

Jamaica – National Review Report

**Implementation of the Beijing Declaration and Platform for Action (1995) and the
outcomes of the twenty-third special session of the General Assembly (2000)**

In the context of the

**Twenty-fifth anniversary of the
Fourth World Conference on Women and adoption of the
Beijing Declaration and Platform for Action (1995)**

2020

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INTRODUCTION

The Beijing Declaration and Platform for Action was adopted in 1995 at the Fourth World Conference on Women. The Beijing Declaration and Platform for Action provides a global policy action framework for women's human rights, gender equality and the empowerment of women in twelve (12) critical areas. The critical areas of concern are, poverty, education and training, health, violence against women, armed conflict, the economy, power and decision-making, institutional mechanisms, human rights, media, the environment and the girl child.

MEMBER STATES REPORTING OBLIGATIONS

Member States are required to prepare National Review Reports within five years after the entry into force for the State concerned and thereafter every five years, as well as, at the request of the Committee(s). National Review Reports are usually prepared by the National Women's/Gender Machinery and are intended to indicate the legislative, judicial and administrative progress made and the challenges in implementing the Beijing Declaration and Platform for Action.

It should be noted that Jamaica is in compliance with the reporting conditions of the Declaration and has, to date, submitted four periodic reports in 2000, 2005, 2010 and 2015.

As part of the development of the Post 2015 Agenda and via resolution E/RES/2013/18, the United Nations Economic and Social Council called upon all States to undertake comprehensive national-level reviews of the progress made and challenges encountered in the implementation of the Beijing Declaration and Platform for Action and the outcomes of the Twenty-third Special Session of the General Assembly. The report should cover the period of January 2014 – May 2019.

METHODOLOGY USED TO PREPARE COUNTRY REPORT

The Bureau of Gender Affairs (BGA), a Division within the Ministry of Culture, Gender, Entertainment and Sport, has overall responsibility for the coordination and preparation of the report, with technical support and guidance from UN Women, the United Nations Economic Commission for Latin America and the Caribbean (UNECLAC) and the Ministry of Foreign Affairs and Foreign Trade.

CONSULTATIONS

Three (3) consultation sessions were held between September, 2018 and February, 2019 with Gender Focal Points (GFPs), who represented key Government Ministries, Departments and Agencies (MDAs) and Civil Society/Women's Organizations. The consultation sessions were held to discuss the steps to be taken in the preparation of the National Report and the information that was required for the Report.

Subsequently, in January 2019, the Permanent Secretaries in twenty-three (23) Government Ministries, along with thirty-five (35) Non-Governmental Organizations (NGOs), were formally asked to provide information to be used in the Report.

The draft Report was presented by BGA at two (2) consultation sessions held on April 25 and April 26 2019, with thirty-six (36) representatives from MDAs and twenty-two (22) representatives from Civil Society/Women's Organizations, to facilitate detailed discussions and feedback on the draft report¹.

Section One: Priorities, achievements, challenges and setbacks

¹ The list of MDAs & NGOs are listed in the Annex.

1. What have been the most important achievements, challenges and setbacks in progress towards gender equality and the empowerment of women over the past 5 years?

In answering this question, please explain why your country considers these important, how it has addressed them, the challenges encountered and the factors that have enabled progress or led to setbacks in each case (3-5 pages).

Progress has been made in the form of new and amended legislation and in incremental increased representation of women in government leadership. However, gender equality in Governance remains in favour of male leadership. There are continuing challenges to women's full participation to national development. These challenges include: unproductive paid activities, wage/pay gap and gender-based violence (GBV).

ACHIEVEMENTS

Institutional Mechanism for the Advancement of Women

- I. The Bureau of Women's Affairs (BWA) was renamed the Bureau of Gender Affairs (BGA) in 2016, by way of Cabinet Decision No. 8/16 on March 21, 2016. This rebranding served to ensure a more inclusive approach to combating violence, advance gender equality, and promote a gender sensitive approach to achievement of balanced economic growth as well as the Sustainable Development Goals (SDGs).
- II. The National machinery have remained a critical mechanism for normative policy and programming support to women's empowerment despite the shift to and focus on situating its initiatives within the broader gender and development paradigm. Policies and programming remain guided by a National Policy for Gender Equality (NPGE). The Policy will come under review for the 2019/2020 period to address gaps and emerging issues.
- III. The Government of Jamaica (GoJ) also recognized that men and boys are critical in achieving Goal 5 of the Sustainable Development Goals (SDGs). As such, GoJ has remained steadfast in its commitment to men and boys through the re-establishment of the

Special Service Desk for Men within the Bureau of Gender Affairs. The re-establishment is in keeping with the policy imperative to more effectively engage men and boys in reflections about rigid gender norms, power relations, gender-based violence, inequalities and change which impact women.

The following major initiatives reflect progressive achievements and key milestones in this process:

- Legislative review for equality and non-discrimination under the law and timely access to justice for accelerating progress for women and girls.
- Developed a Gender Mainstreaming Manual for the Public Sector informed by the National Policy for Gender Equality (NPGE).
- A Gender Advisory Council (GAC) established to oversee the implementation of the National Strategic Action Plan to Eliminate Gender-Based Violence (NSAP-GBV) 2017-2027 and the NPGE.
- The launch of a pilot Gender Ambassadors Programme (GAP) to engage secondary and tertiary level students.
- A Resource Guide/Directory of Services for women.
- Active social media engagement which created visibility and accessibility of the services offered by BGA– Instagram & Facebook pages.
- Development of the BGA website supported by handover of an Online GBV Platform.
- Increase in Government budgetary allocations for the National Gender Machinery's priority programmes.

- An introduction of the Gender Equality Seal Programme for the private sector in partnership with the United Nations Development Programme.
- Increased activities as part of the Special Service Desk for Men and Boys and commemoration of International Men's Day (IMD).
- Human rights education through UNDP for technical officers at the BGA and the ratification of Conventions such as C189 and ILO's Decent Work Agenda, to strengthen policy and legislative frameworks for the empowerment of women and protection of workers.
- Sectoral policies in the Ministries, Departments and Agencies (MDAs) of the GOJ are strongly aligned with the SDGs including SDG 5 (Gender equality and the empowerment of women).
- New and Emerging Policy Frameworks – International Migration and Development framework, Water framework, Poverty framework, Social Protection Strategy.
- Progressive increase in the number of women in politics and decision-making/Boards & Commissions/Non-traditional sectors.

All of the above initiatives are elaborated on in more details in Section 2 of the document.

Equality and non-discrimination under the law and access to justice

- I. Continued legislative review (the Sexual Offences Act, the Offences Against the Person Act, the Domestic Violence Act and the Child Care and Protection Act) and reform in line with the NPGE to ensure equality, non-discrimination under the law and access to justice.
- II. A Cyber Crimes Act.

- III. Finalization of the draft Complaints & Response Protocol to provide a complaint and redress mechanism for victims of GBV.
- IV. The state's capacity for evidence-based practice in monitoring and responding to security and safety concerns strengthened through continued development of the Jamaica Crime Observatory – Integrated Crime and Violence Information System (JCO - ICVIS).
- V. Thirteen (13) Night Courts were made operational to increase access to justice services and reduce backlog in cases.
- VI. Relevant legislation to support greater transparency and efficiency in the hearing of cases and thereby reducing case backlog were passed and capacity strengthened for the drafting and promulgation of legislation including capacity building of relevant Court personnel through customer service and the establishment of Customer Service desks in Family, Parish and criminal courts.
- VII. The state and particularly local level capacity for Alternative Dispute Resolution, was strengthened by the establishment of Parish Justice Centres, to support efforts to reduce case backlog and improve trust in formal justice processes, through the use of alternative dispute resolution approaches – including restorative justice, child diversion and mediation.

Key policy and programmatic interventions were implemented to support victims and the vulnerable in their interactions with the justice system and key legislation was advanced such as the Law Reform (Miscellaneous Provisions) (Child Diversion) Bill and was submitted to Parliament for consideration.

- VIII. Digital recording equipment were installed in 19 Parish Courts (78 courtrooms) to assist victims of crimes as it relates to attendance to courts and mitigation of possible trauma, due to interactions with alleged perpetrators. There was also provision of legal representation to persons with mental illnesses.

Gender-based Violence

- I. The launch of a National Strategic Action Plan to Eliminate Gender-based Violence (NSAP-GBV) (2017-2027).
- II. Launch of a Public Education Campaign entitled No Excuse for Abuse (#NEFA) to eliminate GBV. This is in keeping with the NSAP-GBV (2017-2027).
- III. One Government owned shelter for victims of gender-based violence was purchased and is being operationalised.
- IV. Funds have been allocated in the 2019/2020 Budget to purchase two (2) additional shelters for victims of GBV.

ADDRESSING THE CHALLENGES

Institutional Mechanism for the Advancement of Women

- I. Less available funding from International Development Partners (IDPs) for budgetary support.

Equality and non-discrimination under the law and access to justice

- I. Less available funding from International Development Partners (IDPs) for budgetary support.
- II. Negative social norms and gender stereotypes remain difficult to change.
- III. Lack of understanding about the importance of gender mainstreaming and women's empowerment.

- IV. Slow uptake of Gender Mainstreaming programme in the public sector.
- V. Fragmented approach to addressing GBV.

Gender-based Violence

- I. Negative cultural stereotypes that reinforces GBV – “GBV is viewed as a private matter not public”.
- II. Limited number of government owned shelters for victims of gender-based violence.

Addressing the Challenges

Institutional Mechanism for the Advancement of Women

- I. Advocacy for additional funding for priority projects and programmes through strategic partnerships with International Development Partners (IDPs), Ministries, Departments and Agencies (MDAs), Academia and Civil Society Organizations (CSOs).

Equality and non-discrimination under the law and access to justice

- I. Increased public education on Gender equality in the communities.
- II. Increased number of Gender Focal Points (GFP) in MDAs.
- III. Launch of Gender Equality Seal Programme (in collaboration with UNDP).

Gender-based Violence

- I. Implementation of the NSAP-GBV (2017-2027) and its associated #NEFA Public Education Campaign.

- II. New and ongoing programmes to change negative social norms and gender stereotypes.
- III. Launch of the Gender Ambassadors Programme (GAP). Students from eleven (11) secondary schools and seven (7) tertiary institutions across the island have been selected to participate in the pilot of the GAP. The initiative was officially launched on Friday, March 29, 2019.

This initiative is being implemented by the BGA in collaboration with the Ministry of Education, Youth and Information (MoEYI). The GAP seeks to raise awareness and facilitate activism on gender issues in schools and is expected to promote self-care, healthy relationships and leadership development among the youth.

The initiative is also part of the Government's NSAP-GBV 2017-2027, with the focus on promoting healthy relationships and leadership among young people. It also aims to engage the youth on what is gender-based violence, and ways to reduce the prevalence in Jamaica.

Factors that enabled progress

- I. Political will
- II. Unrelenting work/ programming of the National Machinery, other MDAs, NGOs/CSO's
- III. Increased community/ grass-root engagements
- IV. Support from partners (IDPs/MDAs/CSOs)

Lessons Learned

Much of the lessons learned under the Beijing Declaration and Platform for Action (BPfA) reporting periods are similar to those of previous. These are listed below:

- I. The progressive implementation of measures under the BPfA has been dependent on the institutionalization and mainstreaming of processes to align with the Vision 2030 Medium Term Framework (MTF), with the strategic and operational plans and budgets of MDAs, as well as through government projects and alignment of the national budget with MTF priorities.
- II. Regular and timely reporting of performance is an integral element to notify stakeholders on the country's progress and development results, which will engender accountability, trust and commitment by stakeholders.
- III. Ensure that the governance framework oversees the implementation of the Vision 2030 Jamaica to monitor and evaluates the progress of implementation.
- IV. The processes to implement the Vision 2030 must be underpinned by a results-based management (RBM) system. However, the national culture of and capacity for RBM and monitoring and evaluation, particularly within the public sector, is weak. Capacity in RBM and M&E in the public sector must continue to be further strengthened for sustainability under MTF 2018 - 2021.

2. Which of the following have been the top five priorities for accelerating progress for women and girls in your country over the past five years through laws, policies and/or programmes? (please check relevant categories)

Eliminating Violence Against Women and Girls

- I. Cabinet approval and the subsequent phased implementation of the National Strategic Action Plan to Eliminate Gender-based Violence in Jamaica (NSAP-GBV) (2017-2027), with the associated #NEFA public education campaign for island-wide roll out.

- II. The Jamaica Women's Health Survey 2016 is the first report to provide a comprehensive examination of the nature and prevalence of violence against women and girls in Jamaica. It examines women's lifetime and most recent experiences of both intimate partner and non-partner violence and abuse. The report examines abuse in multiple dimensions, both sexual and non-sexual, including economic coercion.
- III. The data in this report provides an understanding of the factors that may be associated with violence against women and girls, the impact of violence on women's physical and mental health and various coping strategies that women have employed in response to abuse. The report also discusses women's attitudes towards gender roles and a general profile of the perpetrators of abuse. The report is used as a guide to inform programmes and initiatives namely, public education on gender-based violence.
- IV. To address the issue of trafficking in persons, the GoJ is strengthening the framework for addressing human trafficking, with specific focus given to meeting international standards for protection of citizens and penalizing offenders. Additionally, the Office of the National Rapporteur on Human Trafficking was established, the Trafficking in Persons (TIP) National Plan of Action was updated to cover the period 2015 – 2018 and the Trafficking in Person Manual and Trafficking in Persons Standard Operating Procedures for health workers was developed.
- V. BGA, as part of its Schools' Education Programme (SEP), conducts ongoing public education through sensitization and awareness building sessions on school-related gender-based violence (Trafficking in Persons/Bullying). In addition, BGA conducts community and Human Service Providers sensitization and awareness-raising sessions on GBV (Domestic Violence, Understanding Sexual Harassment in the Work Place, Intimate Partner Violence), and on Legislative progress (Sexual Offences Act, Childcare and Protection Act, Offences Against the Person Act, Domestic Violence Act), to challenge negative social and cultural norms and gender stereotypes and to ensure the working environment is free from all forms of violence against women and girls.

