the National Action Plan to ensure positive response.
- Guaranteeing fast and effective response from frontline responders such as the police, social workers and health care providers must be of high priority.
- No victim of gender-based violence regardless of race, color, religion, political or other opinion, national or social origin, property, marital status, sexual orientation, HIV/AIDS status, migrant or refugee status, age or disability and medical condition should be denied the best possible service and treatment by responders.
- Gender Equality and Equity
- Social Justice

OVERVIEW OF THE NATIONAL GENDER-BASED VIOLENCE PLAN 2017 – 2020

VISION AND EXPECTED RESULTS:

GUIDING PRINCIPLES:

Human Rights Based approach

Gender-based Violence as a form of sex discrimination

Different forms Gender-based Violence

Multiple and intersecting forms of discrimination and disadvantage

Meaningful participation of civil society and other stakeholders

Political Leadership, oversight, support and engagement

Safety and security of victims and their children first

Confidentiality must be guaranteed

Fast and effective response from frontline responders

Non-Discrimination

Social Justice

Gender Equality and Equity

VISION:

“By 2020 there is an effectively coordinated multisectoral GBV response in Belize based on an approach of human rights, gender justice and zero tolerance where women, men, girls and boys live free of all forms of gender violence.

MISSION:

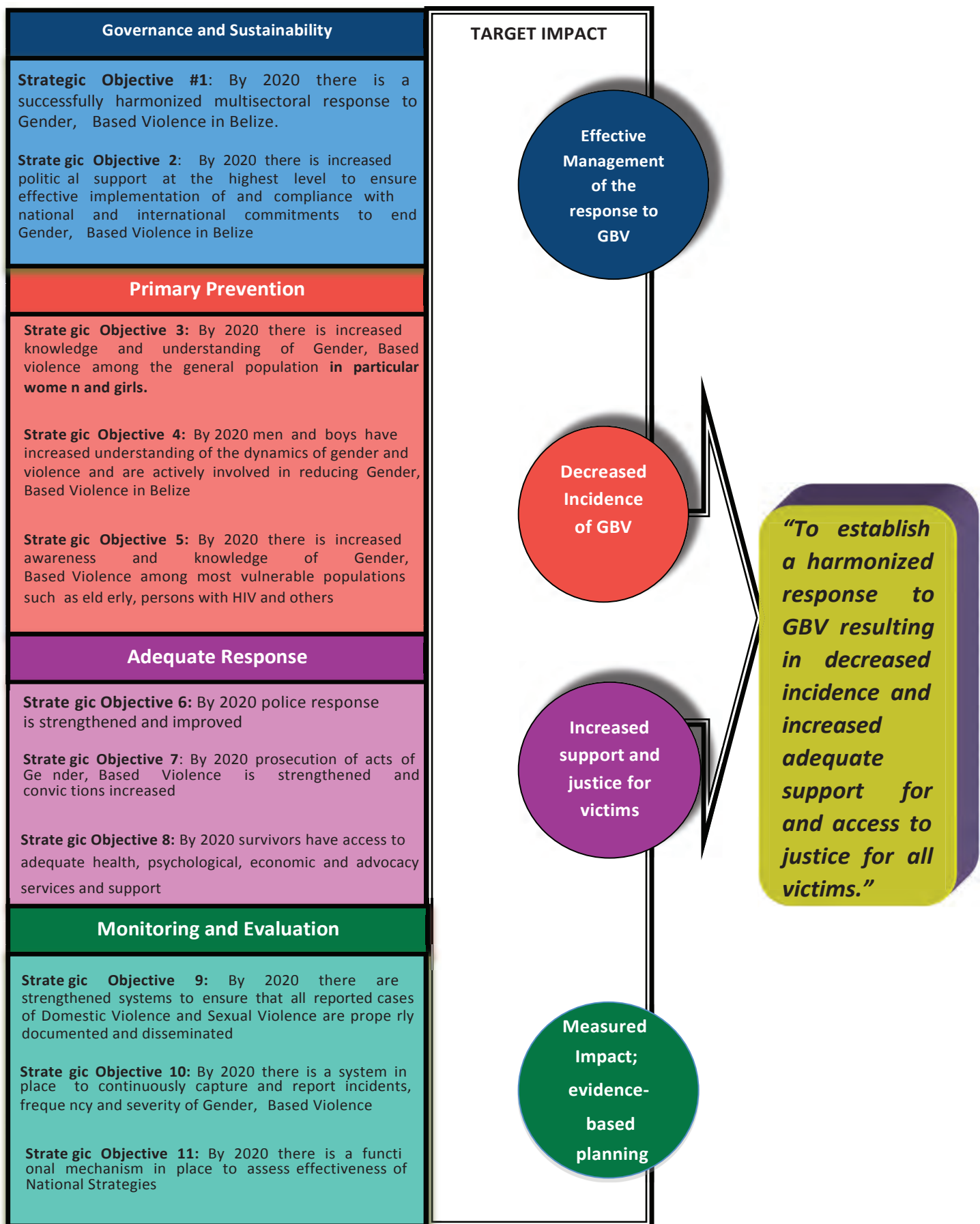
To address all forms of GBV at the national policy and program levels in Belize by coordinating harmonized multisectoral actions in the prevention and response to GBV in a sustained and evidence-based manner.

OVERALL GOAL:

To this end, the overall goal of NGBV Plan of Action 2017 -2020 is:

“To establish a harmonized response to GBV resulting in decreased incidence and increased adequate support for and access to justice for all victims.”

In order to achieve this Vision, the four priority areas of the Action Plan are: Governance and Sustainability, Primary Prevention, Adequate Response and Monitoring and Evaluation. Each of these priorities in turn, further identifies the goals, objectives and target impact indicators that are to be achieved in order to accomplish the overall goal of the NGBV Action Plan 2017-2020.



Priority Area 1: GOVERNANCE AND SUSTAINABILITY

The national response to gender-based violence falls under the responsibility of the Ministry of Human Development and Poverty Alleviation. The National Gender-Based Violence Committee a multisectoral body of representatives from key stakeholder agencies, both governmental and non-governmental, has the mandate to oversee the implementation of the National Gender-Based Violence Action Plan. Under the chairmanship of the Women's Department, the NGBVC has had the responsibility to oversee the development and implementation of the National Action Plan 2007-2009 and the 2010-2013. As the country engages in the presentation of its new three-year plan, it is at an important juncture to make positive changes in the governance structure of the response to gender-based violence in Belize. With a fully functional National Women's Commission that has the responsibility to oversee the implementation of the Revised National Gender Policy 2013, it is expected that the ownership of the National Gender-Based Violence Committee and the National Plan of Action 2017-2020 will eventually fall under the auspices of the National Women's Commission.

One of the key accomplishments of the previous National Action Plan was the strengthening of the structure and re-defining of the roles and functions of the National Gender-Based Violence Committee. As a part of this process it was agreed that the role and function of the NGBVC is to have oversight of the development, implementation and evaluation of the National Gender Based Violence Plan of Action consistent with the Revised National Gender Policy 2013. This includes providing leadership, accountability, a national voice on GBV issues, coordination of District Gender-Based Violence Committees and submission of progress reports on the implementation of the National GBV Plan of Action to Cabinet through the Ministry of Human Development. The governance structure of the NGBVC comprises of an Executive Committee, which will include 1 Chair, 2 Vice-Chairs, 1 Treasurer and 1 Secretary/Coordinator. It is proposed that the National Women's Commission serve as the Chair and Secretariat for the NGBVC. Further recommendations include the establishment of 4 Sub-Committees of the NGBVC namely:

- a. Policy and Legislation**
- b. Learning and Development, Information**
- c. Education, Communication and Advocacy**
- d. Monitoring and Evaluation**

District Gender-Based Violence Committees will be established or strengthened and will be chaired by the Women Development Officers in each district and will comprise of key local representatives such as those at the national level including Ministries of Human Development, Education, Health, Police Department, Magistracy and other organizations providing services to victims of gender-based violence. Through its Chairperson, the DGBVC will provide quarterly reports and attend extraordinary meetings of the NGBVC to present the district annual reports.

This new National Plan of Action 2017-2020 seeks to build on the work accomplished in the previous plan. It will serve as an effective management tool for the National Women's Commission through the NGBVC. It will serve to keep the national response focused on the vision and mission established for the next three years. It will serve to guide the aggressive implementation of the strategies while garnering endorsement and ownership among key stakeholders at all levels of the response. It includes a specific Priority Area: Governance and Sustainability which has the goal: "To Establish an Effective Management of the Situation and Response to Gender-Based Violence in Belize." This Priority Area will seek to improve governance and sustainability of the response through the implementation of two key Strategic Objectives.

STRATEGIC OBJECTIVE 1: By 2020 there is a successfully harmonized multisectoral response to Gender-Based Violence in Belize.

This objective will seek to increase effectiveness of the National Gender-Based Violence Committee to carry out its mandate to oversee the implementation and monitoring and evaluation of the National Action Plan. This will be accomplished through: 1.) Provision of adequate administrative and technical support for the NGBVC Secretariat through the National Women's Commission; 2.) Implementation of the revised membership and mandate of the NGBVC based on the newly established Terms of Reference and goals of updated National Action Plan; and, development of harmonized annual GBV sectoral operational plans that clearly define activities and timeframes for each sector based on the three-year National Action Plan. This Strategic Objective will also aim to increase the capacity of all key stakeholder agencies to carry out their responsibilities in the implementation of the National Action Plan. This will include the formulation and implementation of a capacity development plan formulated and implemented to address needs at the different organizational and systems levels; the establishment of a mechanism established to provide continuous oversight and guidance to implementing agencies via the NGBV Committee and the National Women's Commission; and, development and implementation of a resource mobilization plan to identify and address funding needs at the sectoral/agencies level. This Strategic Objective will also seek to strengthen the district level response.

Strategic Objective 2: By 2020 there is increased political support at the highest level to ensure effective implementation of and compliance with national and international commitments to end Gender Based Violence in Belize

Strategic Objective 2 will seek to increase the level of oversight of senior decision-makers for the GBV Response through the establishment of a Ministerial Committee comprised of key Ministries namely: Health, Human Development, Education, National Security and the Attorney General's Office to oversee and support the NGBVC in carrying out its mandate and meeting International commitments. It will also re-organize and strengthen the Gender Integration Committee and Ministry Focal Points to be better able to carry out their duties. Furthermore, it will seek to secure broad political support across major political parties and levels of government to survive changes of government or political direction.

PRIORITY AREA #1: OBJECTIVES, OUTCOMES AND OUTPUTS

Strategic Objective 1: By 2020 there is a successfully harmonized multisectoral response to Gender Based Violence in Belize.

Outcome 1.1: Increased effectiveness of the National Gender-Based Violence Committee to carry out its mandate to oversee the implementation of the National Action Plan

Output 1: Adequate administrative and technical support for the NGBVC through the NWC
Output 2: Revised membership and mandate of the NGBVC based on TOR and goals of updated National Action Plan
Output 3: Annual GBV sectoral operational plans that clearly define activities and timeframes for each sector based on the three-year National Action Plan

Outcome 1.2: Increased capacity of all key stakeholder agencies to carry out their responsibilities in the implementation of the National Action Plan

Output 1: Capacity development plan formulated and implemented to address needs at the different organizational and systems levels
Output 2: Mechanism established to provide continuous oversight and guidance to implementing agencies via the NGBV Committee and the National Women's Commission
Output 3: Resource mobilization plan developed and implemented to identify and address funding needs at the sectoral/agencies level

Outcome 1.3: Strengthened coordination of the GBV response at the district level

Output 1: Revised membership and mandate of the DGBV Committees
Output 2: Mechanism established to provide continuous oversight and guidance to DGBVC via the NGBV Committee
Output 3: Resource mobilization plan developed and implemented to identify and address funding needs at the district level

Strategic Objective 2: By 2020 there is increased political support at the highest level to ensure effective implementation of and compliance with national and international commitments to end Gender-Based Violence in Belize

Outcome 1: Increased level of oversight of senior decision-makers for the GBV Response

Output 1: Inclusion of GBV as priority issue for the Ministerial Social Committee comprised of key Ministries namely: Health, Human Development, Education and National Security to oversee and support the NGBVC in carrying out its mandate and meeting International commitments
Output 2: Re-organize and Strengthen the Gender Integration Committee and Ministry Focal Points to be better able to carry out their duties
Output 3: Broad political support across major political parties and levels of government to survive changes of government or political direction.