- VI. In July 2018, the GoJ purchased a property to be used as a National Shelter for victims of GBV. Subsequently, the Condition Survey and Renovation Assessment were completed and plans are underway to have the Shelter operational in short term. Additionally, MCGES/ BGA supported Woman Incorporated Limited (Woman Inc. Ltd.), an NGO that focuses on female victims of GBV, to submit an application for the Japanese Embassy's Grant Assistance for Grassroots Human Security Project. The Grant is intended to support the renovation of a Transition House for female survivors of gender-based violence. The application was successful and funds were handed over in February 2019.
- VII. The Jamaica Constabulary Force (JCF) and the Ministry of Health (MOH) continues to improve their data collection which enables GoJ to track data trends and identify gaps in reported cases of sexual assaults and non-reported cases of victims seeking attention in the public hospitals island-wide, for both men and women.

Women's Entrepreneurship and Women's Enterprises

- I. The GoJ through the Ministry of Industry, Commerce, Agriculture and Fisheries (MICAF) has approved the revision of the Micro, Small and Medium Enterprises (MSME) Policy and Implementation Plan. This plan focuses on the development of micro, small and medium sized enterprises. The programmatic areas include: business development support, capacity building, enabling business environment improving financing fostering a culture of entrepreneurship which includes a gender component which ensures that businesses are gender sensitive. The objectives of the gender component include: identifying factors that constrain the participation of women in entrepreneurship and enterprises, developing appropriate strategies to address the constraints and building the capacity of organizations to develop and deliver programmes that incorporate the unique challenges of female and male entrepreneurs.
- II. A Memorandum of Understanding (MOU) was signed between the Ministry of Culture, Gender, Entertainment and Sport (MCGES) and MICAF in November 2017, to engage and

empower female entrepreneurs. The objective of the MOU is to increase opportunities for women in the MSME sector. The MOU aims to: promote sustainable and productive entrepreneurial activities and to generate income among disadvantaged women, particularly among those persons living in poverty. In fulfilling the MOU, the Women's Entrepreneurship Support (WES) Project was created and will be implemented over a three (3) year period in three phases:

- **Phase 1:** Provision of an entrepreneurial grant to four (4) shortlisted recipients for the 2019/2020 fiscal year.
- **Phase 2:** Increase the number of recipients to eight (8) during the 2020/2021 fiscal year.
- **Phase 3:** Increase the number of recipients to twelve in the 2021/2022 fiscal year.

The objectives of the WES project are:

- To build the technical capacity, financial literacy and social capital of women entrepreneurs operating micro or small enterprises.²
- To graduate women from subsistence type income generating activities, to strong viable MSMEs.
- To provide female entrepreneurs with the necessary knowledge and empowerment opportunities to scale up their enterprises.
- To position their businesses to maximize opportunities for growth and development through the following:
 - registering their businesses;

² The Updated MSME & Entrepreneurship Policy 2018 defines the classifications for micro and small enterprises.

- increasing their technical and operational capacity to run their business;
- improving their financial literacy and record keeping; and
- increasing their social capital by registering and establishing membership with a Business Association, Women’s Entrepreneurship Association or sector specific association.

The overall project outcomes are:

- Economic empowerment of the female entrepreneurs, leading stronger enterprises.
 - Long-term sustainability and viability of enterprises owned by female entrepreneurs.
- III. There was the establishment of a MSME Division at MICAFA in 2016. The Division acts as a focal point for the effective implementation of the MSME and Entrepreneurship policy aimed at improving the business environment with particular focus on policy development, coordination and consultation.
- IV. The BGA is represented on a thematic working group (Business Development and Capacity Building Working Group) to ensure that gender is mainstreamed especially as it relates to women’s entrepreneurship and women’s enterprises. The working group creates and implements capacity development programmes aimed at improving access to finance for MSMEs through the expansion of credit facilities. These include: the Innovation Grant from New Ideas to Entrepreneurship (IGNITE) which provides funding for innovative new ventures through existing business development organizations and incubator programmes and the Voucher for Technical Assistance programme, aimed at improving MSMEs access to capital.
- V. A Financial Inclusion Strategy and a Gender Disaggregated Study for Financial Inclusion was designed as a component of the MSME and Entrepreneurship Policy. The strategy allows for equality and equity of opportunities between women and men owned businesses, with a number of activities to include: facilitating training, by allocating 50 percent of the training budget to women entrepreneurs, developing business incubators to facilitate ICT

innovation and the use of indigenous materials with at least 30 percent of the women-owned business and partnering with the Women Business Owners (WBOs) Jamaica Limited in the development of business-related policies/strategies for women.

- VI. Jamaica is the only Caribbean country participating in the Win-Win: Gender Equality means Good Business Programme which is being implemented in Latin America and the Caribbean (LAC). It is a strategic partnership between UN Women, the International Labor Organization (ILO) and the European Union (EU) for the promotion of gender equality in the private sector. The other countries are Argentina, Brazil, Chile, Costa Rica and Uruguay. To date sixteen (16) Jamaican private sector companies have committed support for the Women's Empowerment Principles (WEPs) which aim to allow the full and equal participation of women in society and focuses on: strengthening the leadership of women in business and their participation in the workforce; reduction of the gender pay gap; decent job; entrepreneurship; autonomy and economic empowerment. Under this initiative, the BGA's capacity is to be enhanced to ensure the sustainability and continuity of the programme.
- VII. The BGA endorses the UN Women Win-Win: Gender Equality Means Good Business Programme in Jamaica. The programme engages Private Sector Organizations (PSOs) in the WEPs and seeks to highlight the importance of ensuring equal pay for work of equal value, as well as support for women entrepreneurs and women-owned businesses. It is also aimed at promoting formal and decent work opportunities for women using a multi-sectoral approach. The programme includes training to women in executive leadership and decision-making positions. In addition to increasing economic empowerment, the programme seeks to guide women's leadership for sustainable, inclusive and equitable growth, advancing the responses of the private sector to achieve the Sustainable Development Goals (SDGs) in Latin America and the Caribbean.

Unpaid Care and Domestic Work / Work-family Conciliation (e.g. paid maternity or parental leave, care services)

- I. The GoJ through the Ministry of Labour and Social Security (MLSS) has been prioritizing social justice and equal opportunities in keeping with the International Labour Organization's (ILO's) Decent Work Agenda. This entails review of legislation, policies, programme measures and practices, including the adoption of several international labour standards to address inequalities and women's right to work, especially for domestic work.
- II. Jamaica has since ratified the ILO Convention 189 (C189) on Decent Work for Domestic Workers on September 22, 2016. The GoJ is also currently working with the MLSS Legal Officers on additional measures, as C189 requires ensuring the effective protection of Domestic Workers. As a result, a number of collaborative sessions are on-going with the Ministry's Legal Officers, the BGA and the Jamaica Household Workers Union (JHWU) on Understanding Sexual Harassment and the requirements and measures under the C189.

Consequently, Jamaica's ratification of the C189 created an obligation, to ensure that household workers enjoy established minimum wage coverage and remuneration that is on par with other workers and without discrimination. In this regard, the BGA in collaboration with the JHWU, submitted input upon review of the National Minimum Wage. Subsequently, the Minimum Wage for Household Workers was increased.

- III. Under the amended CARICOM Free Movement of Skilled Persons Act (1997), trained Household Workers, many of whom are women, are now able to travel freely within the CARICOM region. Since 2014, the domestic worker category includes persons with a Caribbean Vocational Qualification (CVQ) or equivalent certification. This provides an opportunity for more women to be able to access the benefits of the CARICOM Free Movement of Skilled Persons Act.
- IV. The Maternity Leave Act (1979) ensures that female employees who have 52 weeks of continuous employment are entitled to maternity leave. According to Section 3, employers must grant female employees a period of 12 weeks' maternity leave, with an additional 14 weeks upon receipt of a certificate from a medical practitioner. During maternity leave, employers must pay female employees maternity pay for a period of eight weeks. Section

4 provides female employees with the right to return to work following maternity leave on the same terms and conditions as before.

- V. There are on-going consultations with men regarding the provision of Paternity Leave to Fathers. Subsequently, the BGA hosted consultations on the relevance of paternity leave to the Jamaican society and the parameters of a Paternity Leave Act at an event commemorating International Men's Day (IMD) in 2018. The process has been in train since 2011, when a questionnaire was first used to survey members of the Jamaica Civil Service Association with the aim of collecting both qualitative and quantitative data.
- VI. In 2014, The Employment (Flexibility Work Arrangements) (Miscellaneous Provisions) Act was passed by the GOJ. This provided a framework for employers to establish flexible work hours to facilitate the needs of families and workers. The flexi-work arrangement also provides an avenue for increased employment opportunities and enhances productivity and provides a more flexible workforce.

Gender-responsive social protection (e.g. universal health coverage, cash transfers, pensions)

- I. Over the period 2015-2018, priority has been given to the development of the National Social Protection System. This includes the improvement and strengthening of the regulatory framework and state managed system for the administration of social insurance and pensions; enhancing the efficiencies and effectiveness of the delivery of social assistance programmes; and strengthening the framework for greater levels of inclusion and sustainability. This is in keeping with the ILO Social Security standards, in particular the Social Security (Minimum Standards) Convention, 1952 (No. 102), the Income Security Recommendation, 1944 (No. 67), and the Medical Care Recommendation, 1944 (No. 69). These are seen as important benchmarks for social security systems and social protection to which the country aspires.
- II. The Government has allocated \$7.912 billion to the Jamaica Social Protection Strategy Programme in the 2018/19 Estimates of Expenditure. The programme aims to support consumption, protect and promote the human capital accumulation of the Programme of

Advancement through Health and Education (PATH) beneficiaries. The initiative also seeks to strengthen the overall capacity of the Ministry of Labour and Social Security to improve quality and access to the network of social services provided by the Ministry to the poor and vulnerable population.

- III. The PATH continued as the major cash transfer programme to support the vulnerable in mitigating the effects of poverty and “graduating” from poverty. The beneficiaries included children (health and education), the elderly, persons with disabilities and the Adult Poor. Additionally, support was provided through Public Assistance and Poor Relief. Over J\$10.7 billion was disbursed in cash transfers by the PATH over the period 2015-2017 and at the end of December 2017, there were 345,792 persons registered on the PATH, with 289,696 receiving benefits in the December payment period.

Effective June 2017, all categories of PATH beneficiaries received on average a 30 per cent increase in the value of benefits. One hundred and fifteen (115) PATH beneficiaries received housing over the reporting period. Beneficiaries were also provided with training and other support to engage in entrepreneurship and gain employment, including over 1,000 persons receiving business development training and approximately 700 persons receiving entrepreneurial grants and approximately 400 persons were engaged in job readiness training.

- IV. The gender perspective is infused in all areas and levels of the social protection system, underpinned by life cycle concerns for all citizens, including the elderly, which is identified as a vulnerable group. A key guiding principle of the Social Protection System is gender equity which shows the recognition and commitment of the GOJ to vulnerable groups as espoused by the National Policy for Gender Equality 2011.
- V. A Regional Policy Dialogue on Women's Economic Empowerment: Recognizing & Redistributing Unpaid Care & Domestic Work was done through partnership between the UN Women and the Government of Uruguay, which highlighted unpaid care and domestic work. The objective was to place care at the core of the social, economic and political

agendas at the national and regional levels, to create awareness, consensus and alliances around its relevance.

- VI. A GoJ Delegation participated in a Regional Consultation for Latin America & the Caribbean (Buenos Aires, Dec, 2018) which was done prior to the 63rd session of the Commission on the Status of Women (CSW63). The priority theme for CSW63 was "Social protection systems, access to public services and sustainable infrastructure for gender equality and the empowerment of women and girls" and was held at the United Nations headquarters in New York in March 2019. A GoJ Delegation attended and participated at the sessions.

- VII. Currently, the Ministry of Health (MOH), with support from UNFPA, has prepared a draft Sexual and Reproductive Health (SRH) Policy. The goal of the policy is to provide universal access to comprehensive, appropriate and relevant sexual and reproductive health services, information and commodities. The overall vision is to empower every Jamaican to achieve a state of complete physical, mental and social well-being, in all matters relating to their sexual and reproductive health.

In addition to the draft SRH Policy, the MOH with its stakeholders, developed a Standards and Criteria Manual, designed to assure quality adolescent health care. More than 250 healthcare providers across the island were trained to deliver quality health care to adolescents, using the Criteria Manual for provider training from UNICEF and UNFPA and more recently, PAHO/WHO.

Gender-responsive disaster risk reduction and resilience building

- I. Building resilience to the impacts of climate change is one of the key priorities of the GoJ. This was recognized in the development of Vision 2030 Jamaica: National Development Plan, where specific attention was placed on adaptation, disaster risk reduction and climate change mitigation, which is linked to Goal 4 (Jamaica has a Healthy Natural Environment).

Given the cross-cutting nature of climate change, there was a need to develop an integrated approach in order to effectively build resilience at all levels.

- II. As such, Jamaica's Climate Change Division (CCD) in the Ministry of Economic Growth and Job Creation (MEGJC), through its sectoral climate change adaptation programmes acknowledge the importance of a gender responsive approach to disaster risk reduction and resilience building. To this end, the GoJ collaborated with a number of international and regional development partners to explore how these programmes can be more effective and sustainable by including gender –sensitive strategies in their planning and implementation approaches³.
- III. Climate Change Focal Points have also been established within the MDAs related to the relevant sectors. The focal points are responsible for developing and managing their sectoral strategies and actions with respect to climate change and for monitoring, evaluating and reporting on these strategies and actions.

Consequently, a two-and-a-half-day workshop on "Integrating Gender Considerations in the National Adaptation Planning Process" was co-hosted by the GoJ's Climate Change Division (CCD), UN Women and the National Adaptation Plan (NAP) Global Network (2018) to identify critical next steps for how to integrate gender considerations into national adaptation plans and policymaking. Addressing gender inequality was identified as a critical issue and priority focus throughout the workshop, to ensure the effectiveness of climate change adaptation processes, as well as for achieving the SDGs. The presentations and activities on gender highlighted the importance of concepts such as intersectionality, gender bias and vulnerability. Emphasis was also placed on explaining that gender-responsive planning is not only about women, but rather an approach to addressing the unique vulnerabilities of women and men to ensure that balance and where possible equity, can be achieved.