PRIORITY #1: Governance and Sustainability		
GOAL: Effective management of the situation of Gender-Based Violence in Belize		
Strategic Objective 1: By December 2020 there is a successfully harmonized multisectoral response to GBV in Belize		TARGET IMPACT Effective Management of a harmonized response to GBV
Output 1: Adequate administrative and technical support for the NGBVC through the National Women’s Commission	Outcome: 1 .1 Increased effectiveness of the National Gender-Based Violence Committee to carry out its mandate to oversee the implementation of the National Action Plan	
Output 2: Revised membership and mandate of the NGVBC based on TOR and goals of updated National Action Plan		
Output 3: Annual GBV sectoral operational plans that clearly define activities and timeframes for each sector based on the three-year National Action Plan		
Output 1: Capacity development plan formulated and implemented to address needs at the different organizational and systems levels	Outcome 1.2: Increased capacity of all key stakeholder agencies to carry out their responsibilities in the implementation of the National Action Plan	
Output 2: Mechanism established to provide continuous oversight and guidance to implementing agencies via the NGBV Committee and the National Women’s Commission		
Output 3: Resource mobilization plan developed and implemented to identify funding needs at the sectoral/ agencies level		
Output 1: Revised membership and mandate of the DGBV Committees	Outcome 1.3: Strengthened coordination of the GBV response at the district level	
Output 2: Mechanism established to provide continuous oversight and guidance to DGBVC via the NGBV Committee		
Output 3: Resource mobilization plan developed and implemented to identify funding needs at the district level		
Strategic Objective 2: By 2020 there is increased political support at the highest level to ensure effective implementation of and compliance with national and international commitments to end Gender Based Violence in Belize		
Output 1: Inclusion of GBV as priority issue for the Ministerial Social Committee comprised of key Ministries namely: Health, Human Development, Education and National Security to oversee and support the NGBVC in carrying out its mandate and meeting International commitments	Outcome 1: Increased level of oversight of senior decision-makers for the GBV Response	
Output 2: Re-organize and Strengthen the Gender Integration Committee and Ministry Focal Points to be better able to carry out their duties		
Output 3: Broad political support across major political parties and levels of government to survive changes of government or political direction.		

PRIORITY AREA 2: PRIMARY PREVENTION

Primary Prevention is one of the most important components of any response to Gender-Based Violence. It seeks to address the underlying causes of gender-based violence before it occurs. The specific focus should be on strategies aimed at whole populations to transform attitudes, practices and behaviours that support discrimination and violence based on gender. This ultimately is expected to ease the burden on, and cost to, support services, police and the justice system. Research shows that there is a direct relationship between levels of gender inequality, adherence to gender stereotypes and prevalence of violence against women and other vulnerable populations such as the elderly, the disabled and persons of different sexual orientations.

The National Action Plan 2010 – 2013 had two major objectives under this priority area namely: 1.) There is greater public understanding of the roots of gender-based violence and 2.) Men take greater responsibility for understanding the roots of gender-based violence and take action based on that understanding. This included a public awareness campaign on rape and sexual assault as well as the inclusion of activities to promote understanding into the 16 days of activism campaigns. The 16 days of activism to raise awareness on Gender-Based Violence has been held every year. Other activities accomplished under Objective 1. include development of materials to raise awareness among young persons on the roots of gender-based violence as well as the training of teachers and the development of a teaching curriculum focused on gender, sexuality and violence among other topics for school children as part of the larger Health and Family Life Education Program (HFLE). Objective 2. focused on addressing the issue of masculinity through a symposium for men and gender-based violence. The Women's Department also supported the establishment of a men's group addressing issues of masculinity and gender-based violence.

The new National Plan of Action for Gender-Based Violence 2017-2020 builds on the work accomplished in the previous years. It focuses on key elements of primary prevention to address social and cultural norms, including awareness-raising strategies and sensitizations of the media. The three Strategic Objectives target and seek to engage specific groups such as men and boys, in-and out of school youth, vulnerable populations such as the elderly, people with disabilities, persons with HIV and persons of different sexual orientations.

Strategic Objective 3: “By 2020 there is increased knowledge and understanding of GBV among the general population especially among women and girls” seeks to support the systematic awareness raising on the underlying causes of gender-based violence including increased knowledge and understanding of the dynamics of gender and violence among in and out of school youth. This will be accomplished through the scale up of the Gender Safe Schools program to more primary, secondary and tertiary institutions as well as the development of a module specifically for working with out of school youth.

This will include education promoting human rights and gender equality, challenging gender stereotypes, discrimination and violence against women and building skills for equal and

respectful relationships and for peaceful conflict resolution at all levels of schooling. Another outcome expected from this objective is the increased sensitization and training of the media to improve reporting on GBV and increase media involvement in playing a responsible role in the response.

This will include the development and implementation of a GBV Sensitization Training for the media including strengthening of regulatory frameworks with regard to media, advertising imagery, texts, games and other population cultural mediums which portray discrimination based on gender, degrading or stereotypical way, of glorifying violent behavior. Outcome #3 of this Strategic Objective will seek to put in place a sustained program for transforming gender discriminatory or stereotyping cultures, attitudes and behaviours across different environments and targeting a range of groups, including local communities, workplaces and faith institutions as well as working with individuals and institutions.

Strategic Objective 4: “By 2020 men and boys have increased understanding of the dynamics of gender and violence and are actively involved in reducing GBV in Belize” specifically addresses the issue of Masculinity and Gender-Based Violence. We know that GBV occurs and is perpetuated by an imbalanced power distribution, and men, in most societies are the holders of entitlements and power at the family as well as societal level. Primarily, it is men who are the perpetrators of violence at domestic and community levels; however men's behaviors are rooted in the way they are raised. Providing men an opportunity for reflection, and through reflecting on these inequitable gender norms and what price men pay to fit in the popular “male box” can play a vital role in initiating change. This Strategic Objective seeks to provide males both men and boys and opportunity to focus on self, masculinity and a healthy society. It includes sessions on understanding the role of gender and messages on masculinity and the life cycle of violence which gives an opportunity to men and boys to understand how violence is defined, its types and presence in lives of men and women. Discussion on myths about GBV and men's role to break this cycle are also an important part of this portion. This objective will also seek to engage men and boys in challenging gender stereotyping and discrimination; and promoting equitable, non-violent masculinities. It will seek to integrate issues of gender equality and violence against women and men in existing programs for Sexual and Reproductive Health, HIV and Human rights.

This Strategic Objective includes 3 Outcomes: **1.)** Increased understanding of the dynamics of GBV and males as perpetrators and victims among program planners and implementing agencies. This will include a study conducted, which describes dynamics of GBV and males in Belize as well as will include a knowledge, attitudes and practices studies among men. It will provide for a review and analysis of successful and best practice strategies for working with men and boys to reduce to GBV in the region as well as sensitization training for organizations that work with men and boys to address GBV. **2)** Increased sensitization and awareness among men and boys of the dynamics of gender and violence and their role in preventing GBV in Belize. This will include the development and implementation of GBV Sensitization Training module specifically targeting and focused on transforming gender discriminatory cultures, attitudes and behaviours among men and boys in specific sectors such as the workplace, the uniformed services and social groups. **3)** Establishment of a coalition of male leaders in the community to serve as mentors, educators and counsellors to young males and men addressing

issues of masculinity, gender stereotyping, conflict resolution and anger management. A sustained media campaign targeting boys and men to raise awareness of their role in preventing and responding to GBV in Belize is also part of this strategic objective.

Strategic Objective 5: “focuses on increased awareness and knowledge of GBV among most vulnerable populations such as persons with disabilities, the elderly, persons with HIV and persons of different sexual orientations” Vulnerable populations are at higher risk of being victims and perpetrators of gender-based violence because of different factors. Factors such as discrimination, poverty, isolation and neglect contribute to their vulnerability to gender-based violence. Because of these factors, many are unable to access education as well as protection and support. This objective seeks to increase understanding of the dynamics of gender and violence and how it affects these specific vulnerable groups. It includes study conducted to describe the situation of vulnerable populations and GBV as well as the dynamics of GBV and how it affects different vulnerable populations namely: the disabled, the elderly, persons with HIV and LGBT individuals. It will also include a review and analysis of effective strategies for working with different vulnerable populations namely: the disabled, the elderly, persons with HIV and LGBT individuals. An important activity under this strategic objective is a special training for program planners and implementers on the dynamics of Gender-Based Violence and different vulnerable populations such as persons with disabilities, the elderly, persons with HIV and Others. A second outcome of this strategic objective is increased targeted and tailored sensitization and awareness among vulnerable groups on the dynamics of gender and violence and how to prevent it as well as their rights in seeking support and services. It will include establishment of collaboration with organizations that serve these vulnerable populations.

Strategic Objective 3: By 2020 there is increased knowledge and understanding of GBV among the general population especially among women and girls.

Outcome 1: Increased knowledge and awareness of the dynamics of gender and violence among in and out of school youth at all levels.

Output 1: Scale-up of Gender Safe Schools Program to more primary, secondary and tertiary level institutions

Output 2: Develop and implement Gender Safe Communities Program for out-of-school youth

Outcome 2: Increased awareness and sensitization of the media to improve reporting of GBV and increase media involvement

Output 1: Development and implementation of GBV Sensitization Training for the media

Output 2: Involvement of the media in raising awareness of GBV in Belize

Outcome 3: Sustained program for transforming gender discriminatory or stereotyping cultures, attitudes and behaviours across different environments and targeting a range of

groups, including local communities, workplaces and faith institutions as well as working with individuals and institutions

Output 1: Development and implementation of GBV Sensitization and Training module specifically targeting and focused on transforming gender discriminatory cultures, attitudes and behaviours at the different community levels.

Output 2: Sustained media campaign aimed at transforming gender discriminatory and stereotyping cultures, attitudes and behaviours among the general populations

Strategic Objective 4: By 2020 men and boys have increased understanding of the dynamics of gender and violence and are actively involved in reducing GBV in Belize

Outcome 1: Increased understanding of the dynamics of GBV and males as perpetrators and victims among program planners and implementing agencies.

Output 1: Study conducted, which describes dynamics of GBV and males including knowledge, attitudes and practices.

Output 2: Desk review of effective strategies for working with men and boys to reduce GBV in the region

Output 3: Conduct training on the dynamics of Gender-Based Violence and males for organizations and persons who plan and implement GBV programs.

Outcome 2: Increased sensitization and awareness among men and boys of the dynamics of gender and violence and their role in preventing GBV in Belize

Output 1: Development and implementation of GBV Sensitization Training module specifically targeting and focused on transforming gender discriminatory cultures, attitudes and behaviours among men and boys in specific sectors such as the workplace, the uniformed services,

Output 2: A coalition of male leaders in the community established to serve as mentors, educators and counsellors to young males and men addressing issues of masculinity, gender stereotyping, conflict resolution and anger management

Output 3: Sustained media campaign targeting boys and men to raise awareness of the role of men in preventing and responding to GBV in Belize

Strategic Objective 5: There is increased awareness and knowledge of GBV among most vulnerable populations such as persons with disabilities, the elderly, persons with HIV and others

Outcome 1: Increased understanding of the dynamics of gender and violence and how it affects specific vulnerable groups

Output 1: Study conducted which describes dynamics of GBV and how it affects different vulnerable populations namely: the disabled, the elderly, persons with HIV and other individuals
Output 2: Desk review of effective strategies for working with different vulnerable populations namely: the disabled, the elderly, persons with HIV and other individuals
Output 3: Conduct training for program planners and implementers on the dynamics of Gender-Based Violence and different vulnerable populations such as persons with disabilities, the elderly, persons with HIV and others

Outcome 2: Increased sensitization and awareness among vulnerable groups on the dynamics of gender and violence and how to prevent it

Output 1: Development and implementation of GBV Training module specifically focused on raising awareness of GBV among specific vulnerable groups such as persons with disabilities, the elderly, persons with HIV and others
Output 2: Establish a coalition with organizations that work with vulnerable groups such as persons with disabilities, the elderly, persons with HIV and others to raise awareness and address the training needs of these populations
Output 3: Sustained media campaign raising awareness of the situation and needs of vulnerable populations to GBV

PRIORITY #2: PRIMARY PREVENTION		
GOAL: Harmonized actions for prevention of violence against women, men, girls and boys through attitudinal and behavior change		
Strategic Objective 3: By the end of 2020 there is increase of understanding and knowledge about Gender-Based Violence among the general population especially among women and girls.		TARGET IMPACT DECREASED INCIDENCE
Output 1: Scale-up of Gender Safe Schools Program to more primary, secondary and tertiary level institutions	OUTCOME 1 Increased knowledge and awareness of the dynamics of gender and violence among in and out of school youth at all levels.	
Output 2: Develop and implement Gender Safe Communities Program for out-of-school youth		
Output 1: Development and implementation of GBV Sensitization Training for the media	OUTCOME 2 Increased awareness and sensitization of the media to improve reporting of GBV and increase media involvement in the response	
Output 2: Involvement of the media in raising awareness of GBV in Belize		

Output 1: Development and implementation of GBV Sensitization and Training module specifically targeting and focused on transforming gender discriminatory cultures, attitudes and behaviours at the different community levels.	OUTCOME 3 Sustained program for transforming gender discriminatory or stereotyping cultures, attitudes and behaviours across different environments and targeting a range of groups, including local communities, workplaces and faith institutions as well as working with individuals and institutions
Output 2: Sustained media campaign aimed at transforming gender discriminatory and stereotyping cultures, attitudes and behaviours among the general populations	
Strategic Objective 4: By 2020 men and boys have increased understanding of the dynamics of gender and violence and are actively involved in reducing GBV in Belize	
Output 1: Study conducted, which describes dynamics of GBV and males including knowledge, attitudes and practices.	Outcome 1: Increased understanding of the dynamics of GBV and males as perpetrators and victims among program planners and implementing agencies
Output 2: Desk review of effective strategies for working with men and boys to reduce GBV in the region	
Output 3: Conduct training on the dynamics of Gender-Based Violence and males for organizations and persons who plan and implement GBV programs.	
Output 1: Development and implementation of GBV Sensitization Training module specifically targeting and focused on transforming gender discriminatory cultures, attitudes and behaviours among men and boys in specific sectors such as the workplace, the uniformed services and social groups	Outcome 2: Increased sensitization and awareness among men and boys of the dynamics of gender and violence and their role in preventing GBV in Belize
Output 2: A coalition of male leaders in the community established to serve as mentors, educators and counsellors to young males and men addressing issues of masculinity, gender stereotyping, conflict resolution and anger management	

Output 3: Sustained media campaign targeting boys and men to raise awareness of the role of men in preventing and responding to GBV in Belize		
Strategic Objective 5: There is increased awareness and knowledge of GBV among most vulnerable populations such as persons with disabilities, the elderly, persons with HIV and others		
Output 1: Study conducted which describes dynamics of GBV and how it affects different vulnerable populations namely: the disabled, the elderly, persons with HIV and others	Outcome 1: Increased understanding of the dynamics of GBV and males as perpetrators and victims among program planners and implementing agencies.	
Output 2: Desk review of effective strategies for working with different vulnerable populations namely: the disabled, the elderly, persons with HIV and others		
Output 3: Conduct training for program planners and implementers on the dynamics of Gender-Based Violence and different vulnerable populations such as persons with disabilities, the elderly, persons with HIV and others		
Output 1: Development and implementation of GBV Training module specifically focused on raising awareness of GBV among specific vulnerable groups such as persons with disabilities, the elderly, persons with HIV and others	Outcome 2: Increased sensitization and awareness among vulnerable groups on the dynamics of gender and violence and how to prevent it	
Output 2: Establish a coalition with organizations that work with vulnerable groups such as persons with disabilities, the elderly, persons with HIV and others to raise awareness and address the training needs of these populations		
Output 3: Sustained media campaign raising awareness of the situation and needs of vulnerable populations to GBV		

PRIORITY AREA 3: ADEQUATE AND EFFECTIVE RESPONSE

The National GBV Plan 2010-2013 placed strong emphasis on improving the response to GBV in Belize through improved services and support for victims as well as policy and legal reform. During this period several policies and acts were reviewed, revised or amended. The Women's Department in collaboration with the Police Department developed Domestic Violence Protocol and disseminated to all district police stations and sub-formation across the country (15 Police posts). The Domestic Violence Protocols, inclusive of a complaints mechanism through the Office of the Ombudsman was completed in November 2011. The Sexual Violence Protocols was completed in 2012. A mandatory arrest policy to require arrest in any incident of domestic violence where there is reasonable evidence to do so was developed and implemented. External DNA laboratories were being used for sexual offence cases; however, a major challenge was that most of these cases were not reported in a timely manner, which delayed the collection of biological evidence on victims.

In addition the Women's Department was instrumental in advocacy efforts to make revisions to the *Sexual Harassment Act* that was completed in April 2011 - Amended labor act, Chapter 297 of the substantive laws of Belize, revised Edition 2000-2003 which set out provisions for the protection of persons against unfair dismissal based on complaints files, pregnancy or HIV Status. The Ministry of Health also influenced some policies and legal reform. Firstly, an evaluation of the Ministry of Health's Surveillance System on Gender-Based Violence was completed in September 2011 and a direct output from this evaluation was the draft Gender-Based Violence Belize Surveillance System Manual that was also completed in September 2011. Secondly, a complaints policy exists, but no revisions have been made to include or document issues of domestic violence. However, there is the Gender Based Violence Registration form, which is also used within the Ministry of Health to document the specifics about the results of clinical assessment/complaints regarding intimate partner violence, domestic or sexual violence, child and elderly abuse. In 2015 the Complaints Form to allow complaints concerning service delivery in cases of gender-based violence to be tracked was completed and launched. Other initiatives that were completed under the UN Trust Fund that provided support for the implementation of some of the activities in the previous action plan included: the development of the Police Internal Action Plan, the Evaluation of the Domestic Violence Act, the Revision of the Ministry of Health's Surveillance form to include DV as well as a number of Feasibility studies all with objective to strengthening the response to GBV in Belize.

The Women's Department also embarked on a new initiative known as the Batterers Intervention Program. This is a psycho-educational program geared towards working with the male batterers and supports their rehabilitation. Cycle 1 was completed in August 2010. The exit interviews (internal to the Women's Dept.) by participants provided some information regarding program design and implementation. An evaluation meeting with Clinical Instructors, Clinical Supervisor and Program Manager was also conducted which yielded information on the effectiveness of this program and opportunities for improvements. Through collaboration with key entities the Women's Department continued to make psychosocial, legal and economic

empowerment support possible for victims and survivors of domestic violence. This present plan 2017-2020 recognizes the importance of reviewing and revising existing legislation directly addressing different forms of violence against women to ensure that they are aligned with international law and best practice. It also recognizes the importance of mobilizing a process to harmonize laws, policies and procedures at best practice level across jurisdictions.

This plan also emphasizes the importance of standardized comprehensive-pre-service and in-service training on the issues surrounding gender-based violence, its causes and consequences this includes all persons who provide response services to victims of GBV. In particular it focuses on specialization training for all professionals intervening directly in prevention, attention, pursuing and sanctioning gender-based violence. – Introducing training on equality and human rights. The plan also provides for the establishment of a collaborative and coherent response between agencies to ensure the safety of victims/survivors in an accessible, confidential and private setting.

This new National Gender-Based Violence Plan of Action seeks to increase adequate and effective response to victims of GBV through 3 Strategic Objectives. Strategic Objective # 1 will seek to strengthen and improve the police response. In 2015 the Police Department was the only sector that completed its internal action plan. Key objectives of that plan are incorporated into this Strategic Objective, which has three major outcome expectations. Outcome #1 will seek to establish a National Sexual and Domestic Violence Branch of the Police Department to strengthen and increase response. This will be accomplished through the establishment of the position of SDV Branch in the Police Organizational Chart and a Policy Statement adopted clearly defining role and responsibilities of SDV Branch. This outcome will also be accomplished through the establishment of SDV Branch Office at Police headquarters in Belmopan and assigning of Commander and other officers.

Outcome #2 will increase the number of officers with a specialization in GBV with a clear career path to pursue this specialization. This will be accomplished through the development and implementation of a plan for instituting specialist Sexual and Domestic Violence Officers in the Department developed and implemented. It will also include the development and implementation of a system of succession planning within the SDV Branch, both nationally and locally.

Outcome 3 will see the increase of training and capacity building on gender and gender-based violence for all officers, including specialist officers. This will include the revision of the module on gender and gender-based violence included in Police Recruit Training Curriculum; the implementation of annual in-service training on gender and gender-based violence for officers in rural substations, senior officers and SDV Officers. This will also include the identification of officers with training and experience in gender-based violence as a resource for Department training in this area.

Outcome 4 will increase police support for victims through expanded Sexual and Domestic Violence Units with standard personnel and resources at all levels. This will be accomplished through the restructuring of Domestic Violence Units in each district and Belize City to become Sexual and Domestic Violence Units. This will include securing budget for staffing,

transportation and other expenses of the Sexual and Domestic Violence Units in each district and Belize City.

Strategic Objective 7 aims to strengthen efforts for the prosecution of acts of GBV and increase convictions. One of the key outcomes under this strategic objective is the improved quality of investigations and increased prosecution of sexual offences. It is expected that this will be accomplished through the development of a checklist on procedures to be followed in the investigation of sexual offences for police officers. This also includes the appointment of a senior investigator with experience in sexual offences to provide guidance to officers in conducting investigations and ensuring case files are complete before forwarding to DPP. Other activities under this outcome include a capacity assessment of training needs of officers in Prosecution branch and address these through adequate training.

Another expected outcome under this strategic plan includes the strengthened prosecution of gender-based violence acts resulting in decrease in attrition of cases that go to trial and increase in convictions. It is expected that this will be accomplished through several activities including the establishment of a DNA laboratory with priority given to cases of sexual abuse of children and the expansion of recruitment and in-service training on the Domestic Violence Act, the Domestic Violence and Sexual Violence Protocols with special attention on effective collection of evidence in these cases. Another activity under this outcome is the coordination between the Ministry of Health and private sector clinics to conduct specialist training in examining victims of sexual violence and collecting evidence for court cases. This outcome also includes the establishment of a committee of DPPs Office, police department, department of human services and health services to monitor progress of on all sexual offences and DV cases.

Strategic Objective 8 under this priority states, “ By 2020 survivors have access to adequate health, psychosocial, economic and advocacy services and support.” This strategic objective will see the increased access to legal services and advocacy support for victims/survivors of DV and SV through the establishment of Family Courts in each district with the authority to deal with civil and criminal matters dealt with as summary offences related to DV. This will also be accomplished through capacity-building training for Court Clerks on the Domestic Violence Act as well as accessible legal aid at no cost for survivors of Domestic Violence. Another activity under this outcome is the creation of an Advocacy Sub-committee on Gender-Based Violence to develop and sustain services and advocacy countrywide for victims of GBV.