³ See http://parlamericas.org/uploads/documents/May23_UnaMayGordon_ENG.pdf

- IV. The BGA has been a representative on the Japan Caribbean Climate Change Partnership Project (JCCCCP) National Steering Committee (2016). The project aimed to support countries in enhancing their capacities in climate change adaptation and mitigation and was expected to benefit eight (8) countries including Jamaica. One key project activity was the implementation of community based pilot demonstration projects in participating countries. In the case of Jamaica, the priority areas for community level intervention were sustainable agriculture and water resources management. The BGA's representation brought further understanding of the importance of integrating gender considerations in climate change processes, plans, policies, programmes and projects.
- V. In collaboration with the regional development finance entity Caribbean Development Bank (CDB), the BGA provided gender responsive technical support for a community area integrated land management and disaster risk reduction project (2017). The objective was to assist in enhancing the awareness and capabilities to adopt disaster risk management practices that increase resilience in the face of climate variability and climate change. A component also involved designing gender responsive natural hazard management plans for households and communities. The project formed part of a general community training to 360 residents drawn from twelve (12) rural communities to participate in community workshops in disaster risk management (DRM) and sustainable environmental resource management, build awareness and encourage the adoption of good DRM practices.
- VI. The GoJ through the BGA was represented at an Expert Group Meeting on Building sustainable and resilient societies through the gender-responsive implementation of the 2030 Agenda for Sustainable Development, in Nairobi, Kenya (2018). Presentation on the gender responsive implementation of SDG 15 with a special focus on biodiversity was as a contribution to the 2018 High-level Political Forum (HLP) on Sustainable Development. The Expert Group Meeting provided an opportunity to discuss good practices, implementation challenges, lessons learned, as well as the ways and means for the achievement of sustainable and resilient societies through the gender-responsive implementation of the 2030 Agenda for Sustainable Development, with a focus on SDGs

6, 7, 11, 12 and 15. The meeting also discussed key inter-linkages between the implementation of SDG 5 and the SDGs under review at the 2018 HLPF.

- VII. The GoJ through the BGA was also represented at a Climate Change Regional Nationally Determined Contributions (NDC) Dialogue for the Caribbean held in St. Lucia in October 2018. The main objectives were to support countries in developing the next, more ambitious plan for the effective implementation of their NDCs, integrate gender equality within the NDCs and discuss how to implement, finance and monitor adaptation in the framework of the NDC. These NDCs are the main tools used by countries to implement the Paris Agreement in the hope of strengthening the global response to climate change, keeping global temperature rise well below 2° C above pre-industrial levels and pursuing efforts to limit the increase even further to 1.5°. The BGA contributed to the integration of gender equality into NDCs by delivering a presentation on Jamaica’s approach to gender and climate change and enhanced a gender sensitive approach to the dialogue.

3. Over the past five years, have you taken specific measures to prevent discrimination and promote the rights of women and girls who experience multiple and intersecting forms of discrimination? (please check relevant categories)

Indigenous women

- I. There was translation of policy and strategic priorities into monetary grants and technical assistance to support the development and preservation of cultural communities from which the indigenous women in this indigenous communities would have benefited, which included support to: Charles Town Maroon International Conference; Scotts Hall Maroon Annual Celebration; Nanny Day Celebrations in Moore Town; Indian Arrival Day Celebrations and Rastafari Consultative Conference.

- II. While there are no mechanisms in Jamaica specifically linked to indigenous women and girls, the relevant national, regional and international frameworks offer sufficient guidelines to include such mechanisms from which all women and girls are expected to benefit including indigenous, migrant and refugee women and girls. The GoJ has therefore signalled its commitment to addressing the problem of GBV which includes VAW and to protect all women and girls including indigenous women.

- III. The Maroon Indigenous Women Circle was provided with the grant for a Women's Sustainability project initiative inspired by a cultural exchange program. The grant has assisted to revitalize and teach skills to utilize their creative heritage to improve social and economic maroon principles; repair decades of accumulated historical injuries; domestic violence and intergenerational traumatic mental disorders and to use maroon arts and culture to contribute to and improve socially, economically and culturally the development of Jamaican culture. Maroon women in this regard are able to continue to be an example of self-sufficiency, independence, innovation and sustainability.

- IV. Grants totaling \$1.25M have been awarded in March 2019 to 50 businesses in Accompong, as part of an initiative to boost economic activity in the culture-rich Maroon community. The workshops, which began in September 2018, have been exposing the residents to entrepreneurship training with a focus on growing small businesses by improving efficiency, improving products and enhancing marketing. Each of the 50 grant recipients owns and/or operates a business in Accompong that has a direct impact on the lives of residents in the community. The recipients are involved in honey production, jewellery making, carpentry, craft making and shop keeping but the majority are involved in Agriculture.

Women living with Disabilities

- I. The Ministry of Labour and Social Security (MLSS) has responsibility for the Jamaica Council for Persons with Disabilities (JCPD). The Council distributes economic empowerment grants of up to 150,000 JMD (\$1,140) to persons with disabilities to help them develop small businesses and 250,000 JMD (\$1,900) per person for the purchase of

assistive aids. The BGA provides continuous financial and technical support to the St. Ann Disabilities Association and Benevolent Society.

- II. A number of initiatives were pursued to empower and address the needs of persons with disabilities (PWDs) to prevent discrimination and promote the rights, especially of women and girls with disabilities. These included public education and awareness-raising on the Disabilities Act, 2014; the construction of two new facilities for children including girls with disabilities and an Assessment Centre and Early Stimulation Childhood Institute. The JCPD registered 30,715 PWDs via its Electronic Registry.

The operationalization of the Disabilities Act advanced with the commencement of the process to develop a new organizational structure for the Jamaica Council for Persons with Disabilities (JCPD) and the development of Codes of Practice for Education and Training and Employment has commenced.

Women living with HIV/AIDS

- I. In 2017, effort was expended to finalize the revision of the 2005 National HIV/AIDS Policy, which has been undertaken over two phases, namely in 2014 and 2015. A total of thirteen (13) consultations, dubbed the National HIV/AIDS and SRH Policy Consultations were conducted in 2016, which served to provide guidelines for the management of SRH, including HIV.
- II. To Strengthen the Redress Framework, the National Family Planning Board (NFPB) spearheaded dialogue between the MLSS and stakeholders to explore the provision of redress under the proposed Occupational Safety and Health (OSH) Act for incidents of workplace-based HIV-related discrimination.
- III. Government support was provided to the Jamaica Anti-Discrimination System (JADS), formerly the National HIV-Related Discrimination Reporting and Redress System, a

system for reporting HIV-related discrimination which is housed and managed by the Jamaican Network of Seropositives (JN+).

- IV. A Report and Redress Directory which lists organizations by sector was revised to guide persons living with HIV to sources for redress. The Report and Redress Directory was an output of a partnership among the NFPB an Agency of the Ministry of Health, JN+ and UNDP with funding from USAID. A total of three (3) Redress Officers have been employed to provide island-wide coverage across the four health regions of the country. Additionally, Memoranda of Understanding were signed by JN+ and existing redress entities, such as the Ministry of Labour and Social Security, specifically, the Payment and Conditions of Employment Branch which handles worker complaints related to unfair dismissals.
- V. Complaint handling officers were identified and assigned to public health facilities as part of the capacity building of health care providers. These frontline staff and others attended Customer Service Training administered by the Regional Health Authorities, the NFPB, as well as those orchestrated by Civil Society Organizations. Select health care workers engaged in treatment sites were sensitised by the NFPB, using the Positive, Health, Dignity and Prevention (PHDP) Curriculum. Others were exposed to the redress landscape in Jamaica in order to be able to recommend persons to entities where they could lodge complaints of discrimination.
- VI. In 2017, electronic posters (e-Posters) were designed to increase awareness of the Client Charter of Rights and Responsibilities of the Western Regional Health Authority and MOH's Complaint Management System among staff and clients. It was anticipated that with improved awareness among clients of their rights and responsibilities, including the right to non-discriminatory service, that this will lead to an increase in the accountability of health care workers to the expectations of high quality of services as articulated in the Client Charter. The roll-out of e-Posters among WRHA and other Regional Health Authorities is dependent on the achievement of the objectives of the pilot.

Migrant women

- I. The GoJ through the Planning Institute of Jamaica (PIOJ) approved and tabled its National Policy and Plan of Action on International Migration and Development in June 2017 as a White Paper. The Policy recognizes Jamaica as a country of origin, transit and destination and therefore sought to respond to key global developments and to address the evolving challenges and opportunities associated with migrants, including issues relevant to migrant women.

- II. Notably, the BGA is represented on the National Working Group for International Migration and Development (NWGIMD) to ensure the full integration of gender considerations throughout the National Policy and Plan of Action initiatives. Subsequently, the monitoring and evaluation of the policy and plan will take a gendered approach when evaluating the impact, especially on migrant women. As such, forty (40) NWGIMD stakeholders were trained in Results Based Management and Monitoring and Evaluation in September 2015, to improve the competencies of migration practitioners in the application of Results-Based Management Monitoring and Evaluation (RBM/M&E) methodologies and tools.

4. Has the increasing number of humanitarian crises—caused by conflict, extreme weather or other events—affected the implementation of the BPF in your country?

NO

5. Which of the following does your country consider to be the top five priorities for accelerating progress for women and girls in your country for the coming five years through laws, policies and programmes? (please check relevant categories)

Poverty eradication, agricultural productivity and food security

- I. The National Policy on Poverty and National Poverty Reduction Programme (NPP/NPRP) was approved in September 2017. The Policy seeks to create the conditions necessary for the elimination of extreme poverty (food poverty) by 2022 and the reduction of poverty prevalence to below 10 per cent of the population by 2030. The Poverty Reduction

Coordinating Unit (PRCU) was established in December 2013 within the Planning Institute of Jamaica (PIOJ). The PRCU leads the policy and programme development process and was supported by an intersectoral committee for the development of the National Policy and Programme document in 2014. The PRCU is the main coordination mechanism for the implementation and monitoring and evaluation of the policy and programme. The PRCU is supported by the National Poverty Reduction Programme Committee (NPRPC) which was established in 2018 and other key stakeholders and organizations.

- II. The National Food and Nutrition Security Policy (NFNSP) defines the food and nutritional goals to be achieved, to ensure that Jamaica's agriculture and food systems delivers adequate and nutritionally appropriate quantities of food, especially to low-income women and other vulnerable groups.
- III. The Ministry of Industry, Commerce, Agriculture and Fisheries (MICAF) drafted a National Youth in Agriculture Policy and Implementation Plan which seeks to create an enabling environment for youth's transition to and investment in the agricultural and fisheries sectors, taking into consideration the entire value chain. This will include young female farmers.
- IV. A Gender Focal Point is assigned at MICAF to ensure gender considerations are consistently integrated into all the Ministry's plans, policies, programmes and projects. Subsequently, in July 2017, a Gender and Youth Involvement in Agriculture Study was conducted. This study was funded by Commonwealth of Learning (COL) in Canada and the Rural Agriculture and Development Agency (RADA), who is Jamaica's chief agricultural extension and rural development agency. The study was successfully completed and findings were disseminated to inform the work of RADA going forward. Additionally, BGA conducted Gender Mainstreaming workshops with RADA's Senior Managers and Parish Managers in March and April 2018 to ensure that gender considerations are included and to create an environment where female farmers are included and given equal opportunities. BGA will continue to conduct gender

mainstreaming sessions with RADA to ensure that new Managers and technical team are consistently sensitised.

- V. The collection of sex disaggregated data is now included in RADA's monitoring and evaluation process. This is being collected through trainings, distribution of inputs and implementation of projects and programmes. Plans are in progress to ensure that the population and economic activities of rural women are routinely captured through the use of sex disaggregated data and the associated qualitative gender analysis. Additionally, the assigned GFPs in MICAFA are expected to continue to highlight and assist in addressing the gender-related quantitative and qualitative data gaps to better inform gender-responsive agriculture policy design and strategy development especially in rural areas.
- VI. RADA will continue to provide support to rural women through continuous training for farmers and rural women, assistance to rural women to identify income earning opportunities and developing small businesses through which they can earn a livelihood.
- VII. Considerations are in place to have gender-sensitive value chain analysis based on the contextual realities of women, which will include their experiences. This will be done through the BGA and partners such as MICAFA and other key stakeholders within the agriculture sector.

Eliminating violence against women and girls

- I. The BGA in partnership with UNFPA launched an Online GBV Platform in 2018. This online GBV Platform will raise awareness on GBV, provide a safe and secure space that allows victims and survivors to share their experiences and provide basic information on clinical and health service providers that can provide support to victims.
- II. The BGA launched a Public Education Campaign, in keeping with the implementation of the National Strategic Action Plan to Eliminate Gender-based Violence (NSAP-GBV) 2017-2027, entitled "No Excuse for Abuse". The campaign is being implemented in

partnership with UN Women, Jamaica Information Service (JIS) and Creative Productions and Training Centre (CPTC). It is expected to achieve the following outcomes:

- Increased public awareness on GBV with the view to preventing it.
- Increased understanding of the roles of government and civil society in response to GBV.
- To acquire solutions to reduce the gender norms and stereotypes that condone, enable, ignore and treat violence against women as a normal part of life.

The campaign will target women between the ages of 15-35 and men between the ages 15-40, who are perpetrators of GBV, victims and survivors of GBV and persons who are witnessing GBV. GBV prevalence rates are the highest amongst this age range according to the Women's Health Survey (2016).

- III. Through the operationalization of State-run National shelters for women victims/ survivors of GBV and their children (based on special conditions), more women and their children will have the option to leave abusive relationships, as they now have access to safe spaces where they can get help and support. As such, the GoJ is currently operationalising the first state run shelter and will be establishing two (2) additional Shelters in the eastern and western regions to facilitate comprehensive coverage.
- IV. The passing of the Sexual Harassment legislation will reflect recommendations such as the establishment of a permanent Sexual Harassment Tribunal to hear all sexual harassment matters. All entities will be mandated to develop workplace policies inclusive of complaints mechanisms. Field officers from BGA will be designated as authorised officers to conduct investigation of sexual harassment complaints. This will protect women and girls against sexual harassment in the workplace and educational institutions, as according to statistics, women and girls are the main victims.
- V. Through the Gender Ambassadors Programme (GAP), the BGA in partnership with the MoEYI will continue to sensitise and bring awareness to GBV issues affecting girls in the

educational institutions. With this approach, male and female students will be actively engaged to encourage positive behaviour change, thus reducing GBV within educational institutions and by extension the society.