The second outcome under this strategic objective is increased access to adequate health services for victims of DV and SV. It is expected that this will be accomplished through the continued training of all health care providers on Gender-Based Violence including Domestic Violence Act as well as the DV and SV protocols. It also includes the full implementation and socialization the GBV National Complaints mechanism and Ministry of Health’s complaint mechanism.

Another output of this outcome is the establishment of a set protocol countrywide to have doctors readily available on a 24-7 basis to examine victims of sexual assault cases and have medical reports ready in a timely manner along with capacity-building training on Gender-based violence legislation and protocols for all community health workers. The 3rd outcome under this strategic objective seeks to increase access to psychosocial and economic

empowerment for victims of DV and SV. This will be accomplished through a number of activities including the continued training of Women Development Officers and other persons that provide support services to victims/survivors on the psychosocial aspect of GBV and basic counseling skills. It also includes continued strengthening of Support groups at city and district level for victims/survivors of SV and DV. Other activities include the evaluation and Strengthening of the Batterers' Intervention Program expanded to all districts along with expanded skills-building and income generation initiatives for victims/survivors of DV and SV.

Priority #3: ADEQUATE AND EFFECTIVE RESPONSE

Strategic Objective 6: By 2020 the Police response is strengthened and improved

Outcome 1: National Sexual and Domestic Violence Branch of the Police Department established to strengthen and increase response

Output 1: Establishment of the position of SDV Branch in the Police Organizational Chart
Output 2: Policy Statement adopted clearly defining role and responsibilities of SDV Branch
Output 3: Establishment of SDV Branch Office at Police headquarters in Belmopan and assigning of Commander and other officers

Outcome 2: Increased number of officers with a specialization in GBV with a clear career path to pursue this specialization

Output 1: Plan for instituting specialist Sexual and Domestic Violence Officers in the Department developed and implemented
Output 2: Assessment of existing DVO to identify interest and qualifications to continue as specialists
Output 3: Develop and implement a system of succession planning within the SDV Branch, both nationally and locally.

Outcome 3: Strengthen training and capacity building on gender and genderW based violence for all officers, including specialist officers.

Output 1: Revised module on gender and gender, based violence included in Police Recruit Training Curriculum
Output 2: Implementation of annual in, service training on gender and gender, based violence for officers in rural substations, senior officers and SDV Officers.
Output 3: List of officers with training and experience in gender, based violence as a resource for Department training in this area.

Outcome 4: Increased police support for victims through expanded Sexual and Domestic Violence Units with standard personnel and resources at all levels.

Output 1: Restructured Domestic Violence Unit in each district and Belize City to become Sexual and Domestic Violence Units
Output 2: Budget secured for staffing, transportation and other expenses of the Sexual and Domestic Violence Units in each district and Belize City.

Strategic Objective 7: By 2020 prosecution of acts of GBV is strengthened and convictions increased

Outcome 1: Improved quality of investigations and increased prosecution of sexual offences

Output 1: Develop a checklist on procedures to be followed in the investigation of sexual offences
Output 2: Appointment of a senior investigator with experience in sexual offences to provide guidance to officers in conducting investigations and ensuring case files are complete before forwarding to DPP
Output 3: Capacity Assessment of training needs of officers in Prosecution branch and address these through adequate training

Outcome 2: Strengthened prosecution of genderW based violence acts resulting in decrease in attrition of cases that go to trial and increase in convictions

Output 1: Establishment of a DNA laboratory with priority given to cases of sexual abuse of children
Output 2: Expand recruitment and in, service training on the Domestic Violence Act, the Domestic Violence and Sexual Violence Protocols with special attention on effective collection of evidence in these cases.
Output 3: Coordinate with Ministry of Health and private sector clinics to conduct specialist training in examining victims of sexual violence and collecting evidence for court cases.
Output 4: Establish committee of DPPs Office, police department, department of human services and health services to monitor progress of on all sexual offences and DV cases.

Strategic Objective 8: By 2020 survivors have access to adequate health, psychosocial, economic and advocacy services and support

Outcome 1: Increased access to legal services and advocacy support for victims/survivors of DV and SV

Output 1: Establishment of Family Courts in each district with the authority to deal with civil and criminal matters dealt with as summary offences related to DV
Output 2: Capacity, building training for Court Clerks on the Domestic Violence Act
Output 3: Accessible legal aid at no cost for survivors of Domestic Violence
Output 4: Creation of an Advocacy Sub, committee on Gender, Based Violence to develop and sustain services and advocacy country, wide for victims of GBV

Outcome 2: Increased access to adequate health services for victims of DV and SV

Output 1: Continued training of all health care providers on Gender, Based Violence including Domestic Violence Act as well as the DV and SV protocols
Output 2: Fully implement and socialize the GBV National Complaints mechanism and Ministry of Health's complaint mechanism
Output 3: Establish a set protocol countrywide to have doctors readily available on a 24, 7 basis to examine victims of sexual assault cases and have medical reports ready in a timely manner.
Output 4: Capacity, building training on Gender, based violence legislation and protocols for all community health workers

Outcome 3: Increased access to psychosocial and economic empowerment for victims of DV and SV

Output 1: Continued training of Women Development Officers and other persons that provide support services to victims/survivors on the psychosocial aspect of GBV and basic counseling skills
Output 2: Continued strengthening of Support groups at city and district level for victims/survivors of SV and DV
Output 3: Evaluation and Strengthening of Batterers' Intervention Program expanded to all districts
Output 4: Skills, building and income generation initiatives for victims/survivors of DV and SV expanded

PRIORITY #3: ADEQUATE AND EFFECTIVE RESPONSE GOAL: Coordinated and integrated response system including care, support and empowerment of victims of Gender-Based Violence and accountability of perpetrators		
Strategic Objective 6: By 2020 the Police response is strengthened and improved		
Output 1: Establishment of the position of SDV Branch in the Police Organizational Chart	Outcome 1: National Sexual and Domestic Violence Branch of the Police Department established to strengthen and increase response	TARGET IMPACT # 3: EvidenceW based planning and measured impact
Output 2: Policy Statement adopted clearly defining role and responsibilities of SDV Branch		
Output 3: Establishment of SDV Branch Office at Police headquarters in Belmopan and assigning of Commander and other officers		
Output 1: Plan for instituting specialist Sexual and Domestic Violence Officers in the Department developed and implemented	Outcome 2: Increased number of officers with a specialization in GBV with a clear career path to pursue this specialization	
Output 2: Assessment of existing DVO to identify interest and qualifications to continue as specialists		
Output 3: Develop and implement a system of succession planning within the SDV Branch, both nationally and locally.		
Output 1: Revised module on gender and gender, based violence included in Police Recruit Training Curriculum	Outcome 3: Strengthen training and capacity building on gender and genderW based violence for all officers, including specialist officers.	
Output 2: Implementation of annual in, service training on gender and gender, based violence for officers in rural substations, senior officers and SDV Officers.		
Output 3: List of officers with training and experience in gender, based violence as a resource for Department training in this area.		
Output 1: Restructured Domestic Violence Unit in each district and Belize City to become Sexual and Domestic Violence Units	Outcome 4: Increased police support for victims	

Output 2: Budget secured for staffing, transportation and other expenses of the Sexual and Domestic Violence Units in each district and Belize City	through expanded Sexual and Domestic Violence Units with standard personnel and resources at all levels.	
Strategic Objective 7: By 2020 prosecution of acts of GBV is strengthened and convictions increased		
Output 1: Develop a checklist on procedures to be followed in the investigation of sexual offences	Outcome 1: Improved quality of investigations and increased prosecution of sexual offences	
Output 2: Appointment of a senior investigator with experience in sexual offences to provide guidance to officers in conducting investigations and ensuring case files are complete before forwarding to DPP		
Output 3: Capacity Assessment of training needs of officers in Prosecution branch and address these through adequate training		
Output 1: Establishment of a DNA laboratory with priority given to cases of sexual abuse of children	Outcome 2: Strengthened prosecution of genderW based violence acts resulting in decrease in attrition of cases that go to trial and increase in convictions	
Output 2: Expand recruitment and in, service training on the Domestic Violence Act, the Domestic Violence and Sexual Violence Protocols with special attention on effective collection of evidence in these cases.		
Output 3: Coordinate with Ministry of Health and private sector clinics to conduct specialist training in examining victims of sexual violence and collecting evidence for court cases.		
Output 4: Establish committee of DPPs Office, police department, department of human services and health services to monitor progress of on all sexual offences and DV cases.		
Strategic Objective 8: By 2020 survivors have access to adequate health, psychosocial, economic and advocacy services and support		

<p>Output 1: Establishment of Family Courts in each district with the authority to deal with civil and criminal matters dealt with as summary offences related to DV</p>	<p>Outcome 1: Increased access to legal services and advocacy support for victims/survivors of DV and SV</p>	
<p>Output 2: Capacity, building training for Court Clerks on the Domestic Violence Act</p>		
<p>Output 3: Accessible legal aid at no cost for survivors of Domestic Violence</p>		
<p>Output 4: Creation of an Advocacy Sub, committee on Gender, Based Violence to develop and sustain services and advocacy country, wide for victims of GBV</p>		
<p>Output 1: Continued training of all health care providers on Gender, Based Violence including Domestic Violence Act as well as the DV and SV protocols</p>	<p>Outcome 2: Increased access to adequate health services for victims of DV and SV</p>	
<p>Output 2: Fully implement and socialize the GBV National Complaints mechanism and Ministry of Health's complaint mechanism</p>		
<p>Output 3: Establish a set protocol countrywide to have doctors readily available on a 24, 7 basis to examine victims of sexual assault cases and have medical reports ready in a timely manner.</p>		
<p>Output 4: Capacity, building training on Gender, based violence legislation and protocols for all community health</p>		
<p>Output 1: Continued training of Women Development Officers and other persons that provide support services to victims/survivors on the psychosocial aspect of GBV and basic counseling skills</p>	<p>Outcome 3: Increased access to psychosocial and economic empowerment for victims of DV and SV</p>	
<p>Output 2: Continued strengthening of Support groups at city and district level for victims/survivors of SV and DV</p>		
<p>Output 3: Evaluation and Strengthening of Batterers' Intervention Program expanded to all districts</p>		
<p>Output 4: Skills, building and income generation initiatives for victims/survivors of DV and SV expanded</p>		

PRIORITY AREA 4: MONITORING AND EVALUATION

National Action Plan strategies should be evidence-based and evidence-building for continuous improvement. This should include the regular collection, communication and analysis of comprehensive statistical and qualitative data, disaggregated by sex, race, age, ethnicity and other relevant characteristics, on the nature, prevalence and impact of all forms of gender-based violence in Belize.

The National Action Plan 2010-2013 included 4 goals one of which was: "It is possible to measure both the extent of gender-based violence in Belize and the effectiveness of strategies to respond to it." The two objectives were 1.) Systems designed to measure reported cases of GBV capture all reported cases of both domestic violence and sexual offences and, 2.) A system to reassess the incidence, frequency and severity of gender-based violence is in place. During the implementing period up to 2015 a number of initiatives were undertaken to strengthen the Gender-based violence surveillance system.

The GBV surveillance system is a national surveillance system established to capture GBV reported cases seen at the police, women, health departments (hospitals) and other partners in the fight against GBV (NGO's and private sectors). The surveillance system is over-seen by the Ministry of Health's Epidemiology Unit, in collaboration with the Women's Department. It was established as a National and local multisectoral system. In 2003, PAHO evaluated the progress of the Surveillance system and it was noted that the system had the following strengths: it was the only system in Central America or the Caribbean gathering ongoing data about family violence; it is multisectoral; that there was a manual being drafted for the surveillance system; and perhaps most importantly, there was a commitment to this issue by the government, namely the Ministry of Health.

There were also limitations noted at that time: Infrequent dissemination of data from the system, including data on outcomes for victims; underreporting, especially incidents of sexual violence and violence against children; and the observation that it is rarely known what the outcome is for victims. Some of the key recommendations at that time were to broaden the system's scope under the more inclusive term "gender-based violence"; to improve data completeness from participating institutions (and to regularly monitor the quality of the data); and to use the data to guide interventions. As a result of this assessment, modifications were made to the existing system. The name of the system was changed to the "Gender-Based Violence" surveillance system. The data collection form was changed to include a field on outcome for the victim and the ability to capture data about child cases; this new form was first issued in 2006. The system also received regional attention and its model presented as a best practice to other countries in the region. Among its major strengths the model encourages and reinforces intersectoral alliance among institutions providing services for GBV. It promotes a standardized data collection tool, while facilitates referrals and follow-up. It also allows for a standardized and regular sharing of statistical data even though its use for planning interventions still needs to be systematized and promoted. The Surveillance System was one

again evaluated in 2011 and within this evaluation, it was noted that estimates from the GBV system at that time indicated that there were many persons in Belize affected by violence.

A most recent evaluation was done in 2014 with the purpose to focus on the review of the gender-based surveillance system based on the recommendations from the 2011 report. The present National Action Plan includes Monitoring and Evaluation as an important priority for the next three years.

The goal is to have in place an effective system for monitoring, evaluating reporting to ensure continues improvement and building of evidence for future actions. There are three strategic objectives under this priority area. Strategic Objective 9 states, ***“By 2020 the NGBVC has the full capacity and is effectively monitoring and evaluating the implementation of the National GBV Action Plan.”*** This objective seeks to increase expertise and capacity to monitor, evaluate and report on the implementation of the National GBV Action Plan. This will be accomplished through the establishment of a 3-5 persons sub-committee of the NGBVC to develop and implement an M&E plan for the NGBV Action Plan 2017-2020. It will also included the contracting of a Monitoring and Evaluation officer through National Women’s Commission with specific responsibility to oversee the implementation of the National GBV Action Plan at the national and district level and submit reports with recommendations to the NGBVC.

Another activity that will be undertaken to accomplish this goal is capacity-Building training on Results-Based Management Monitoring and Evaluation for all members of the NGBV Committee. This will ensure that all focal points have standardized and specialized training in the area of M&E. A second outcome under this strategic objective is for key Ministries Focal Points and other implementing agencies to have the capacity to monitor, evaluate and report on the implementation of their sectoral plans to feed into the large national M&E system. This will include capacity-building training on Results Based Management Monitoring and Evaluation for all key Ministries Focal Points and other implementing agencies. This will also include that all Focal points identified in key ministries and other implementing agencies to oversee the implementation of the sector/agency plans and submit quarterly reports with recommendations to the NGBVC.

An important output under this outcome is the development of a sectoral/agency M&E plan to complement sectoral/agency Action Plan. ***Strategic Objective 10 states that: “By 2020 there is a functional integrated M&E system in place to continuously capture and report incidents, frequency and severity of Gender-Based Violence for measuring impact and evidence-based planning.”*** This strategic objective will provide for a needs Assessment to be conducted of existing M&E system to identify needs, gaps and existing resources. An important activity will be a capacity-building plan developed and implemented to address needs and gaps identified in M&E system through the needs assessment. It will also include the development of monitoring frameworks to be utilized for National GBV Action Plans, district committees and other sectoral/agencies Action Plans. An important outcome expected from this objective is increased availability and access to M&E data to inform planning. The National Women’s Commission will be responsible for coordinating the production of data/information on gender-based violence and all other areas covered in the plan with the governmental entities responsible for

generating this information. On-going mechanism to measure the incidence, frequency and severity of GBV through the Statistical Institute of Belize and universities will also be put in place. This will include improved data management system – collection, analysis and dissemination to be housed at the National Women’s Commission as well as a research agenda developed in collaboration with key institutions such as Statistical Institute of Belize, Galen University and University of Belize and other research experts to prioritize studies on the nature, prevalence and impact of all forms of GBV in Belize.

An important activity will be the sustained collection of data for monitoring and evaluation of International, regional and national commitments signed and ratified by Belize. The last Strategic Objective under this priority area is: ***By 2020 there is a functional mechanism in place to assess the effectiveness of the Domestic Violence and Sexual Violence legislation and protocols to inform future planning.*** The expected outcome is the increased effectiveness of legislation and protocols to provide support and protection and justice for victims. This will be accomplished through an extensive review of existing GBV related legislation and protocols to assess their effectiveness and align them with international law and best practices. It will also include mobilizing a process to review and harmonize all GBV related laws, policies and procedures across jurisdictions and conducting an inquiry into the impact of GBV-related legislation and protocols on those experiencing gender-based violence in the area of immigration, employment, social security and privacy provisions.

Priority #4: MONITORING AND EVALUATION

Strategic Objective 9: By 2020 the NGBVC has the full capacity and is effectively monitoring and evaluating the implementation of the National GBV Plan of Action.

Outcome 1: Increased expertise and capacity to monitor, evaluate and report on the implementation of the National GBV Action Plan

Output 1: Establishment of a 3, 5 persons sub, committee of the NGBVC to develop and implement an M&E plan for the NGBV Action Plan 2017, 2020
Output 2: Monitoring and Evaluation officer contracted through National Women’s Commission to oversee the implementation of the National GBV Action Plan at the national and district level and submit reports with recommendations to the NGBVC
Output 3: Capacity, Building training on Results, Based Management Monitoring and Evaluation for all members of the NGBV Committee

Outcome 2: Key Ministries Focal Points and other implementing agencies have the capacity to monitor, evaluate and report on the implementation of their sectoral plans to feed into the large national M&E system

Output 1. Capacity, Building training on Results Based Management Monitoring and Evaluation for all members of the NGBV Committee and key Ministries Focal Points and other implementing agencies
--

Output 2: Focal points identified in key ministries and other implementing agencies to oversee the implementation of the sector/agency plans and submit quarterly reports with recommendations to the NGBVC

Output 3: Development of a sectoral/agency M&E plan to complement sectoral/agency Action Plan

Strategic Objective 10: By 2020 there is a functional integrated M&E system in place to continuously capture and report incidents, frequency and severity of Gender-Based Violence for measuring impact and evidence-based planning

Outcome 1: Needs Assessment conducted of existing M&E system to identify needs, gaps and existing resources

Output 1: Needs Assessment Tool developed and implemented

Output 2: Capacity, building plan developed and implemented to address needs and gaps identified in M&E system

Output 3: Monitoring framework developed and utilized for National GBV Action Plans, district committees and other sectoral/agencies Action Plans

Outcome 2: Increased availability and access to M&E data to inform planning

Output 1. Improved data management system – collection, analysis and dissemination to be housed at the Women’s Department

Output 2: Research agenda developed in collaboration with key institutions such as SIB, Galen University and University of Belize and other research experts to prioritize studies on the nature, prevalence and impact of all forms of GBV in Belize

Output 3: Sustained collection of data for monitoring and evaluation of International, regional and national commitments signed and ratified by Belize.

Strategic Objective 11: By 2020 there is a functional mechanism in place to assess the effectiveness of the Domestic Violence and Sexual Violence legislation and protocols to inform future planning

Outcome 1: Increased effectiveness of legislation and protocols to provide support and protection and justice for victims

Output 1: Conduct an extensive review of existing GBV related legislation and protocols to assess their effectiveness and align them with international law and best practices.

Output 2: Mobilize a process to review and harmonize all GBV related laws, policies and procedures across jurisdictions

Output 3: Conduct an inquiry into the impact of GBV, related legislation and protocols on those experiencing gender, based violence in the area of immigration, employment, social security and privacy provisions.

PRIORITY #4: MONITORING AND EVALUATION

GOAL: Effective System for evaluation, monitoring and reporting to ensure continuous improvement and building of evidence for future planning

Strategic Objective 9: By 2020 the NGBVC has the full capacity and is effectively monitoring and evaluating the implementation of the National GBV Action Plan.

Output 1: Establishment of a 3, 5 persons sub, committee of the NGBVC to develop and implement an M&E plan for the NGBV Action Plan 2017, 2020	Outcome 1: Increased expertise and capacity to monitor, evaluate and report on the implementation of the National GBV Action Plan	TARGET IMPACT # 4: Evidence-based planning and measured impact
Output 2: Monitoring and Evaluation officer contracted through National Women’s Commission to oversee the implementation of the National GBV Action Plan at the national and district level and submit reports with recommendations to the NGBVC		
Output 3: Capacity, Building training on Results, Based Management Monitoring and Evaluation for all members of the NGBV Committee		
Output 1. Capacity, Building training on Results Based Management Monitoring and Evaluation for all members of the NGBV Committee and key Ministries Focal Points and other implementing agencies	Outcome 2: Outcome 2: Key Ministries Focal Points and other implementing agencies have the capacity to monitor, evaluate and report on the implementation of their sectoral plans to feed into the large national M&E system	
Output 2: Focal points identified in key ministries and other implementing agencies to oversee the implementation of the sector/ agency plans and submit quarterly reports with recommendations to the NGBVC		
Output 3: Development of a sectoral/agency M&E plan to complement sectoral/agency Action Plan		

Strategic Objective 10: By 2020 there is a functional integrated M&E system in place to continuously capture and report incidents, frequency and severity of Gender-Based Violence for measuring impact and evidence-based planning		
Output 1. Improved data management system – collection, analysis and dissemination to be housed at the Women’s Department	Outcome 2: Increased availability and access to M&E data to inform planning	
Output 2: Research agenda developed in collaboration with key institutions such as SIB, Galen University and University of Belize and other research experts to prioritize studies on the nature, prevalence and impact of all forms of GBV in Belize		
Output 3: Sustained collection of data for monitoring and evaluation of International, regional and national commitments signed and ratified by Belize.		
Strategic Objective 11: By 2020 there is a functional mechanism in place to assess the effectiveness of the Domestic Violence and Sexual Violence legislation and protocols to inform future planning		
Output 1: Conduct an extensive review of existing GBV related legislation and protocols to assess their effectiveness and align them with international law and best practices.	Outcome 1: Increased effectiveness of legislation and protocols to provide support and protection and justice for victims	
Output 2: Mobilize a process to review and harmonize all GBV related laws, policies and procedures across jurisdictions		
Output 3: Conduct an inquiry into the impact of GBV, related legislation and protocols on those experiencing gender, based violence in the area of immigration, employment, social security and privacy provisions.		