- VI. The BGA, through the Special Service Desk for Men, will increase focus on men and masculinity issues to facilitate a more inclusive approach to reducing GBV. This will be done through men and masculinity programmes that will not only address issues facing men and boys through a promotion of mentorship programmes on positive masculinities versus toxic masculinities, but will also identify negative cultural stereotypes and norms that reinforce GBV in the society.

Right to work and rights at work (e.g. gender pay gap, occupational segregation, career progression)

- I. The Employment (Equal pay for Men and Women) Act (1975) provides for the payment of equal pay for equal work between male and female employees in the same establishment. Recommendations have been made to review the legislation to increase outdated penalties which will encourage organisations to act in accordance with the Act and reduce incidences of wage disparities.
- II. As a result of Jamaica's ratification of C189 in September 2016, measures are being taken to ensure fair terms of employment and decent working/living conditions for domestic workers in Jamaica. Specific policy and administrative measures regarding decent working conditions for household workers are to be developed in consultation with the Jamaica Household Workers Union and other stakeholders. Measures will be taken to ensure that domestic workers are informed of their conditions of employment in an appropriate, verifiable and easily understood manner, preferably through written contracts. Recommendations are being made to have supportive legislative and policy frameworks that are in line with the C189 to ensure compliance.

- III. As part of the gender mainstreaming strategy bolstered by the NPGE, more educational institutions are introducing gender sensitive curricula and teaching methods to address structural and cultural causes of discrimination against women and encourage the diversification of educational and professional choices for women. The Human Employment and Resource Training/National Training Agency (HEART Trust/NTA) institution has incorporated a gender component in their information technology, construction, welding, plumbing and auto mechanics programmes. This has resulted in an increase in the enrolment of females in non- traditional fields of study.

Digital and financial inclusion for women

- I. A Memorandum of Understanding (MOU) was signed between the Ministry of Culture, Gender, Entertainment and Sport (MCGES) and the Ministry of Industry, Commerce, Agriculture and Fisheries (MICAF) in 2017. Through this partnership, MCGES and MICAF will develop strategies and collaborative programmes that will promote and encourage the involvement of women in entrepreneurship through capacity building in ICT, financial and business training. Subsequently, the Women's Entrepreneurship Support (WES) Project was launched in November 2018. As part of the MOU, four (4) women were selected and awarded grant funding and training as part of this entrepreneurial endeavor. The WES Project is expected to be an annual initiative.
- II. The Scientific Research Council (SRC) which falls under MICAF is mandated to support growth and development of the Agro-industrial Sector in Jamaica and is currently focused on supporting more women in/for the sector. This is highlighted throughout SRC's organizational structure, as 75% of the Laboratory Analysts are women, 80% of the quality auditors are women and 86% of the management team are women.

The agency supports women through training in food processing (meats, sauces, jams & jellies, juices and other beverages); personal care products (lotions, body wash products, soaps); hydro-distillation (extraction of essential oils used in personal care products to create ‘organics’) – a growing niche and tissue-cultured plants. SRC has implemented a food incubator pilot plant which has a growing female clientele (50%) and a technical team made up of 55% women who are certified (ISO 9001) to provide technical assistance in food processing. The agency also provides opportunities for business development through partnerships, grant funding & regulatory services.

- III. The GoJ through the BGA endorsed the UN Women Win-Win: Gender Equality Means Good Business Programme in Jamaica. This programme introduces Private Sector Organizations (PSOs) to the Women’s Empowerment Principles (WEP) and seeks to highlight the importance of ensuring equal pay for work of equal value, as well as support for women entrepreneurs and women-owned businesses. It is also aimed at promoting formal and decent work opportunities for women using a multi-sectoral approach. The programme includes training to women in executive leadership and decision-making positions. In addition to increasing economic empowerment, the programme seeks to guide women's leadership for sustainable, inclusive and equitable growth, advancing the responses of the private sector to achieve the SDGs in Latin America and the Caribbean.

Jamaica is the lone Caribbean country participating in the Win-Win: Gender Equality means Good Business Programme which is being implemented in Latin America and the Caribbean (LAC). It is a strategic partnership between UN Women, the International Labor Organization (ILO) and the European Union (EU) for the promotion of gender equality in the private sector. The other countries are Argentina, Brazil, Chile, Costa Rica and Uruguay. To date sixteen (16) Jamaican private sector companies have committed support for the Women’s Empowerment Principles (WEPs) which aim to allow the full and equal participation of women in society and focuses on: strengthening the leadership of women in business and their participation in the workforce; reduction of the gender pay gap; decent job; entrepreneurship; autonomy and economic empowerment. Under this initiative, the BGA’s capacity is to be enhanced to ensure the sustainability of the programme.

- IV. In an effort to improve the participation of women in ICT, the GoJ has placed continued emphasis on project and problem-based modalities of teaching. This was demonstrated in 2015 with the roll-out of the Ministry of Education’s (MoE) new *National Standards Curriculum*. The e-curriculum establishes performance standards for students up to the secondary level and is designed to promote the development of critical thinking and problem-solving skills. Scientific knowledge, engineering design and ICTs are also leveraged to promote a more hands-on approach to learning, which mimics real-world applications and serves to concretize abstract concepts. Girls’ participation in STEM related subjects are improving and increasing.

- V. International Women’s Day 2018 was observed by the BGA with a symposium under the theme: “Empowering Women and Girls in Science, Technology and Business”. At the event, twenty-seven (27) high school girls received the “Girls in STEM” Award for outstanding performance in the areas of science, technology, engineering and mathematics (STEM). The event provided an opportunity to promote, encourage and recognize girls in high schools across Jamaica for their outstanding performances in any subject area in the field of STEM. Fifty (50) girls from high schools across Jamaica also got the opportunity to participate in a summer camp, which focused on the various career fields within STEM at the University of Technology (Utech). The BGA will continue to highlight and promote women and girls to pursue careers in STEM.

- VI. Jamaica joined 166 other countries in celebrating International Girls in Information and Communications Technology (ICT) Day. The initiative, spearheaded by the International Telecommunications Union, aims to create a global environment that empowers and encourages girls and young women to consider careers in the growing ICT field. Through these international observances and related initiatives, the BGA will continue to encourage and seek opportunities for training and jobs in the ICT sector for women and girls.

- VII. In 2017, Girls in ICT Day Caribbean ‘Hackathon’ saw over 90 girls and young women from 15 high schools, universities and community colleges across the country, coming

together to create innovative ICT-based solutions to address social issues such as domestic violence, cyber bullying, sexual assault, child abuse, sustainable development and climate change. Activities included mobile app-building, animation, robotics, digital video production and digital artworks and web development. Winners received cash prizes, bursaries, and mobile phones. These are a few of the ongoing initiatives that Jamaica intends to use in accelerating progress of women and girls in ICT.

- VIII. The Women in Maritime Association, Caribbean (WiMAC) was launched in 2015 in Jamaica and is one of the seven regional associations of female maritime professionals established under the auspices of the International Maritime Organization (IMO). WiMAC provides a forum for networking and advocacy in support of the IMO's own programme for integration of women in the maritime sector.

To foster the development and participation of women in the maritime sector and contribute to the growth of the industry within the Region, one of the mandates of WiMAC is the promotion of careers in the maritime sector as a viable option in schools. This is done through outreach activities in primary, secondary and tertiary institutions, with the aim of increasing the uptake of female students to the wide range of courses offered at the Caribbean Maritime University (CMU) at the undergrad and post-graduate levels.

Given the mandate to promote awareness of maritime careers, WiMAC was introduced to the SeaPerch Underwater Robotics Programme, which was presented at its Annual Conference in the Cayman Islands in 2016. The SeaPerch Programme was designed as an intervention to stimulate and sustain the interest of students in STEM. SeaPerch is an innovative underwater robotics programme that equips teachers and students with the resources they need to build an underwater Remotely Operated Vehicle (ROV) in an in-school or out-of-school setting. Students build the ROV from a kit that comprises low-cost, easily accessible parts, following a curriculum that teaches basic engineering and science concepts with a marine engineering theme. The SeaPerch Programme provides students with the opportunity to learn about robotics, engineering, science, and mathematics (STEM) while building an underwater ROV as part of a science and engineering

technology curriculum. Throughout the project, students learn engineering concepts, problem-solving, teamwork, critical thinking and technical applications. WiMAC recognized the positive impact that the programme could have on “at-risk” youths, as well as its ability to present the learning of STEM subjects in a fun and competitive environment, as well as its potential as a strategy for engendering interest in maritime careers.

The SeaPerch Challenge will be implemented as a part of the extra-curricular programme within schools, which will be similar to the science clubs that are currently established in schools. The CMU projections are that as it trains more and more women for the industry, the gender balance on the land-based side will change significantly over the next five years to have at least 30 per cent of employees on the land-based side being women.

Gender-responsive disaster risk prevention, reduction and resilience building

- I. Disaster Risk Reduction (DRR) projects are underway in Jamaica and is being implemented at the national level by the Office of Disaster Preparedness and Emergency Management (ODPEM) and the Disaster Risk Reduction Centre (DRRC). A gender analysis of all projects implemented throughout the comprehensive disaster management (CDM) cycle was proposed, which would include: preparedness, response, mitigation and recovery. Based on this proposal, a gender analysis was conducted of key projects for the ODPEM and DRRC. This was done: to improve inclusiveness in DRR, measure the impact of projects on women and men and contribute to the monitoring and evaluation component of the Comprehensive Disaster Management (CDM) Strategy and Programming Framework 2014-2024.

- II. The GoJ through the BGA was represented at the Strengthening Resilience through Disaster Risk Reduction Annual Research Conference on Small States on February 25 – 26 2019 in Marlborough House, London and presented some of the best practices of the country in relation to gender and disaster risk management.

III. The National Policy for Gender Equality indicates the GoJ's commitment to integrating gender considerations in all development policies and programmes. A gender responsive approach to disaster risk prevention, reduction and resilience-building as an ongoing commitment to the gender mainstreaming process. As such, the Climate Change Policy Framework and Action Plan are being revised to include gender considerations, as well as a gender inclusive approach to disaster reduction. Additionally, the GoJ is building the capacity of sectors to develop and implement their own climate change adaptation and mitigation plans. In this regard, the public sector's Policy Analyst Network officers have been engaged in capacity building workshops on how to Climate-Proof National Policies and Implementation Plans as well as how to integrate gender considerations in same.

With this approach, the GoJ acknowledges that climate change affects males and females differently, especially considering intersecting factors, such as different roles and responsibilities men and women have in the household, their social and economic background, age, disability and rural/urban differences. Consequently, increased efforts are being made to acknowledge the important role that women and girls play in disaster risk prevention, reduction and resilience building.

Section Two: Progress across the 12 critical areas of concern

Inclusive development, shared prosperity and decent work

6. What actions has your country taken in the last five years to advance gender equality in relation to women's role in paid work and employment?

Strengthened/enforced laws and workplace policies and practices that prohibit discrimination in the recruitment, retention and promotion of women in the public and private sectors and equal pay legislation

I. Through the GoJs gender mainstreaming programmes, efforts are made to ensure that gender is integrated in national policies, programme, plans, projects and other operational

processes. These include gender assessment of critical areas for gender disparities e.g. in workplace policies and processes for strengthening to ensure that recruitment practices prohibit discrimination in all areas. Additionally, an assessment is done to facilitate gender balance at all levels in the work place, particularly in decision-making roles and staffing conditions in employment. Other activities include the identification of gender knowledge gaps and the routine collection of sex disaggregated data which is done by the BGA with support from selected Gender Focal Points within the MDAs.

- II. The Ministry of Labour and Social Security tabled the Occupational Safety and Health (OSH) Bill in Parliament in 2017. The Bill is now being thoroughly examined by a Joint Select Committee of Parliament which is hearing and considering submissions from members of the public. Once an agreement is reached between the House of Representative (Lower House) and the Senate (Upper House) and the Bill is adopted, it will need the Governor General's Assent to become law.

The main objective of the OSH Bill is to protect workers and other persons including women and the girl child, against discrimination or harm to their safety, health and welfare. Part VI of the Bill speaks to Discriminatory and Coercive or Misleading Conduct. The Bill prohibits the action of discriminatory conduct under subsection 104. The Bill also speaks to HIV and pregnant workers specifically under subsection 105. The MLSS intends to give legislative effect to the HIV Workplace Policy by enacting HIV regulations that will support the OSH Bill.

- III. Another important achievement of the MLSS is the improvement of women's ability to work without time restriction. This came in effect with the enactment of the Employment (Flexible Work arrangements) (Miscellaneous Provisions) Act 2014, passed in November 2014. This process resulted in the establishments of legal framework for the implementation of flexible work arrangement, eliminating the restriction of women to do "night work". As a result, the Women (Employment Of) Act (1979) was repealed, which restricted women from being employed in night work except under circumstances outlined in Section 3 of the Act.

- IV. Likewise, the MLSS is responsible for providing compulsory contributory funded scheme to all employed and self-employed persons in Jamaica. All Jamaicans are mandated to register and contribute to the National Insurance Scheme (NIS) which is guided by the provision in the National Insurance (NI) Act. The NI Act was amended in 2011, to extend the working age of the female contributor from age 60 to 65 years on a phased basis (2011-2015) which allows more working years for women, making age of retirement the same for men and women overtime.