NATIONAL ACTION PLAN TO ADDRESS GENDER-BASED VIOLENCE 2017-2020

STRATEGIC FRAMEWORK

PRIORITY AREA #1: GOVERNANCE AND SUSTAINABILITY						
GOAL: Effective management of the situation of GenderS Based Violence in Belize						
STRATEGIC OBJECTIVE #1: By 2020 there is a successful harmonized multiS sectoral response to GenderS Based Violence in Belize.						
OUTCOME	OUTPUTS	ACTIVITIES	INDICATORS	VERIFICATION	KEY PARTNERS	TIMEFRAME
Outcome 1: Increased effectiveness of the National Gender-Based Violence Committee to carry out its mandate to oversee the implementation of the National Action Plan	Output 1.1: Adequate administrative and technical support for the NGBVC through the NWC	<ul style="list-style-type: none"> Costing and budgeting of action plan 		<ul style="list-style-type: none"> Costed action plan 	NWC/NGBVC	January 2017
		<ul style="list-style-type: none"> Hiring of professional staff to support NGBVC 		<ul style="list-style-type: none"> Staff TOR and Contract Requisite professional staff in place 	NWC/NGBVC	January 2017
	Output 1.2: Revised membership and mandate of the NGBVC based on TOR and goals of updated National Action Plan	<ul style="list-style-type: none"> Review composition and membership of NGBVC based on existing TOR with a view to strengthen capacity and effectiveness of 		<ul style="list-style-type: none"> Revised Membership list and finalized TOR 	NWC/NGBVC	1 st quarter 2017

	Output 1.3: Annual GBV sectoral operational plans that clearly define activities and timeframes for each sector based on the 5 year National Action Plan	<ul style="list-style-type: none"> Development of individual agencies and district GBV committees plans aligned with NGBV National plan 2017-2020 		<ul style="list-style-type: none"> Existence of district annual plans and individual agencies plans 	<ul style="list-style-type: none"> NWC NGBVC DGBVC 	<ul style="list-style-type: none"> Quarter 1, 2017 and Q4 2017, 18, 19, 20
Outcome 2: Increased capacity of all key stakeholder agencies to carry out their responsibilities in the implementation of the National Action Plan	Output 2.1: Capacity development plan formulated and implemented to address needs at the different organizational and systems levels	<ul style="list-style-type: none"> Train key stakeholders including service providers, media and policy and decision makers (local and national level) 		<ul style="list-style-type: none"> Training curriculum, participants list, training report 	<ul style="list-style-type: none"> NWC NGBVC 	<ul style="list-style-type: none"> Q2 for 2017 Annually Q2
	Output 2.2: Mechanism established to provide continuous oversight and guidance to implementing agencies via the NGBV Committee and the National	<ul style="list-style-type: none"> Strengthen relevant NWC sub-committee to assume oversight of NGBV committee inclusive of expanded TOR 		<ul style="list-style-type: none"> Expanded TOR Membership list 	<ul style="list-style-type: none"> NWC NGBVC 	<ul style="list-style-type: none"> Q2/3 2017

Outcome 3: Strengthened coordination of the GBV response at the district level	Women's Commission Output 2.3: Resource mobilization plan developed and implemented to identify and address funding needs at the sectoral/agencies level	<ul style="list-style-type: none"> Costing of NGBV activities and funding/resources 		<ul style="list-style-type: none"> Resource mobilization Plan Tangible resources 	<ul style="list-style-type: none"> NWC NGBVC 	<ul style="list-style-type: none"> Start Q3 / Q4 2017 Annual update at Q4
	Output 3.1: Revised membership and mandate of the DGBV Committees	<ul style="list-style-type: none"> Review composition and membership of DGBVC based on existing TOR with a view to strengthen capacity and effectiveness of DGBVC, NWC secretariat, and Women's Department (WDOs) 		<ul style="list-style-type: none"> Revised Membership list and finalized TOR 	<ul style="list-style-type: none"> NWC NGBVC 	<ul style="list-style-type: none"> Q2 2017
	Output 3.2: Mechanism established to provide continuous oversight and guidance to DGBVC via the NGBV	<ul style="list-style-type: none"> Strengthen NWC representation at the district level to work in tandem with DGBVC 		<ul style="list-style-type: none"> NWC representation on DGBV committee 		<ul style="list-style-type: none"> Q2, 2017

Committee								
	Output 3: Resource mobilization plan developed and implemented to identify and address funding needs at the district level	<ul style="list-style-type: none"> Costing of DGBVC activities and secure funding/resources 		<ul style="list-style-type: none"> Resource mobilization Plan Tangible resources 	<ul style="list-style-type: none"> NWC NGBVC 	<ul style="list-style-type: none"> Q3/Q4 2017 and updated Q4 annually 		
STRATEGIC OBJECTIVE #2: By 2020 there is increased political support at the highest level to ensure effective implementation of and compliance with national and international commitments to end Gender-Based Violence in Belize								
OUTCOME	OUTPUTS	ACTIVITIES	INDICATORS	VERIFICATION	KEY PARTNERS	TIMEFRAME		
Outcome 1: Increased level of oversight of senior decision-makers for the GBV Response	Output 1.1: Inclusion of GBV as a priority issue for the Ministerial Social Committee comprised of key	<ul style="list-style-type: none"> Advocate for inclusion of GBV as one the priority areas for Social Sector Cabinet (SSC) 		<ul style="list-style-type: none"> Minutes of meeting of SSC 	<ul style="list-style-type: none"> NWC NGBVC 	<ul style="list-style-type: none"> Q2, 2017 		

	Ministries namely: Health, Human Development, Education and National Security to oversee and support the NGBVC in carrying out its mandate and meeting International commitments	<ul style="list-style-type: none"> Generate and report to SSC accurate timely data for decision making 		<ul style="list-style-type: none"> Semi-annual updates/reports to SSC 	<ul style="list-style-type: none"> On-going
Output 1.2: Re-organize and Strengthen the Gender Integration Committee and Ministry Focal Points to be better able to carry out their duties	<ul style="list-style-type: none"> Provide training on GBV for all Gender Focal Points 		<ul style="list-style-type: none"> Training curriculum, participants list, report 	<ul style="list-style-type: none"> NWC NGBVC Different Ministries 	<ul style="list-style-type: none"> On-going
Output 1.3: Broad political support across major political parties and levels of government to survive changes of government or political direction.	<ul style="list-style-type: none"> Advocate for inclusion of GBV as one the priority areas across all major political parties Generate and disseminate 		<ul style="list-style-type: none"> Report from Women's arm, party's public information spaces and or party council 	<ul style="list-style-type: none"> NWC NGBVC 	<ul style="list-style-type: none"> On-going

		accurate timely data to inform political direction		▪ Semi-annual updates/reports to		▪ On-going /semi-annually
--	--	--	--	----------------------------------	--	---------------------------

PRIORITY AREA #2: PRIMARY PREVENTION

GOAL: Harmonized actions for prevention of violence against women, men, boys and girls through attitudinal and behaviour change.

STRATEGIC OBJECTIVE #3: By 2020 there is increased knowledge and understanding of Gender S Based violence among the general population

OUTCOME	OUTPUTS	ACTIVITIES	INDICATORS	VERIFICATION	KEY PARTNERS	TIMEFRAME
Outcome 1: Increased knowledge and awareness of the dynamics of gender and violence among in and out of school youth at all levels.	Output 1.1: Scale-up of Gender Safe Schools Program to more primary, secondary and tertiary level institutions	<ul style="list-style-type: none"> Develop age-appropriate curriculum for secondary and tertiary institutions Conduct training of teachers in use of curriculums 		<ul style="list-style-type: none"> Curriculums 	<ul style="list-style-type: none"> MOE MHDSTPA – WD YES YWCA BFLA YMCA Restore Belize 	<ul style="list-style-type: none"> Year 1
	Output 1.2: Develop and implement Gender Safe Communities Program for out-of-school youth	<ul style="list-style-type: none"> Hold educational sessions in communities Education to be included in apprenticeship 		Sign in sheet Pictures	<ul style="list-style-type: none"> MOE MHDSTPA – WD YES YWCA BFLA 	Year 1

			<ul style="list-style-type: none">Extra –curriculum activities eg. Sports, music incorporated in community outreach			<ul style="list-style-type: none">YMCA Restore Belize	
Outcome 2: Increased awareness and sensitization of the media to improve reporting of GBV	Output 2.1: Development and Implementation of GBV Sensitization Training for the media	<ul style="list-style-type: none">Hire consultantDevelop training moduleConduct sensitization training		<ul style="list-style-type: none">PictureTraining modulesSign in sheets	<ul style="list-style-type: none">Media HousesMOENWC	Year 1	
	Output 2.2: Involvement of the media in raising awareness of GBV in Belize	<ul style="list-style-type: none">Media personnel in forefront eg. Ads, posters,Participate in communities planning meetings for women's month, 16 day of activism		<ul style="list-style-type: none">AdvertisementPostersMinutes of meeting	<ul style="list-style-type: none">Media HousesMOENWC	<ul style="list-style-type: none">Year 1	
Outcome 3: Sustained program for transforming gender discriminatory or stereotyping cultures, attitudes and	Output 3.1: Development and Implementation of GBV Sensitization Training module specifically targeting and focused on transforming gender discriminatory cultures, attitudes and behaviours at the	<ul style="list-style-type: none">Develop and implement GBV sensitization and training moduleCapacity building for communityOutreach to sensitize community membersEducate the children and youth who can		<ul style="list-style-type: none">Training modulesPicturesMonitoring and evaluation report	<ul style="list-style-type: none">NWCMOEYESYWCAYMCABFLARestore Belize	<ul style="list-style-type: none">Year 2	

behaviours across different environments and targeting a range of groups, including local communities, workplaces and faith institutions as well as working with individuals and institutions	different community levels.	then help to transform gender diversity, cultures, attitudes and behaviours ▪ Monitor and evaluate the implementation of the program in various institutions							
Output 3.2: Sustained media campaign aimed at transforming gender discriminatory and stereotyping cultures, attitudes and behaviours among the general populations									
		<ul style="list-style-type: none"> ▪ Mobilize resources ▪ Round table discussions on the media ▪ Monitor discussions on the media ▪ Monitor and evaluate media reporting 		<ul style="list-style-type: none"> ▪ Video ▪ Agenda ▪ Funds 	<ul style="list-style-type: none"> ▪ NWC ▪ Media 	<ul style="list-style-type: none"> ▪ Year 2 			
STRATEGIC OBJECTIVE #4: By 2020 men and boys have increased understanding of the dynamics of gender and violence and are actively involved in reducing Gender Based Violence in Belize									
OUTCOME	OUTPUTS	ACTIVITIES	INDICATORS	VERIFICATION	KEY PARTNERS	TIMEFRAME			
Outcome 1: Increased understanding of	Output 1.1: Study conducted, which describes dynamics	<ul style="list-style-type: none"> ▪ Contract Consultant ▪ Conduct study 		<ul style="list-style-type: none"> ▪ Report of study 	<ul style="list-style-type: none"> ▪ NGBVC ▪ MOE 	<ul style="list-style-type: none"> ▪ Year 2 			

the dynamics of GBV and males as perpetrators and victims among program planners and implementing agencies.	of GBV and males including knowledge, attitudes and practices.	<ul style="list-style-type: none"> Round-table discussions on media to discuss findings 		<ul style="list-style-type: none"> Video of shows 	<ul style="list-style-type: none"> NGBVC MOE Media houses 	
	Output 1.2: Desk review of effective strategies for working with men and boys to reduce GBV in the Caribbean	<ul style="list-style-type: none"> Conduct desk review of effective strategies Prepare user-friendly report to share with stakeholders 		<ul style="list-style-type: none"> Report desk review 	<ul style="list-style-type: none"> NGBVC MOE Media houses 	<ul style="list-style-type: none"> Year 2
	Output 1.3: Conduct training on the dynamics of Gender-Based Violence and males for organizations and persons who plan and implement GBV programs.	<ul style="list-style-type: none"> Hire consultant Develop training module Conduct training for program planners and implementing agencies 		<ul style="list-style-type: none"> Training module Pictures Sign in sheets 	<ul style="list-style-type: none"> NGBVC NWC MOE 	<ul style="list-style-type: none"> Year 3
	Outcome 2: Increased sensitization and awareness among men and boys of	<ul style="list-style-type: none"> Hire consultant Develop and implement sensitization and 		<ul style="list-style-type: none"> Training module Sign in sheets Pictures 	<ul style="list-style-type: none"> NWC MOE BDF Police 	<ul style="list-style-type: none"> Year 3

the dynamics of gender and violence and their role in preventing GBV in Belize	specifically targeting and focused on transforming gender discriminatory cultures, attitudes and behaviours among men and boys in specific sectors such as the workplace, the uniformed services	<ul style="list-style-type: none"> training module Capacity building for specific sectors eg. Workplace or uniformed services targeting those in decision making positions 			
	Output 2.2: A coalition of male leaders in the community established to serve as mentors, educators and counsellors to young males and men addressing issues of masculinity, gender stereotyping, conflict resolution and anger management	<ul style="list-style-type: none"> Contact business managers Hold meeting with managers Establish coalition of male leaders to serve as mentors, educators and counsellors 		<ul style="list-style-type: none"> Restore Belize NWC WD 	
	Output 3: Sustained media campaign	<ul style="list-style-type: none"> Develop advocacy campaign 		<ul style="list-style-type: none"> Restore Belize NWC 	

	targeting boys and men to raise awareness of the role of men in preventing and responding to GBV in Belize	<ul style="list-style-type: none"> Media personnel speak out to raise awareness of the role of men Mobilize resources Train male media personnel on the role of men in preventing and responding to GBV in Belize 			<ul style="list-style-type: none"> YMCA 	
STRATEGIC OBJECTIVE #5: By 2020 there is increased awareness and knowledge of Gender-Based Violence among most vulnerable populations such as persons with disabilities, the elderly, persons with HIV and other (in rural areas poverty)						
OUTCOME	OUTPUTS	ACTIVITIES	INDICATORS	VERIFICATION	KEY PARTNERS	TIMEFRAME
Outcome 1: Increased understanding of the dynamics of gender and violence and how it affects specific vulnerable groups	Output 1.1: Study conducted which describes dynamics of GBV and how it affects different vulnerable populations namely: the disabled, the elderly, persons with HIV and LGBT individuals	<ul style="list-style-type: none"> Establish an oversight committee comprised of organizations representing key vulnerable populations Hire consultant Conduct study Write report Share report with 		<ul style="list-style-type: none"> Report on study 	<ul style="list-style-type: none"> KEY NGOs working with vulnerable populations NGBVC NWC 	

	<p>Output 2.2: Establish a coalition with organizations that work with vulnerable groups such as persons with disabilities, the elderly, persons with HIV and Others to raise awareness and address the training needs of these populations.</p>	<ul style="list-style-type: none"> ▪ Identified list of organizations that work with key vulnerable populations <ul style="list-style-type: none"> ▪ Invite to initial meeting ▪ Develop TOR 	<ul style="list-style-type: none"> ▪ 	<ul style="list-style-type: none"> ▪ Data base of organizations working with vulnerable groups <ul style="list-style-type: none"> ▪ Minutes of meetings ▪ TOR 	<ul style="list-style-type: none"> ▪ KEY NGOs working with vulnerable populations <ul style="list-style-type: none"> ▪ NGBVC ▪ NWC 	
	<p>Output 2.3: Sustained media campaign raising awareness of the situation and needs of vulnerable populations to GBV</p>	<ul style="list-style-type: none"> ▪ Mobilize resources ▪ Develop a variety of communication materials 	<ul style="list-style-type: none"> ▪ 	<ul style="list-style-type: none"> ▪ Advocacy plan <ul style="list-style-type: none"> ▪ Communication material 	<ul style="list-style-type: none"> ▪ KEY NGOs working with vulnerable populations <ul style="list-style-type: none"> ▪ NGBVC ▪ NWC 	

PRIORITY AREA #3: ADEQUATE RESPONSE						
GOAL: Coordinated and integrated response system including care, support and empowerment of victims/survivors of Gender Based Violence and accountability of perpetrators						
STRATEGIC OBJECTIVE #6: By 2020 police response is strengthened and improved						
OUTCOME	OUTPUTS	ACTIVITIES	INDICATORS	VERIFICATION	KEY PARTNERS	TIMEFRAME
Outcome 1: National Sexual and Domestic Violence Branch of the Police Department established to strengthen and increase response	Output 1.1: Establishment of the position of SDV Branch in the Police Organizational Chart	<ul style="list-style-type: none"> Complete analysis for the best placement of the SDV Branch within the existing structure of the Police Department. 	<ul style="list-style-type: none"> 	<ul style="list-style-type: none"> Written Analysis Report 	<ul style="list-style-type: none"> Current DUV, PSB & Senior Police Officers, COMPOL, Ministry of National Security, Women's Dept., Ministry of Public Service 	
		<ul style="list-style-type: none"> Develop a Cabinet Position Paper for the best placement of the SDV Branch within the Police Department Organizational Chart. 		<ul style="list-style-type: none"> Cabinet Paper prepared and circulated 	<ul style="list-style-type: none"> COMPOL, Ministry of National Security, Women's Department 	

	<ul style="list-style-type: none"> ▪ Submission of the Position Paper by the Inter-Ministerial Social Cabinet to Cabinet ▪ 5. Upon approval, Revise the Police Organizational Chart and Publish. 		<ul style="list-style-type: none"> ▪ Cabinet Paper submitted for approval ▪ Police Organizational Chart Revised and Published, on paper and website. Budget Allocated 	<ul style="list-style-type: none"> ▪ Inter-Sectorial Committee, Minister of National Security ▪ COMPOL, Minister of National Security, Ministry of the Public Service 	
Output 1.2: Policy Statement adopted clearly defining role and responsibilities of SDV Branch	<ul style="list-style-type: none"> ▪ Define the role and responsibility and inter-agency relationship of the SDV Branch ▪ Revision of the Standard Operating 	<ul style="list-style-type: none"> ▪ 	<ul style="list-style-type: none"> ▪ Revised Organogram with detailed job descriptions and communication chain ▪ Standard Operating Procedures for 	<ul style="list-style-type: none"> ▪ COMPOL, SDV, Ministry of National Security ▪ SDVU, Senior Police 	<ul style="list-style-type: none"> ▪

	Procedures for the Police Department and Partners		the SDVU and partners Approved and Circulated	Officers, COMPOL, Women's Department, Ministry of Health	
	<ul style="list-style-type: none"> Dissemination of the revised SOPs to all Police and partner agencies Issuance of internal police standing orders. 		<ul style="list-style-type: none"> SOPs printed and circulated to all Police Standing Orders printed and circulate 	<ul style="list-style-type: none"> SDVU, COMPOL COMPOL, SDVU 	
Output 1.3: Establishment of SDV Branch Office at Police headquarters in Belmopan and assigning of Commander and other officers	<ul style="list-style-type: none"> Designation of the space within Belmopan Headquarters Selection of Commander based on interest, qualifications and 	○	<ul style="list-style-type: none"> Office space, furniture and equipment identified and allocated Job vacancies, applications, criteria, interview and selection 	<ul style="list-style-type: none"> COMPOL, SDVU COMPOL, Security Services 	<ul style="list-style-type: none"> Three (3) months Two (2) months

		apitude			Commission, Ministry of Public Service	
Outcome 2: Increased number of officers with a specialization in GBV with a clear career path to pursue this specialization	Output 2.1: Plan for instituting specialist Sexual and Domestic Violence Officers in the Department developed and implemented	<ul style="list-style-type: none">Complete Needs Assessment for the Structuring of the SDV Branch/Units to include Job Descriptions, Pay scales, Personnel, Infrastructure, furniture and equipment.	<ul style="list-style-type: none">Assessment, Job Descriptions, Pay scales, Personnel, Infrastructure, Furniture, Equipment		<ul style="list-style-type: none">Current DVU, Senior Police Officers, COMPOL, Community Policing, CIB, Prosecution, Ministry of National Security, DPP	<ul style="list-style-type: none">Six (6) months
		<ul style="list-style-type: none">Develop / Revise Job Descriptions for SDV Officer	<ul style="list-style-type: none">Job Descriptions for SDVU Personnel and Commander		<ul style="list-style-type: none">Current DVU, Senior Police Officers, COMPOL, Ministry of National Security	<ul style="list-style-type: none">Two (2) months
		<ul style="list-style-type: none">Conduct an assessment of existing DVU, CIB Officers. Community	<ul style="list-style-type: none">SWOT Analysis based on NGBV and Crime statistics,		<ul style="list-style-type: none">Current DVU, Senior Police	<ul style="list-style-type: none">Three (3) months

		<p>Policing Officers to identify interest and aptitude for placement in the SDV Units.</p> <ul style="list-style-type: none"> ▪ Train personnel at all levels. Prepare and circulate manuals, protocols, procedures, etc. 		constraints, etc.	<p>Officers, COMPOL, Ministry of National Security, Prosecution, Community Policing CIB, DPP</p>	
<p>Output 2.3: Develop and implement a system of succession planning within the SDV Branch, both nationally and locally.</p>	<ul style="list-style-type: none"> ▪ Identify path for promotion and advancement from entry level to Commander/Commissioner) ▪ Set criteria for promotion based on training, qualification, experience, merit and interests 	<ul style="list-style-type: none"> ▪ 	<ul style="list-style-type: none"> ▪ Linkage between Officers of the SDVU Community Policing, SDVU CIB, Prosecution Branch, Commander and COMPOL defined ▪ Job description, responsibilities, 	<ul style="list-style-type: none"> ▪ Current DVU, Senior Police Officers, COMPOL, CIB, Community Policing, DPP, Ministry of National Security ▪ Same 	<ul style="list-style-type: none"> ▪ Three (3) Months ▪ Six (6) months 	

Outcome 3: Strengthen training and capacity building on gender-based violence for all officers, including specialist officers.	Output 3.1: Revised module on gender and gender-based violence included in Police Recruit Training Curriculum	<ul style="list-style-type: none"> Review and revise the existing module for gender and gender based violence within the Police Recruit Training Curriculum Broaden the gender based violence component to include child protection system, trafficking and other forms of gender-based violence. Review 	<ul style="list-style-type: none"> 	<ul style="list-style-type: none"> Revised curriculum with objectives for SDV training of new officers SDV training to include segment on ATIPs, CSEC and other SDV 	<ul style="list-style-type: none"> SDVU, Commander, COMPOL, PSB, Training Unit with input from Women's & Health Department SDVU, Commander, COMPOL, PSB, Training Unit with input from 	<ul style="list-style-type: none"> Six months Two (2) months 	

					international, regional and national resources/curriculum for best practice approaches towards the development of Level 2 Module on Gender and Gender Based Violence including child and elderly abuse and trafficking.				
					<ul style="list-style-type: none"> ▪ Provide continuing and specialized education in SDV. To this end, establish links with community colleges, Galen, University of Belize and other tertiary education institutions for 				

		more advanced and specialized training (SV, DV, Psychology, Sex Ed.)				
		<ul style="list-style-type: none"> ▪ Training of Trainers given special emphasis 				
	Output 3.2: Implementation of annual in-service training on gender and gender-based violence for officers in rural substations, senior officers and SDV Officers.	<ul style="list-style-type: none"> ▪ Trainers would help to develop this module and implement them/ train annually. ▪ Use ATIPS manual (Criminal Code Amendments, CSec, Atip) as a resource or aid. Use other resources available. 				
	Output 3.3: List of officers with training and experience in gender-based violence as a	<ul style="list-style-type: none"> ▪ Develop list ▪ Disseminate 		<ul style="list-style-type: none"> ▪ List 	<ul style="list-style-type: none"> ▪ Current DVU 	

	resource for Department training in this area.					
Outcome 4: Increased police support for victims through expanded Sexual and Domestic Violence Units with standard personnel and resources at all levels.	Output 4.1: Restructured Domestic Violence Unit in each district and Belize City to become Sexual and Domestic Violence Units	<ul style="list-style-type: none"> Complete analysis for the best placement of the SDV Branch within the existing structure of the Police Department. Develop a Cabinet Position Paper for the best placement of the SDV Branch within the Police Department Organizational Chart. Submission of the Position Paper by the Inter-Ministerial Social Cabinet to Cabinet 5. Upon approval, 	<ul style="list-style-type: none"> Written Analysis Report Cabinet Paper prepared and circulated Cabinet Paper submitted for approval Police Organizational Chart Revised 	<ul style="list-style-type: none"> Current DVU, PSB & Senior Police Officers, COMPOL, Ministry of National Security, Women's Dept., Ministry of Public Service COMPOL, Ministry of National Security, Women's Department Inter- 	Two (2) months	Two (2) weeks

		Revise the Police Organizational Chart and Publish.		and Published, on paper and website. Budget Allocated	Sectorial Committee, Minister of National Security <ul style="list-style-type: none"> COMPOL, Minister of National Security, Ministry of the Public Service 	
	Output 4.2: Budget secured for staffing, transportation and other expenses of the Sexual and Domestic Violence Units in each district and Belize City,					

STRATEGIC OBJECTIVE #7: By 2020 prosecution of acts of Gender Based Violence is strengthened and convictions increased

OUTCOME	OUTPUTS	ACTIVITIES	INDICATORS	MEANS OF VERIFICATION	KEY PARTNERS	TIMEFRAME
Outcome 1: Improved quality of investigations and increased prosecution of sexual offences	Output 1.1: Develop a checklist on procedures to be followed in the investigation of sexual offences					
	Output 1.2: Appointment of a senior investigator with experience in sexual offences to provide guidance to officers in conducting investigations and ensuring case files are complete before forwarding to DPP					
	Output 1.3: Capacity Assessment of training needs of					

	officers in Prosecution branch and address these through adequate training								
Outcome 2: Strengthened prosecution of gender-based violence acts resulting in decrease in attrition of cases that go to trial and increase in convictions	Output 2.1: Establishment of a DNA laboratory with priority given to cases of sexual abuse of children Output 2.2: Expand recruitment and in-service training on the Domestic Violence Act, the Domestic Violence and Sexual Violence Protocols with special attention on effective collection of evidence in these cases.								