Introduced / strengthened gender-responsive active labour market policies (e.g. education and training, skills, subsidies)

- I. The GoJ indicated a commitment to undertake a comprehensive labour market reform which is aligned to Vision 2030 National Development Plan and the associated Medium Term Socio-Economic Policy Framework (MTF), which have recognized the need for reform to achieve a stable macro economy and enabling business environment, in keeping with the International Labour Organization's (ILO) Decent Work Agenda. As a result, the reform has sought to address labour market segregation and gender gaps which cannot be explained solely by educational differences. Additionally, it examined the social construction of female occupations as lower-status, lower-skilled and lower-earning which has played a large part in reproducing inequalities and analysed the persistent disconnect between women's increased engagement in paid work and their limited and tenuous access to social security provisions compared to men. These initiatives included:

- Improved access to education and training through the full implementation in 2016 of a non-mandatory tuition policy for public secondary level educational institutions;
- Continued tuition-free access to public primary level educational institutions.
- There was increased state support and regulation of the Early Childhood (EC) sector to facilitate improved access to ECIs.

- The HEART Trust/NTA continued to provide subsidized post-secondary and tertiary level training to all Jamaicans.
 - The MoEYI and its agencies, particularly, the HEART Trust/NTA engaged qualified youth and adults in tuition free training and certification programmes, including community-based programmes, with focus on those unattached from formal societal institutions and processes.
- II. The transformation of the HEART Trust/NTA to provide an integrated menu of programmes for successful engagement of the labour market and productive sectors through lifelong training and certification, apprenticeship and the development of employment readiness skills, and employment facilitation. The new HEART Trust/NTA is the result of the merger of the National Youth Service (NYS), Jamaica Foundation for Lifelong Learning (JFLL), Apprenticeship Board and HEART Trust/NTA.
- III. A National Qualifications Framework (NQF) of Jamaica was launched in 2017. It provides a framework for standardized recognition of the levels and competencies associated with different educational and training offerings. The Prior Learning Assessment and Recognition (PLAR) component allows for certification credits to be attached to work experience and knowledge gained outside of formal learning institutions.

Taken measures to prevent sexual harassment, including in the workplace

- I. The draft Sexual Harassment Bill now reflects recommendations emanating from Cabinet regarding the establishment of a permanent Sexual Harassment Tribunal to hear all sexual harassment matters and the designation of field officers from the Bureau of Gender Affairs (BGA) as authorised officers to conduct investigation of sexual harassment complaints. In anticipation of the approval and tabling of the draft Bill, sensitization sessions remain ongoing in educational institutions, private and public sector organizations and in

communities through programmes such as the Schools' Education Programme, which is coordinated by the Community Liaison Branch at the BGA.

- II. The BGA facilitated seventeen (17) sensitization sessions on Sexual Harassment enhancing knowledge of 346 workers (237 women; 109 men) for the Jan – Dec 2018/Jan-Mar 2019 periods. During Jan – Dec 2017, 11 workplace sensitization sessions were conducted with a total of 452 persons (295 females and 157 males), who now have an improved knowledge of the issue of sexual harassment. For the Jan –Dec 2016 period, twelve (12) sessions were conducted impacting 671 participants - 536 females and 135 males. Four (4) organizations to date (Civil Aviation Authority, INDECOM, Jamaica Mortgage Bank, Urban Development Corporation) have been assisted in creating workplace policies.

Strengthened land rights and tenure security

- I. The country's legal environment in rural and urban development, with regards to land rights and tenured security, is guided by the framework of references in International Agreements/Conventions for a gender approach and therefore has provided appropriate protection for women, youth, the elderly and minorities in these areas of national development. In this regard, consistent with UN Habitat's Agenda, Vision 2030 Jamaica has been promoting Sustainable Urban and Rural Development, by creating sustainable urban centres, through urban renewal and upgrading and ensuring safe, sanitary and affordable shelter for all including a safer city for women and girls.
- II. As part of the GOJ's long-term housing and sustainable development planning, several initiatives have been undertaken including:
 - A draft National Housing Policy and Implementation Plan to provide an overarching framework to guide the housing sector is being finalized. The BGA was among a number of stakeholders represented during the policy development process to ensure the integration of gender considerations throughout the policy.
 - Considerations for a National Squatter Management Policy and Implementation Plan (NSMP) to address the issue of informal settlements.

III. The GoJ, through the Ministry of Transport, Works and Housing (MTWH), as part of a UN-Habitat Participatory Slum Upgrading Project (PSUP), has been adopting a participatory, gender-sensitive approach to slum upgrading. This is aligned with the country’s urban development plans, which actively seeks to engage relevant stakeholders in the process of implementing PSUP phases, at one or more of the five (5) slum deprivations, as defined by the UN-Habitat. These include: lack of safe water, access to sanitation, durability of housing, overcrowding and security of tenure.

The PSUP partners have devised tangible and direct strategies to empower disadvantaged communities living in slums by allocating 10% of PSUP funding to community-led development interventions. The three (3) communities identified are located in rural parishes and were selected based on social, physical and environmental criteria, including percentage of households that are female headed.

Equipping: Approximately J\$35.4M funded the provision of equipment, including computers (desktop and laptop), GPS/GNSS Rover, MicroSurvey CAD, VRS Base Stations – satellite tracking, etc. Training was provided by the NLA.

JSIF-NLA Technical Support Performance Indicators April - September, 2018	
Item	Performance
Total Station	Cadastral Survey Unit: completed 740 parcel surveyed vs the annual target of 600. Cadastral Mapping Unit effectively achieved its targets for the Field Audit of Cadastral Maps.

JSIF-NLA Technical Support Performance Indicators April - September, 2018	
Item	Performance
Micro-CAD Survey & Computers	<p>Plan Examination and Certification Branch reported that: Registrar of Titles Plans - Average turn-a-round time of 70% completed in 9 days, vs. a targets of 85% in 9 days. However, the number of plans checked over the period under review is 1,654, which is above the projected target of 960.</p> <p>Plans prepared for annexation to Titles - 3,890 plans (vs a target of 2,520) were prepared for annexation, within the turn-a-round time.</p> <p>Pre-Check Plans - Average turn-a-round time of 92.2% in 35 days vs a target of 80% in 35 days. A total of 7,516 plans (10,931 lots) were examined, exceeding the target of 6,000 plans.</p>
GNSS Rovers	<p>The deployment of the new GNSS equipment to the Cadastral Surveys and Cadastral Mapping Branches has also greatly improved the capacity of the field surveyors to more efficiently carry out the geo-referencing of cadastral parcels, which they survey.</p>

Improved financial inclusion and access to credit, including for self-employed women

- I. Jamaica’s financial system is considered to be a well-developed market being served by a network of eight (8) commercial banks, two (2) building societies and a merchant bank regulated by the Bank of Jamaica (BOJ). There are twenty-six (26) credit unions, with over 100 branches and hundreds of microfinance institutions, who will soon have a regulatory regime.

Access to financial services resulted in penetration of traditional points e.g. Commercial Bank Branches, Cooperatives Branches and Automated Teller Machines (ATMs). There are forty-two (42) access points per 100 000 adults, almost 5 000 point of sale (POS) terminals per million inhabitants and geographically, seventy-six (76) access points per 1000 km. More than seventy-eight (78) per cent of Jamaicans over 15 years old owns an account at a financial institution. An estimated 0.9 per cent of Jamaicans make and receive mobile payments, while approximately 10 per cent of the population conduct online purchases and bill payments. Most women including those who are self-employed are able to access as well are beneficiaries.

- II. Improvements for financial inclusion and access to credit are being facilitated with an approved and updated Micro, Small and Medium Enterprises (MSME) Entrepreneurship Policy being implemented through a MSME National Policy Implementation Committee. The Policy has a five (5) year Implementation Plan inclusive of a Monitoring and Evaluation (M & E) Framework and a Gender Disaggregated Study for Financial Inclusion.

As part of the developments within the public procurement regime, twenty (20) per cent of the procurement budget is committed for MSME, with an additional percentage quota for women and youth. Other initiatives, as part of the policy implementation include: abolition of a minimum business tax which is already bringing the small business sector into formality status and a pool of \$400 million have been committed and made accessible to assist businesses to take better advantage of the CARICOM Single Market and Economy (CSME). In addition, the GoJ has been looking at grants and venture capital to support small business where many self-employed women are located.

Also being examined is the tapping of unclaimed funds at commercial banks to help the small business sector. More than 200,000 jobs in the sector have been created from small business loan funding, from which women are increasingly benefitting. This is highlighted through the many micro finance companies that are supporting micro entrepreneurs, by accepting non-traditional collateral for loans such as appliances and furniture. As such,

more women are able to access these opportunities are better able to start or expand their businesses.

- III. The GoJ has also redirected its efforts to address a number of long standing issues in the local financial market through the National Financial Inclusion Strategy (NFIS), which was launched in 2017. The NFIS seeks to further increase access to financial services for the underserved population, in an effort to foster economic growth and development. These efforts are expected to result in a modernized financial services market, guided by a strong regulatory framework that encourages security, consumer protection, financial literacy and innovation. Towards this goal, the strategy seeks to promote: Increased usage of electronic payments; Expanded innovative distribution channels; Digitized government payments and developed financial products that channel remittance proceeds into accounts/cards.
- IV. As part of a Growth Inducement Programme (GIP), Government payment programmes were reviewed to assess the viability and validity of mobile money as a tool to promote financial inclusion. Benchmark studies have predicted great levels of success for mobile money in Jamaica as the market exhibited many preconditions similar to countries that have experienced high levels of success.⁴
- V. Currently, women have access to all types of financing and many financial entities provide services designed to reach women directly. This is true of mortgage and small and micro business financing entities. In addition, the Government has also been strengthening existing and emerging micro credit institutions to help in the eradication of poverty especially among female headed households.
- VI. Data have shown that women tend to be more consistent at loan repayment. This is true, particularly with women in agriculture, where a large percentage of agricultural and credit loans are increasingly being given to women due to their good track record of repayment.

⁴ Caribbean Policy Research Institute (CaPRI) (2016), Mobile PATH Payments Efficient Social Support through a National Mobile Money Ecosystem <https://www.capricaribbean.org/documents/mobile-path-paymentsefficient-social-support-through-national-mobile-money-ecosystem>

As such, male farmers are often asked to carry out joint membership with females in their households.

This has caused a change in the agricultural and business lending process, as more women are getting involved not only in more agricultural activities, but are accessing business seminars that are targeting women directly.

- VII. Data have shown that more women tend to borrow for consumer needs such as education. In the area of non-business loans, women heavily accounted for 65% - 85% of the loans. The National People's Cooperative Bank has a membership of over 275, 000 and approximately 40% are women.
- VIII. However, while there is increased access to credit and financing to women for various purposes, the data indicates that women are still not accessing financing and credit at the highest level (large sums of money). This could be, as a result of gender socialization in Jamaica, where women are more cautious than men, when it comes to financial risk-taking. Also, women have fewer assets than men that can be confidently use as collateral for large loans.
- IX. The support to women engaged in rural tourism product and service providers and agricultural enterprises from Jamaica Social Investment Fund (JSIF) have been provided through:
- US15M loan from the World Bank over 6 years (ended 2017), which was used to support market access to rural micro- and small scale agricultural and community-based tourism enterprises. Support included access to business development grants, technology and materials (e.g. drip irrigation kits, water storage, greenhouse materials, seedlings), technical support and capacity-building/training, certification and infrastructure (e.g. infrastructure rehabilitation to meet JTB standards for certification).

- A total of 9,025 beneficiaries benefitted directly from 85 subprojects grants with a maximum cap of USD 200 million per community group for revenue generating enterprises or critical public infrastructure, management and marketing in the agriculture and tourism sectors.
- 51% of rural enterprise participants were women (exceeded target of 30% women) and several enterprises were run by women.
- 1,694 women (target 1,100) adopted improved agricultural practices and/or technology (greenhouse, drip irrigation, water-harvesting, tissue culture seeds, solar energy for pumping water/processing, etc.).

Improved access to modern technologies (incl. climate-smart technologies), infrastructure and services (incl. agricultural extension)

- I. In April 2018, the SRC established and launched Jamaica’s first Science & Technology Business Incubator. This Innovation Lab and Science Resource Centre is the first of its kind in the region and will support entrepreneurs working on climate change research and technologies.
- II. Jamaica has also sought to build capacity by establishing science and technology parks, as important economic adaptations towards sustainable economic growth. It is intended that these science and technology parks will:
 - Act as a nexus between business and science.
 - Promote innovation-based economic growth.
 - Play a significant role in knowledge and technology transfer into market.
 - Promote and contribute to local and regional economic development.
 - Facilitate the emergence of new technology-based companies.

- Bring together local and international capacities from universities, research and development (R&D) institutions, start-ups, corporations etc. to generate new high value-added products for global consumption.
- III. In the 2017, the Measuring the Information Society Report, published by the International Telecommunication Union, showed that the ICT Development Index (IDI) for Jamaica increased to 4.84 in 2017 from 4.63 in 2016. However, the country's rank has fallen 2 places from 96 to 98 out of 176 economies. In the area of access to ICTs, Jamaica's rank and index have increased from 2016, with an access sub-index of 5.29 and position of 93. With an IDI use sub-index of 3.94, fixed (wired) broadband services have subscriptions of 10.12 per 100 inhabitants, while active mobile broadband subscriptions are indicated at 56.22 per 100 inhabitants. While mobile cellular subscriptions are greater than a 1:1 ratio (115.6 per 100 inhabitants), other indices such as households with computer and internet access reflect lower percentages.
- IV. Jamaica recorded 1.5 million internet users in 2017, which represents 56.0 per cent of the population, up from the 1.1 million users recorded in 2011. The Internet Accessibility Index notes that Jamaica has 1.6 million mobile internet users and is ranked 12th out of 58 countries surveyed in 2017.

The rapid expansion of internet users over the last decade reflects Jamaica's commitment to open access and the acceptance of technology development. Overall, usage has been increasing, with variations by age, gender and geographic location. Active mobile-broadband subscriptions have been reported at 88.9 per cent, showing higher uptake than averages for the Americas and the World.

- V. Additionally, there have been ongoing initiatives and partnerships to facilitate access to the internet through Community Access Points (CAPs). As at October 2017, 260 CAPs have been established through the Universal Service Fund, in partnership with NGOs, CBOs and other organizations. This ongoing initiative is a key component of the "Technology-enabled Society" highlighted in the MTF. CAPs are also being retrofitted with solar panels

to support the energy resources needed for operation, which is a useful linkage with SDG 7.

- VI. Through these new technological developments, women and girls now have increased access to modern technologies and are encouraged to make use of the opportunities provided.

Supported the transition from informal to formal work, including legal and policy measures that benefit women in informal employment

- I. As of July 2016, the unemployed labour force was 12.9 per cent. Unemployment rates were higher among young women (33.7 per cent) than young men (26.1 per cent), with younger cohorts and rural inhabitants more likely to be unemployed. Of the employed population, nearly 50 per cent are in informal employment.⁵ The services sector absorbs the greatest portion of the labour force, followed by agriculture and industry. Women outnumbered men in nearly all of the services subsectors.⁶
- II. The Ministry of Labour and Social Security (MLSS) in collaboration with the ILO during the period October 2014 to November 2015, implemented the *‘Formalization of the Informal Economy Programme’*, in two pilot rural communities (Granville and Garlands), in the parish of St. James. This initiative saw more than thirty-one (31) women benefitting in the following ways:
 - Entrepreneurial skills upgraded to better understand how to successfully own and operate a business with sustainability as a major focus.
 - Opportunities were made available to SMEs, including registration benefits, financing options and other material relevant to formalization and managing a sustainable business. This resulted in a number of the participants formalizing their

⁵ STATIN

⁶ Ibid

businesses and becoming members of a Development Cooperative in their communities.

- III. In 2016, Jamaica signed the instrument of ratification of ILO Convention C189 (also known as the Domestic Workers Convention) to continue efforts to formalize domestic workers and fisher folks. The MLSS (the ministry with responsibility) conducted a number of workshops and consultation sessions with key stakeholders to gather their input towards the development of a National Action Plan. Through this formalization process, female household workers and fisher folks will have access to credit and other opportunities not available to them while they are in the informal sector.

Additionally, considerations are being made to amend the Minimum Wage Act and the National Minimum wage order, to enhance the protection offered to vulnerable workers including domestic workers. This will also increase compliance to C189. Consultations were held with employers of domestic workers.

Devised mechanisms for women’s equal participation in economic decision-making bodies (e.g. in ministries of trade and finance, central banks, national economic commissions)

- I. Discussions have been ongoing around the issue of introducing temporary special measures (TSMs) such as quotas, to promote women’s equal participation in economic decision-making bodies. However, this mechanism has not gained much traction.
- II. Through the Medium Term Socio-Economic Policy Framework (2018-2021), a number of mechanisms/strategies have been devised to ensure women’s equal participation at all levels. The Plan recognizes strong and accountable institutions, political commitment to effective management of the State, transparency in government, a justice system that is accessible and fair, equity and tolerance and respect for human rights and freedoms. It proposes a range of strategies to address the issue of fostering equal participation and equity in all spheres of society from 2018-2021. The strategies are:

- Mainstream gender indicators in all sectors regional comprehensive manual.
 - Develop a Gender Database as well as Gender Protocols.
 - Strengthen the monitoring and evaluation of gender mainstreaming through structured programmes, committees and councils, such as the Gender Advisory Council (GAC).
- III. Cabinet approved the establishment of the Gender Advisory Council (GAC) on January 8, 2018. The members of the Council will serve for a period of three (3) years with effect from January 8, 2018 to January 7, 2021. The GAC will provide oversight for the implementation of the National Strategic Action Plan for Gender Based Violence (NSAP-GBV) 2017-2027 and the National Policy for Gender Equality (NPGE). The first Meeting of the Council was held in July 2018 and a report completed and circulated to members. A further submission was made to include other stakeholders to serve at the level of sub-committees to support the implementation of the NSAP-GBV. A Gender Mainstreaming Manual for the public sector has since been implemented as a sector strategy.
- IV. Currently, there are a number of women in non-traditional areas at the highest levels of economic decision-making bodies. There is a female Minister for Foreign Affairs and Foreign Trade (MFAFT) and a woman was formerly Minister without Portfolio in the Ministry of Finance and the Public Service (MoF&PS) in 2018, but has since been appointed as Minister of Science, Energy and Technology in 2019.
- V. There are three (3) women Deputy Governors (DGs) at the Bank of Jamaica (BoJ) for Financial Institution Supervisory Divisions from 2016-present. Additionally, women are on the Currency Operations and Financial Markets Infrastructure from 2019-present and Crown Counsel for the Corporate Secretary's Division from 2017-present. Three (3) women were also members of BoJ's Board from 2015-2018.

- VI. Two (2) of Jamaica's Ambassadors for South Africa and Cuba are women. Currently the President of the Moravian Church in Jamaica, its affiliate in the Cayman Islands and the Jamaica Baptist Union are women.
- VII. Females are heads of the following Ministries: Labour and Social Security (2016-currently); Foreign Affairs and Foreign Trade (2016-Present); Culture, Gender, Entertainment and Sport (2016-present), Science, Energy and Technology, (2019-present). Other positions which are headed by women include: Attorney General (2016- present); Political Ombudsman (2015–present), Public Defender (2015 – present); Chief Executive Officer/Commissioner of Customs (2017-present) and Managing Director of HEART TRUST NTA (2018 – present).
- VIII. A woman was elected as one of the Commissioners to the Inter-American Commission on Human Rights (IACHR) and was re-nominated in 2019.
- IX. Forty per cent (40%) of Ministries have Permanent Secretaries who are women. In addition, women comprise 60 per cent of the heads of Ministries, Department and Agencies in the country. The number of females in the current administration represents the highest number in Jamaica's political history.

Other

- I. The GoJ, in its commitment to public sector reform, good governance and gender equity⁷, has developed Policy Guidelines for the Nomination, Selection and Appointment of Board Members of Public Bodies⁸ in Jamaica (the Guidelines/Policy Guidelines, 2018). The purpose of these Policy Guidelines is to articulate a comprehensive and transparent process based on best practices and approaches for the nomination, selection and appointment of Board members. The Guidelines also refer to support mechanisms needed to give greater

⁷ As outlined in the National Policy for Gender Equality (2011)

⁸ As defined in the Public Bodies Management and Accountability Act

accountability to board members. Adherence to and reporting on this process is expected to lead to greater confidence in corporate governance for public bodies.

- II. The Policy Guidelines also highlights diversity as selection requirement. Consideration of gender in the appointment process is enshrined in the National Policy for Gender Equality (2011), which states that public sector boards must have a minimum of 30% females as members. It further states that Ministers should strive towards having no less than 30% of either male or female representation on each Board.

Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

7. What actions has your country taken in the last five years to recognize, reduce and/or redistribute unpaid care and domestic work and promote work-family conciliation?

Included unpaid care and domestic work in national statistics and accounting (e.g. time-use surveys, valuation exercises, satellite accounts)

Expanded childcare services or made existing services more affordable

- I. Early Childhood Education is delivered through community operated basic schools, government infant schools and infant departments in primary and all - age schools and kindergarten departments of privately owned preparatory schools.

Currently, there are approximately 2,800 Early Childhood Institutions (ECIs) in operation in Jamaica. Under the Early Childhood Act (2005), an ECI is defined as any place that cares for four or more children, under the age of six years, for up to six hours per day. This

includes nurseries, day care centres, basic schools, kindergartens, infant schools and infant departments.

- II. The Early Childhood Act (2005) and the Early Childhood Regulations (2005), describes the requirements that an ECI must meet in order to be registered by the Early Childhood Commission (ECC) as a legally operating institution. The laws ensure that all ECIs provide the services that children need to grow and develop. The ECC has developed a detailed document called ‘Standards for the Operation, Management and Administration of Early Childhood Institutions’ which is distributed to ECIs upon registration.
- III. In 2017, The Government started to convert private early childhood institutions to publicly-run facilities. It is anticipated that least 50 per cent of the institutions will be transitioned by 2020.
- IV. The Government has been contributing to the over 2,400 privately-run early childhood institutions through the provision of stipend, nutritional support, school materials and training. The Government has also assisted these institutions by placing at least one trained teacher in them and has supported a programme to provide teacher assistants who are well trained.
- V. The GOJ, through the Jamaica Social Investment Fund (JSIF) invested in infrastructure for the early childhood sector – Investment was made in 27 early childhood facilities (2014-2019). This reduced the burden of childcare for women as children aged 3-5 previously at home could now have access to affordable care and instruction at the early childhood level.⁹

Expanded support for frail elderly persons and others needing intense forms of care

- I. The Revised National Policy for Senior Citizens is being completed and it is expected that it will be approved by the Government as a Green Paper (2017/18). The Policy is informed

⁹ See Table in Annex

by new and emerging approaches to inclusion and engagement of the elderly. The Revised policy gives strategic focus to six (6) thematic areas: Social Engagement and Participation; Social Protection, Income Security and Employment; Health and Wellness; Physical Environments, Protection and Safety; Family Integration and Inter-Generational Transfers and Governance and Capacity-Building.

- II. The Mona Wellness and Aging Centre (MAWC) at the University of the West Indies (Mona) (UWI) offers a number of pioneering training programmes and certifications to cover home and community-based assistive care, as well as comprehensive health and wellness. This includes higher degree specializations and advance training in Elder/Geriatric Care and Gerontology. This has been on-going and a major tenet of the mandate and work by the Mona Wellness and Aging Centre. MAWC also conducts age-related research nationally and regionally.
- III. The Ministry of Health (MOH) conducted an evaluation of the situation of social cases involving the elderly. The MOH partnered with Parish Infirmaries to provide spaces for social cases.
- IV. The MLSS is ensuring the safety and security of the nation's elderly citizens through the development of a National Registry for Seniors. The Registry, which falls under the National Policy for Senior Citizens, aims to capture data on the older members of society.
- VI. With affordable medication being a necessity for many senior citizens in the country, the National Health Fund (NHF) is looking at how it can improve its Jamaica Drug for the Elderly Programme (JADEP) to meet the varying needs of beneficiaries. In 2016, 282,899 persons were enrolled under the JADEP, which allowed those over 60 years old to get subsidised medication for the ten (10) illnesses covered. Additionally, it allowed a beneficiary to pay as little as \$40 JM for one drug or \$240 JM for six or more drugs.

Introduced or strengthened maternity/paternity/parental leave or other types of family leave

- I. Provision is made for Maternity Leave. The Maternity Leave Act, 1979 provides for maternity leave. Female employees are entitled to maternity leave after 52 weeks of continuous employment. According to Section 3, employers must grant employees a period of 12 weeks' maternity leave, with an additional 14 weeks upon receipt of a certificate from a medical practitioner. During maternity leave, employers must pay female employees, maternity pay for a period of eight weeks. Section 4 provides female employees with the right to return to work following maternity leave on the same terms and conditions as before.

- II. The GOJ is currently having discussions/ consultations regarding a Paternity Leave Act. The objective of the consultations is to discuss the relevance of the Paternity Leave Act and how it can be developed to benefit the men within the Jamaican society.

Invested in time- and labour-saving infrastructure, such as public transport, electricity, water and sanitation, to reduce the burden of unpaid care and domestic work on women

- I. There was limited capacity within the National Land Agency (NLA) systems to pre-check survey plans and cadastral maps for the general registration of land titles. As a result, JSIF under the World Bank - funded Integrated Community Development Project (ICDP) assisted NLA in addressing the gaps within the agency, to help them become more efficient in their services to the public and the country on a whole.

This Project has directly impacted 182 beneficiaries (129 males and 53 females), who were mainly staff of the entity.

Equipping: Approximately J\$35.4M funded the provision of equipment, including computers (desktop and laptop), GPS/GNSS Rover, MicroSurvey CAD, VRS Base Stations – satellite tracking, etc. Training was provided by the NLA.

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GNSS Rovers	<p>The deployment of the new GNSS equipment to the Cadastral Surveys and Cadastral Mapping Branches has also greatly improved the capacity of the field surveyors to more efficiently carry out the geo-referencing of cadastral parcels, which they survey.</p>

Promoted decent work for paid care workers, including migrant workers

- I. Jamaica ratified the ILO Convention 189 (C189) on Decent Work for Domestic Workers (September 22, 2016), some of whom are migrants. As a result of Jamaica's ratification of C189, measures are to be taken to ensure parity with workers generally relative to fair terms of employment, particularly decent working/living conditions for live-in domestic

workers. Specific administrative measures regarding decent working conditions for live-in domestic workers are to be developed in consultation with the Jamaica Household Workers Union (JHWU) /ILO and other stakeholders to inform a policy position. Other measures are to be taken to ensure that domestic workers are informed of their conditions of employment in an appropriate, verifiable and easily understood manner, preferably through written contracts.

- II. The GoJ has since been working with MLSS legal officers on additional measures, as C189 requires ensuring the effective protection of Domestic Workers including migrant domestic workers. As a result, a number of collaborative sessions are on-going with MLSS Legal Officer(s), the BGA and the JHWU on Understanding Sexual Harassment in the Workplace and the requirements and measures under C189.

During the 2017/2018 fiscal year, the BGA partnered with the Fi Wi Jamaica Project, the JHWU and the MLSS to conduct five (5) Regional Capacity Building Workshops with household workers and low-income earners island wide. The workshops looked sexual harassment in the work place, C189 and their rights as workers in Jamaica. This initiative reached 687 participants (526 females and 161 males).

Conducted campaigns or awareness raising activities to encourage the participation of men and boys in unpaid care and domestic work.

1. During the 2017/2018 fiscal year, the BGA partnered with the Fi Wi Jamaica Project, the JHWU and the MLSS to conduct five (5) Regional Capacity Building Workshops with household workers and low-income earners island wide. The workshops looked sexual harassment in the workplace, C189 and their rights as workers in Jamaica. These awareness-raising sessions were used as opportunities to encourage the participation of men and boys in unpaid care and domestic work.

Introduced legal changes regarding the division of marital assets or pension entitlements after divorce that acknowledge women's unpaid contribution to the family during marriage

The following legislative reform and framework have sought to address protecting the rights of women in marriage and other intimate unions:

I. The Maintenance Act, 2005

The Act makes provisions for maintenance within the family and confers equal rights and obligations on spouses with respect to the support of each other and their children. This Act is a companion to the Property (Rights of Spouses) Act where “spouse” is similarly defined to include a de facto (common law) spouse.

II. Property (Rights of Spouses) Act, 2004

The Act makes provision for the division of property belonging to spouses and to provide for matters incidental thereto or connected therewith. Outlines cases in which the family home is legally registered in one party’s name, noting that it nonetheless belongs to both partners of the relationship. Both partners are required to give permission for property transactions, regardless of whether the property is only registered in one person’s name.

Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

8. Has your country introduced austerity/fiscal consolidation measures, such as cuts in public expenditure or public sector downsizing, over the past five years?

YES

If YES, have assessments on their impact on women and men, respectively, been conducted?

Yes, their impact on women/men was estimated before measures were put in place.

Given that gender consideration is a key factor in the multiple ways in which households interact with both formal and informal markets, it is worth noting that Jamaica scored 0.422 in the Gender Inequality Index (2015), indicating a higher inequality level for women.

- I. The Survey of Living Conditions (SLC) 2015 reported that per capita consumption expenditure was 23.9 per cent higher in male-headed households than in female-headed households. Male-headed households continued to register a higher level of average expenditure in all commodity groups relative to female-headed households. Men, as heads of households, are dominant in those sectors of the economy which pay higher wages, therefore their families experience higher per capita consumption versus those headed by women, who are still found primarily in the lower-paying sectors of the economy – household workers, gas stations, supermarkets.
- II. Poverty was 16.6 per cent in female-headed households compared with 14.0 per cent in male-headed households. Some 6.9 per cent of individuals in households were consuming at a level below the individual food poverty line, i.e., they were unable to meet basic nutritional requirements and were in extreme poverty and classified as food poor. The majority of the population remains at risk of poverty, as indicated by persistent high levels of extreme poverty, both nationally and rurally, among youth, especially those under 18 years of age. The austerity programmes lead to greater negative impact on households headed by women, which are larger than those headed by men (SLC 2015).
- III. An inclusive and equitable structure is needed to enhance the framework for social protection. Beyond the short-term need to review the adequacy of PATH benefit levels, a well-designed medium-term plan to enhance Jamaica's social protection framework will be needed to ensure that the ongoing and planned shift to indirect taxation will not harm the most vulnerable. The plan should aim to improve the program's targeting efficiency,

coverage and seek to evaluate PATH's effectiveness at promoting human capital development.¹⁰

Yes, the impact was assessed after measures were put in place. If YES, please describe the findings (1-2 pages).

- I. Fortifying the social safety net is an imperative for the GoJ. This is done through amplification of the PATH Programme—the government's main social programme, which entails conditional cash transfers. Its coverage was deemed urgent given the ongoing tax reform from direct to indirect taxes. More generally, with one-fifth of Jamaica's population currently living in poverty, the programme needed a significant boost, as expenditures on PATH total about 0.3 percent of GDP—relatively low in the region. While the programme targets the population groups where its impact is greatest (pregnant and lactating women, children, disabled adults and the elderly), both the coverage and the level of PATH benefits should be increased.

For instance, in the bottom decile, only 58 percent live in a household that receives PATH benefits. Coverage is especially weak among the disabled; with only 10 percent of them in the bottom decile as PATH recipients. For families receiving benefits, those levels are also low—less than 5 percent of household expenditures in the bottom decile. Authorities are examining the scope for increasing the level of benefits in the short run and putting in place a medium-term plan for improving coverage and lower self-exclusion.¹¹

- II. Downsizing of the public sector would impact more women, given that more women make up the majority of the public sector workforce. Notwithstanding, IMF Country Report (Nov 2018) indicated living standards were improving. The unemployment rate reached an 11-year low of 9.6 percent in January 2018 and stood at 9.7 percent in April 2018, although no sex disaggregation of the data was done. However, after 9 consecutive quarters of increase, labor force participation (no sex disaggregation) had reversed since October 2017.

¹⁰ IMF Country Report Sept 2016

¹¹ Analysis based on IMF Country Report Sept 2016

The poverty rate fell from 21 to 17 percent in 2016, driven mostly by a reduction of poverty in rural areas (where half of the population resides) and was linked to the improvement in agriculture during 2016. As of April 2015, 35 per cent of farmers were women. Despite this progress, poverty remains unacceptably high. The Jamaica Survey of Living Conditions indicated that 40 per cent of rural households are led by women and have larger proportions of children and other family members (disabled, elderly, sick).

Poverty eradication, social protection and social services

9. What actions has your country taken in the last five years to reduce/eradicate poverty among women and girls?

Promoted poor women's access to decent work through active labour market policies (e.g. job training, skills, employment subsidies, etc.) and targeted measures

- I. Women and young girls are able to find employment through the MLSS's Labour Market Information System (LMIS). The LMIS matches employers to job seekers across the island, and foster youth preparedness for work and internship through programmes like the On-the-Job Training (OJT) seminars. The LMIS website was updated in 2013 to make it more user friendly. Also, additional pages were added to the website, which gave jobseekers and employers access to more information. These pages include but are not limited to: News, Career Development, Education and Training, and Labour Market Intelligent. Currently, the LMIS has registered 22,853 jobseekers and 1353 employers.

A core component of the LMIS is the Electronic Labour Exchange Programme (ELE). The ELE was established in January 2002, with the objective to link prospective employers with employees and vice versa, through a web-based medium. In addition to its web-based functions, the ELE provides offline services to job seekers, such as basic career counselling (resume writing, interview and job search techniques). The ELE programme was also upgraded in 2013. Through this upgrade, there was an increase in the number of computers and staff in the unit. The increase in computers allowed the unit to facilitate and assist more walk in job seekers, who did not have access to computers

and or the internet at their homes. Likewise, additional staff members gave jobseekers access to career development training, which increased their chances for employment.

During the reporting period (2014-2018) a total of 3,818 persons were placed in employment, through the ELE's job placement programme. From this total 2751 were females. (*See document attached for more detailed information*).

- II. The ELE established the On the Job Training (OJT) which was successful in securing job opportunities for women, subsequent to the completion of the mandatory three months training. Additionally, it was provided to PATH beneficiaries, under the Steps-to-Work Programme. The Steps to Work Programme was developed to assist families that are PATH beneficiaries. Steps-to-Work targets working age members of families on PATH and provides them with training and on-the-job experience to enable them to seek and retain employment. When PATH beneficiaries graduate from this programme, is a systematic method of reducing the number of persons who received welfare benefits, through the targeted interventions that make them socio-economically resilient and includes social work case management and welfare work intervention that increase their socio-economic sustainable independence.

During the reporting period (2014-2018), of the 3,818 persons placed in employment, 1998 persons were trained under the OJT Programme (2015-2018), of which 1513 were females. Of the 1998 persons trained under the OJT Programme, 972 received permanent placement; of this amount 462 were females. (*See document attached for additional information*).

- III. The MLSS in 2016 signed a MOU with the Jamaica Library Service (JLS). The MOU allows employers and job seekers to access online market intelligence about jobs and skills in demand, along with data, which will assist in ensuring that employers receive the right match for their workplaces. This initiative is facilitated through a computerized registry offered by the LMIS. The partnership will enable the LMIS to reach jobseekers, students, employers, ordinary citizens across the network of 118 fixed library locations and 374 communities served by the mobile library service.

Supported women's entrepreneurship and business development activities

- I. The MLSS Social Intervention Programme (SIP) offers assistance to beneficiaries through short term employment, educational and entrepreneurship grants, to foster independence and self-reliance. This intervention targets 'at risk' youths 16 - 40 years of age and enables them to pursue further education and training, or be engaged in entrepreneurial activities. During the reporting period 2014-2018, a total of \$25,353,359.16 was disbursed to 330 persons under the Entrepreneurial Grant; of which \$17,253,174 was disbursed to the 224 female beneficiaries. *(See document attached for additional information).*
- II. The MLSS is responsible for the migrant overseas programme that provides employment for Jamaicans mainly in the United States, Canada and Cuba (Guantanamo Bay). These countries provide employment on farms, factories, hotels and low skilled jobs. Over the reporting period (2014-2018), a total of 5007 females gained employment through the US Farm and hotel work programme. Similarly, during the reporting period a total of 3,697 females gained employment through the Canadian Farm/Factories, Low Skills and Skilled Workers Programme. *(See document attached for additional information - ANNEX).*
- III. The MLSS provides support to persons with disabilities through the Jamaica Council for Person with Disabilities (JCPD). The mandate of the Council is to promote the protection of the rights of persons with disabilities (PWDs) while facilitating their educational, social and economic development.

The Council provides services to persons with disability in but not limited to:

- Funeral Grants to families of the deceased clients to contribute to funeral expenses.
- Rehabilitation Grants to self-help projects.
- Conduct Referrals to social programmes like PATH and other agencies.

- Facilitates the process of applying for tax exemption if the PWDs are working.
- Facilitate the application for the concessionary bus fare on the national bus system, being the Jamaican Urban Transit Company (JUTC).

For the reporting period (2014-2018), approximately \$45M was disbursed to 4,068 JCPD beneficiaries; of these beneficiaries 2,112 were females. Some of categories that females received funding under are: Tuition Fees, school supplies, chicken rearing, pig rearing, and small business etc. (*See document attached for more detailed information - Annex*).

- IV. The BGA, formerly the Bureau of Women's Affairs, in partnership with Cuso International and the Management Institute for National Development (MIND), Kingston Campus, hosted a one-day seminar under the theme - "Promoting Partnerships towards Gender Equality and Sustainable Development: Experiences from the Business Sector." The seminar hosted the business sector to champion and fulfil the Government of Jamaica's 2011 National Policy on Gender Equality to influence profits, growth and development by: Increasing the capacity of the business sector to serve women who account for 50.21 percent¹² of Jamaica's market place and 41 percent¹³ of its new business growth; Increasing the representation of women in power and decision-making to promote inclusive and sustainable economic growth and facilitating the development and well-being of women in the workplace to increase productivity.

Introduced or strengthened social protection programmes for women and girls (e.g. cash transfers for women with children, public works/employment guarantee schemes for women of working-age, pensions for older women)

¹² Female population of Jamaica <http://www.tradingeconomics.com/jamaica/population-female-percent-of-totalwb-data.html>

¹³ Forty-one percent of new businesses registered in 2014 were female owned

Source: Companies Office of Jamaica, September 4, 2014. See also "Backing Women Entrepreneurs: Panel Discussion, September 9, 2014

- I. The SIP offers assistance to Jamaicans through two activities, namely the Special Employment Programme (SEP) and the Educational and Entrepreneurial Grants Programme.

During the reporting period 2014-2018, a total of \$131,286,926.36 was dispersed to 2322 beneficiaries as Education Grants. Of the total beneficiaries 1690 were females who benefitted from an accumulated sum of \$99,374,884.02. (*See document attached for additional information*).

- II. The SEP is a workforce intervention strategy for unemployed and underemployed persons, which was developed as a response to the country's unemployment problem. SEP's core objectives are: to introduce participants to the world of work, position them for long term employment, provide economic opportunities and employment for vulnerable groups, equip targeted individuals with simple market skills to aid in gaining long term employment and provide grants and technical support for entrepreneurship ventures and educational training.

The participants are selected and placed in organization for six months during which the MLSS pays the first three (3) months of their salary and the remaining period is financed by the company. The companies also provide the participants with on the job training, which increases job opportunities for the participants. Another important aspect of the program is that it focuses on youth from areas that are considered volatile. The SEP also offers Education and Entrepreneurial grants for persons to pursue education or engage in entrepreneurial activities.

In the 2016 calendar year, SEP placed 413 persons in short term employment, in which females accounted for 313. Correspondingly, in 2017, of the 416 persons placed in short term employment, 321 were females. In 2018, 464 persons were placed in short term employment, of which 361 were females. (*See document attached for additional information*).

- III. The GoJ is committed to providing programmes that target the elderly that are registered poor individuals. Under the Poor Relief Programmes, these individuals are provided with

food and clothing. These programmes are managed by the Parish Councils under three categories; Outdoor, Indoor and Temporary Poor. Indoor Poor Relief refers to services provided through 13 residential institutions across the country, whilst Outdoor refers to those not living in Government institutions. In 2015, 47.5 per cent of the 12,429, registered in the Outdoor category was elderly. The Indoor population of elders at the end of 2015 was 1031, of which 401 were females.

IV. A Green Paper was tabled in 2018, for a Revised National Policy on Senior Citizens which was developed by the MLSS and the PIOJ. The policy examines several initiatives for the government to provide social protection, which includes reintegrating social strategies for the elderly and allowing them to take advantages of the opportunities within the Jamaican economy. The Policy was also informed by new and emerging approaches to inclusion and engagement of the elderly towards active and successful aging. The revised National Policy for Senior Citizens has established six major policy goals/expected outcomes. These are:

- Increased participation of senior citizens in all spheres of the society.
- Improved income security and social protection coverage for senior citizens.
- Adequate and supportive health and welfare systems for senior citizens.
- Improved independence, security and safety for senior citizens.
- Enhanced family support systems and community solidarity, from interaction with senior citizens.
- Strengthened institutional and infrastructural networks for partnership, collaboration and governance.

- V. PATH is a Conditional Cash Transfer (CCT) programme funded by the GoJ and the World Bank, which aims to deliver benefits by way of cash grants to the most needy and vulnerable in the society. Over the reporting period (2014-2018), female headed households who received benefits through the PATH programme represented over 84 per cent each year. Additionally, female children beneficiaries accounted for over 48 per cent, 2014-2016 and fell to 47.86 per cent and 47.71 per cent, in 2017 and 2018, respectively. In 2018, there were over 340,000 PATH beneficiaries. (*See the attached document for additional information*).

In 2017, benefits under PATH were increased by 30 per cent and a Back-to-School grant of \$3,500 per student was introduced in 2018.

- VI. The elderly in Jamaica, through the PATH, received cash transfers once they are not already in receipt of an NIS pension. During the reporting period (2014-2018), there have been steady increases in the number of elderly persons who received assistance through PATH. In 2014, the number of beneficiaries was 57,644 and grew by 3,489 or 6.1 per cent over the five year period (2018) (*See document attached for additional information - Annex*).