STRATEGIC OBJECTIVE #8: By 2020 survivors have access to adequate health, psychological, economic and advocacy services and support

OUTCOME	OUTPUTS	ACTIVITIES	INDICATORS	MEANS OF VERIFICATION	KEY PARTNERS	TIMEFRAME
Outcome 1: Increased access to legal services and advocacy support for victims/survivors of DV and SV	Output 1.1: Establishment of Family Courts in each district with the authority to deal with civil and criminal matters dealt with as summary offences related to DV					
	Output 1.2: Capacity-building training for Court Clerks on the Domestic Violence Act					
	Output 1.3: Accessible legal aid at no cost for survivors of Domestic Violence					

	Outcome 2: Increased access to adequate health services for victims of DV and SV	Output 1.4: Creation of an Advocacy Sub-committee on Gender-Based Violence to develop and sustain services and advocacy country-wide for victims of GBV							
		Output 2.1: Continued training of all health care providers on Gender-Based Violence including Domestic Violence Act as well as the DV and SV protocols							
		Output 2.2: Fully implement and socialize the GBV National Complaints mechanism and							

	Ministry of Health's complaint mechanism						
	Output 2.3: Establish a set protocol countrywide to have doctors readily available on a 24-7 basis to examine victims of sexual assault cases and have medical reports ready in a timely manner.						
	Output 2.4: Capacity-building training on Gender-based violence legislation and protocols for all community health workers						
Outcome 3: Increased access to psychosocial and economic	Output 3.1: Continued training of Women						

empowerment for victims of DV and SV	Development Officers and other persons that provide support services to victims/survivors on the psychosocial aspect of GBV and basic counseling skills					
	Output 3.2: Continued strengthening of Support groups at city and district level for victims/survivors of SV and DV					
	Output 3.3: Evaluation and Strengthening of Batterers' Intervention Program expanded to all districts					

	Output 3.4: Skills- and building income generation initiatives for victims/survivors of DV and SV expanded.								
--	---	--	--	--	--	--	--	--	--

PRIORITY AREA #4: MONITORING AND EVALUATION						
GOAL: Effective systems for monitoring, evaluation and reporting to ensure continuous improvement and building of evidence for future actions						
STRATEGIC OBJECTIVE #9: By 2020 the NGBVC has the full capacity and is effectively monitoring and evaluating the implementation of the National GBV Action Plan						
OUTCOME	OUTPUTS	ACTIVITIES	INDICATORS	VERIFICATION	KEY PARTNERS	TIMEFRAME
Outcome 1: Increased expertise and capacity to monitor, evaluate and report on the implementation of the National GBV Action Plan	Output 1.1: Establishment of a 3-5 persons sub-committee of the NGBVC to develop and implement an M&E plan for the NGBV Action Plan 2017-2020	<ul style="list-style-type: none"> Finalize NGBVC TOR to effectively establish the M&E Subcommittee and define the functions of the subcommittee 		TOR	NWC	2017(Q1)
	Output 1.2: Monitoring and Evaluation officer contracted through National Women's Commission to oversee the implementation of the National GBV Action Plan at the national and district level and	<ul style="list-style-type: none"> Develop M&E Framework and establish reporting mechanism 		<ul style="list-style-type: none"> Framework document including SOPs for reporting 	<ul style="list-style-type: none"> NWC, 	<ul style="list-style-type: none"> This activity follows initial capacity building training (output 1.3) 2017 (Q3 onwards)

	submit reports with recommendations to the NGBVC					
	<p>Output 1.3: Capacity-Building training on Results-Based Management Monitoring and Evaluation for all members of the NGBV Committee</p> <ul style="list-style-type: none"> Develop TOR and contract the M&E Officer 	TOR	NWC	2017(Q1)		
<p>Outcome 2: Key Ministries Focal Points and other implementing agencies have the capacity to monitor, evaluate and report on the implementation of their sectoral plans to feed into the large national M&E system</p>	<p>Output 2.1: Capacity-Building training on Results Based Management Monitoring and Evaluation for all members of the NGBV Committee and key Ministries Focal Points and other implementing agencies</p> <ul style="list-style-type: none"> Reports utilized to inform NGBVC decision-making for policy interventions and resource mobilization 	<ul style="list-style-type: none"> Reports; Policies, Protocols and Programs developed from such reports 	<ul style="list-style-type: none"> NWC NGBVC 	2017 (Q2 onwards)		

	Output 2.2: Focal points identified in key ministries and other implementing agencies to oversee the implementation of the sector/agency plans and submit quarterly reports with recommendations to the NGBVC	<ul style="list-style-type: none"> Conduct Results-Based Management monitoring and evaluation training for NGBVC members 		<ul style="list-style-type: none"> Sign in sheets; Curriculum 	NWC	2017 (Q1 onwards)
	Output 2.3: Development of a sectoral/agency M&E plan to complement sectoral/agency Action Plan	Conduct training/workshop for NGBVC on the NGBVSS		Sign in Sheets; Surveillance system manual	WD	2017(Q1)
STRATEGIC OBJECTIVE #10: By 2020 there is a functional integrated M&E system in place to continuously capture and report incidents, frequency and severity of Gender Based Violence for measuring impact and evidence-based planning						
OUTCOME	OUTPUTS	ACTIVITIES	INDICATORS	VERIFICATION	KEY PARTNERS	TIMEFRAME
Outcome 1: Needs Assessment	Output 1.1: Needs	<ul style="list-style-type: none"> Develop TOR and contract 		Needs Assessment	NWC	2017 (Q3)

conducted of existing M&E system to identify needs, gaps and existing resources	Assessment Tool developed and implemented	consultant; Stakeholder consultations to inform the assessment; Conduct needs assessment		Tool		
	Output 1.2: Capacity-building plan developed and implemented to address needs and gaps identified in M&E system	<ul style="list-style-type: none"> TOR and Contract consultant; Capacity-building plan implemented 		TOR; Training Manual; Capacity-building plan document	NWC	2017(Q1)
	Output 1.3: Monitoring framework developed and utilized for National GBV Action Plans, district committees and other sectoral/agencies Action Plans	<ul style="list-style-type: none"> Develop monitoring framework; Develop National GBV Action Plans 		<ul style="list-style-type: none"> Monitoring Framework; GBV Action Plans for the District Committees and relevant agencies 	NWC	2017 (Q1)

Outcome 2: Increased availability and access to M&E data to inform planning	Output 2.1: Improved management system – collection, analysis and dissemination to be housed at the National Women's Commission	<ul style="list-style-type: none"> ▪ TOR; Consultant contracted; review and improve GBVSS 		<ul style="list-style-type: none"> ▪ Develop new data management system and relevant protocols 		2017 (Q1)
	Output 2.2: Research agenda developed in collaboration with key institutions such as SIB, Galen University and University of Belize and other research experts to prioritize studies on the nature, prevalence and impact of all forms of GBV in Belize	Stakeholders consultations; Development of research agenda		Research Agenda	NWC, MoE	2017 (Q3)
	Output 2.3: Sustained	Capacity building for the front end users of		Sign in Sheets; MOUs;	MHDSTPA, MFA, Cabinet	2017(Q4)

	collection of data for monitoring and evaluation of International, regional and national commitments signed and ratified by Belize.	the GBVSS; Socialization sessions for international commitments				
STRATEGIC OBJECTIVE #11: By 2020 there is a functional mechanism in place to assess the effectiveness of the Domestic Violence and Sexual Violence legislation and protocols to inform future planning						
OUTCOME	OUTPUTS	ACTIVITIES	INDICATORS	VERIFICATION	KEY PARTNERS	TIMEFRAME
Outcome 1: Increased effectiveness of legislation and protocols to provide support and protection and justice for victims	Output 1.1: Conduct an extensive review of existing GBV related legislation and protocols to assess their effectiveness and align them with international law and best	<ul style="list-style-type: none"> Review of existing GBV related legislation; advance the policy paper for SRH access of adolescents and youth; working session/group 		Sign in Sheets; Proposed revised legislation; New proposed legislation aligned with relevant international conventions	AG, MoH	2017(Q1)

	practices.	to propose alignment of local legislation with relevant international standards and requirements.				
	Output 1.2: Mobilize a process to review and harmonize all GBV related laws, policies and procedures across jurisdictions	<ul style="list-style-type: none"> Stakeholder consultations; working sessions to review existing policies and procedures 		NWC,	2017(Q1)	
	Output 1.3: Conduct an inquiry into the impact of GBV-related legislation and protocols on those experiencing gender-based violence in the	<ul style="list-style-type: none"> TOR and consultant; stakeholder consultation; Impact assessment conducted 	TOR; Impact assessment;	NWC	2017(Q2)	

	area of immigration, employment, social security and privacy provisions.						
--	--	--	--	--	--	--	--

REFERENCES

A Plan to Strengthen the Response to Gender-Based Violence by the Belize Police Department, D. Lewis for Police Department, Belize 2015

Police Training Handbook on Sexual Violence Against Women and Children, Women's Department, Belize 2014

Investigation into the Policing and Prosecution of Sexual Offences in Belize: Review of Issues Raised by the Stated Accountability Report 2009, Police Department, 2015

Handbook for National Action Plans on Violence against Women, UN Women 2012

Report on Strengthening of Civil Society Network, C. Reynolds for Women's Department, Belize 2014

Guidelines for the Management of Gender-Based Violence in Health Care Settings, Women's Department, Belize 2014

The National Gender-Based Violence Plan of Action 2010-2013, Women's Department, The Ministry of Human Development and Social Transformation, 2010

BA1 Multi-national Plan and Annual Operational Plan 2014 of the BA1 Project entitled "Prevention of Violence against Women in Central America", Ministry of Human Development, 2014

ACCP Country Report- Belize, Strengthening State Accountability in Policing and Prosecuting Sexual Assaults Antoinette Moore, 2009

Review and Evaluation of Child Sexual Abuse Policies and Procedures, F. Olivera for Women's Department, 2014

The Revised National Gender Policy- Part 2 (Updated Version 2013), The National Women's Commission (2013)

Crime Statistics 2014, The Belize Police Department, 2014

Chief Justice Report 2010-2011

Abstract of Health Statistics of Belize (2003 to 2010), Ministry of Health. Government of Belize: Epidemiology Unit.

Chief Justice Reports 2006-2009

Country Reports on Human Rights Practices-Belize, US Department of State (2011)

UN Trust Project Annual Report, 2014, UN Trust Fund Project Belize

UN Trust Project Annual Report, 2015, UN Trust Fund Project Belize

“Effective coordination of a multisectoral GBV response in Belize based on an approach of human rights, gender justice and zero tolerance where women, men, girls and boys live free of all forms of gender violence.”