Introduced/strengthened low-cost legal services for women living in poverty

- I. As at 31st December 2016, there were 530 attorneys assigned to the Legal Aid Council, who are equally accessible to all persons requiring their services. This ensures that women have effective access to justice. In addition, legal aid services are provided in non-criminal matters, such as family court proceedings. Additionally, the MOJ has commissioned a number of mobile clinic units since 2012. This has expanded the ability of the Legal Aid Council to assist underserved communities, particularly in rural areas.
- II. A number of CSOs also provides legal advice and legal aid in civil and criminal matters. These include: Sexual and Gender-based Violence (GBV). Woman Inc., for example, which is one of the leading women's NGO in Jamaica, provides legal advice to women

who use its services. Legal pro bono services are offered by some NGOs, such as the Independent Jamaican Council for Human Rights (IJCHR) and Jamaicans for Justice (JFJ), as well as private attorneys.

Other

- I. The PIOJ is mandated to coordinate national poverty reduction efforts. This function of the PIOJ is spearheaded through the Poverty Reduction Coordinating Unit (PRCU), which was established in December 2014. The role of the Unit is to coordinate, monitor, and streamline initiatives to support the agenda for poverty reduction. While responsibility for the successful implementation of projects and programmes remain the purview of the relevant ministry, agency or non-government organization, the PIOJ, through a consultative process, guides the prioritization of issues, alignment of resources, institutional strengthening and facilitate partnership building and linkages among relevant sectors and stakeholders.

Over the past five years, the major achievements in the area of poverty reduction coordination include the development and approval of a new policy and programmatic framework for poverty reduction (National Policy on Poverty and National Poverty Reduction Programme 2017, NPP/NPRP), which is in keeping with Vision 2030 Jamaica, the Jamaica Social Protection Strategy (SPS, 2014) and the SDGs. The NPP and the NPRP publication has been widely disseminated among key partners and is available for download from the PIOJ's website¹⁴. The goals of the NPP are the eradication of extreme food poverty by 2022 and the reduction of the overall poverty prevalence to significantly below 10 per cent by 2030. As at 2016, the national poverty prevalence was 17.1 per cent.

¹⁴ www.pioj.gov.jm

- II. The NPP, which was developed utilizing the GOJ's consultative process, incorporated the input of several stakeholders and beneficiaries including women and girls and groups representing their interests. The NPP also acknowledges the importance of utilizing a gender lens in identifying and addressing the needs of the poor. This is borne out in the inclusion of women, particularly household heads, as a target group for the first medium-term programme (2018-2021). Based on best practice identified in Latin America and the Caribbean, empowering women in the households has been shown to have a positive multiplier effect on the consumption and wellbeing of the entire household.
- III. To support the effective monitoring of the implementation of the NPRP, a National Poverty Reduction Programme Committee (NPRPC) was convened as the main multi-stakeholder institutional arrangement in February 2018. The NPRP composition includes government entities and select non-government organizations, tasked to implement components of the first medium-term programme. These include entities that provide targeted services for women and girls, such as the Women Centre of Jamaica Foundation.

With the commencement of the first medium-term programme of the NPRP in April 2018, the main activities have included the identification and implementation of strategic actions towards the achievement of the NPP goals and the NPRP Programme Areas: Addressing Extreme Poverty and Basic Needs; Economic Empowerment and Human Capital Development; Psychosocial, Cultural and Normative Advancement; Basic Community Infrastructure and Institutional Strengthening.

- IV. The issue surrounding rural poverty has been prioritized in response to the consistently higher rates of poverty in that region. The poverty prevalence in rural area in 2016 was 20.5 per cent, compared with 11.9 per cent in the Kingston Metropolitan area (KMA) and 16.0 per cent in other towns (Jamaica survey of Living Conditions, JSLC). Focus was brought to the issue by constituting a technical working group comprised of partners who are implementing interventions designed to impact the target group. The first goal of the policy, the eradication of food poverty by 2021, was also prioritized, with focus on

providing goods and services to the extreme poor, to address deprivations as well as empowerment through various livelihood creation initiatives.

Collaborative efforts to advance the NPRP included discussions on strategies to improve infrastructure and access to micro-financing for farmers and small producers, expansion of coverage of the poor for social protection and inclusion of persons with disabilities. While the discussions in all areas have included gender consideration, specific partnerships including strategies to address issues surrounding reproductive health and the empowerment of young women and girls towards educational development have been initiated.

The development of a comprehensive monitoring and evaluation framework to track progress under the NPRP has been initiated. The framework will include the disaggregation of data by sex and age-group. Progress on specific activities being implemented by Ministries, Departments and Agencies of Government (MDAs) under the NPRP will be included in the annual reports of the NPRP, commencing April 2019.

10. What actions has your country taken in past 5 years to improve access to Social Protection for women and girls?

In Jamaica, the Constitution recognizes the equality of men, women, boys and girls and consideration of all their human rights. Jamaica has recognized the ILO Convention that guarantees social security as a human right. In this respect, the country has had a long history of government welfare provisions for the most vulnerable, as well as the establishment of a national minimum guarantee contributory social insurance system. Within the past 5 years (i.e. 2014 to the present), there have been several steps towards improving social protection for citizens and residents.

Introduced or strengthened social protection for unemployed women (e.g. unemployment benefits, public works programmes, social assistance)

- I. The Jamaica Social Protection Strategy (SPS) was approved in 2014, which created a structured framework for the implementation and strengthening of a dynamic social protection system. The SPS stands on a basis of rights and emphasizes social risk management. It utilizes a life segment approach to inclusively provide for interventions addressing needs for social security across the life span. As defined in the SPS, social protection involves social and economic dimensions that are implemented through public sector and private sector (including NGOs), and are guided by public policy.

The PIOJ convened and chairs the National Social Protection Committee (NSPC), a multi-sector forum to provide policy and programme level oversight to the implementation of the SPS. The NSPC allows for close deliberation among stakeholders and partners and provides opportunities for greater knowledge and collaboration across programmes. There are currently 3 Sub-Committees, namely Human Resource Development, Income Security and Social Transfers, Social Services & Infrastructure.

Introduced or strengthened conditional cash transfers

- I. Within the SPS, the country defined for the first time, a social protection floor. This was in keeping with ILO Recommendation 202 of 2012. It identified key programmes, services and provisions that should provide the minimum level of Basic Income Security and Basic Social Services. This floor contains a mix of benefits including basic healthcare, basic quality education, shelter and residential institutional care, cash transfers and school feeding provisions, as well as grants to assist the most vulnerable, inter alia. In an effort to guide the budget process and protect minimum levels of allocation for key programmes and provisions, the cost of the Social Protection Floor as public expenditure was computed.

A Monitoring and Evaluation Framework with a bank of pertinent quantitative and qualitative indicators was developed for the SPS, with a strong emphasis on the collection and submission of sex-disaggregated data where available.

- II. The Benefit Review Mechanism (BRM) established for the cash transfer programme has been utilized twice over the five-year period to recommend adjustments to the level of benefits for each category of beneficiary. The BRM seeks to objectify the revision of benefit amounts by accounting for maintenance of real purchasing power for food and attempting to address the food poverty gap in vulnerable households.
- III. The National Insurance Scheme (NIS) has continued its public education activities to encourage greater participation by self-employed persons, many of whom are women. This is in order to improve the outlook for social security in later life.
- IV. The benefits of the cash transfer programme were increased through the provision of post-secondary and tertiary scholarships to PATH beneficiaries. Many households who have received this benefit are headed by single mothers and include young girls.
- V. The National Policy on Poverty and its accompanying three-year Medium Term Programme 2018-21 is being implemented, through a range of programmes and services. Coordination of these efforts is being exercised through the PIOJ, with a view to broader engagement of partners and the building of synergies and networks. The programme has various elements that will impact poor families and children and has a focus on building resilience at the household level through education and training, case management and support, as well as enhancing economic livelihoods. The majority of poor households are headed by females and these households tend to have a larger number of women and children. Against this background, the programme will give support and improve social protection for women and children.
- VI. Unemployment insurance for workers is being examined through research and feasibility studies, as it is recognized that this could be an aspect of building resilience and allowing for labour market mobility for women and men.
- VII. Reforms have been approved in the areas of public service pension arrangements, while reforms to private pension systems are ongoing.

11. What actions have your country taken in the last 5 years to improve health outcomes for women and girls in the country.

Promoted women's access to health services through expansion of universal health coverage or public health services

- I. The GOJ has a no user fees policy for all public sector entities since 2008. This no user fees policy allows universal access to public health care facilities. This includes all antenatal and post-natal services to all pregnant and lactating mothers.
- II. The Programme for the Reduction of Maternal and Child Mortality is also a national effort to provide critical care and neonatal services for mother and child. This European Union funded effort seeks to build capacity of health professionals in the areas of nutrition, critical care nursing and neonatology, as well as improving infrastructure and equipment to care for all critically ill mothers and babies. The programme is strategically designed to reduce maternal and child mortality.
- III. The National Family Planning Board (NFPB) made donations of contraceptives, specifically Jadelle Implants, IUCDs and condoms to the Women's Centre of Jamaica Foundation (WCJF), who provides a space for girls to continue their education during and after pregnancy. Similarly, Victoria Jubilee Hospital, the largest maternity hospital in the English speaking Caribbean was also the recipient of large quantities of contraceptive products.
- IV. There are also plans in place for the physical rehabilitation of primary health centres, upgrading of laboratory services and improving the diagnostic capacity of the facilities. A total of six (6) ambulances and Radiographic and Ultrasound Equipment were allocated to four (4) health centres and two (2) community hospitals and there has been an award of supervision contract for civil works for the rehabilitation of primary health care sites.

- V. Since 2018, Quick Prescript, the National Health Fund's (NHF) prescription-filling application, has been available for download on devices with an iOS operating system, through the App Store. The application was created by the government agency to provide a quick turnaround time for patients who receive prescriptions from public hospitals and clinics. In addition to being available via smart phones, the Quick Prescript technology is currently being offered at 11 kiosks at Drug Serv pharmacies across the island.
- VI. The MOH expanded the hours of operation for health centres island-wide and the AHF drug coverage. In 2018, the MOH also expanded the Reducing Waiting Time Initiative, which has so far eased overcrowding at emergency departments island-wide, while improving the timely access to health care for many Jamaicans. Seven hospitals and eight health centres have participated in this project, which was launched in 2016. This project was implemented after a review of the screening process between 2014 and 2015 revealed overcrowding at emergency departments. Additionally, the review found that during in-screening in several public hospitals, patients who can be seen safely in the primary care centres are diverted to ease the strain on the emergency department. However, the long wait for screening affects the timely referral to the health centres, resulting in unnecessary registration at the emergency room or a further wait time for the patient until the next working day at the health centre.

The goal of the initiative in 2016 was to strengthen the health centres in the vicinity of the hospital to manage more primary care patients, who routinely uses the hospitals as their first point of contact with the health care system and to improve emergency departments, specifically in the areas of streamlining the process of triage in hospitals and improving the waiting facilities. The main activities to strengthen the health centres were increased opening hours, increased physical capacity to manage more patients and increased service offerings. To improve emergency departments, the activities included standardizing patient flow to screening, computerizing the process, improving and increasing physical facilities for waiting and screening and establishing a customer service area to provide advocacy and support for patients.

In year one, there were eight (8) participating health centres and seven (7) hospitals.

Expanded specific health services for women and girls, including sexual and reproductive health services, mental, maternal health and HIV services

- I. All women have access to primary care services where they can receive sexual and reproductive health services through family planning and HIV and STIs related services. There was an integration of sexual health services and HIV related services, which is delivered through the National Family Planning Board (NFPB). This flagship programme was integrated across all primary care (clinics) centres. Women and girls were able to receive information and services along with HIV related information and testing and counselling treatment and follow-up care.

- II. In 2017, the MOH HPV Vaccination Programme began offering the vaccine to girls in grade seven, between the ages of nine and fourteen years and it is free of cost. The vaccine is not mandatory. The target is approximately 22,500 girls, and each girl will need two doses given six months apart for full. This initiative is part of a J\$100 million (One Jamaica dollar=US\$0.008 cents) school-based programme in collaboration with the MOEYI.

This initiative is a proactive measure to protect girls against cervical cancer, which takes the lives of hundreds of women in the country annually and hundreds of thousands more worldwide. A budget was crafted for approximately \$100 million for year one of the HPV vaccine introduction, which includes social mobilization and communication; cold chain equipment; training and sensitization and procurement of vaccines and vaccination supplies. The estimated annual cost after introduction is \$73 million.

- III. Ground breaking exercise and inaugurations were done in 2018, by the NFPB, at sites where high dependency units will be situated for premature infants and high risk pregnant women. This was accommodated under the Newborn and Emergency Obstetric Care

(Component 1) of the Programme for the Reduction of Maternal and Child Mortality (PROMAC) Project which focuses on the establishment of nine (9) maternal and neonatal High Dependency Units (HDUs) across five (5) referral hospitals in Jamaica.

Undertaken gender-specific public awareness/health promotion campaigns

- I. Jamaica is the pilot country for the regional programme, Every Caribbean Woman every Caribbean Child (CARIWAC). The programme focuses on four main pillars, reduction in violence against women, cervical cancer, mother to child transmission of HIV and teenage pregnancies. The programme is championed by first ladies and wives of the Prime Ministers across the Caribbean. The Jamaica pilot will focus on improving the physical and emotional health of women and girls, recognizing that having healthy women and girls will contribute to a more healthy society. The intervention programme will be launched with a Family Day which is expected to bring awareness to the family approach to reducing violence.
- II. During 2018, a series of television and radio interviews were developed and aired to improve gender-specific public awareness. The five main topics of these initiatives were: Basic Facts of High-Risk Pregnancies; Nutrition in Pregnancy; Physical Activity in Pregnancy; Mental Illness associated with Pregnancy and Partner/Family Support during and after pregnancy. The interviews were conducted with the support of the NFPB, MOH, SERHA, as well as Dr. Michael Abrahams & Professor Wendell Abel. A set of sub-30 seconds information sound bites (factoids) were also produced which have been played on select radio stations.
- III. A maternal risk assessment card was also developed, mass produced and have been placed in facilities for use by the maternal and child health Nurses and Community Health Aides (CHAs), during their clinic and community-based sessions with the target population - women of reproductive age, primarily women over 35 years. The purpose of the card is to assist health care workers to standardize the approach taken to conduct risk assessments

and to ultimately impact the level of risk perception within the target population. Ultimately, it is anticipated that persons will take the necessary corrective actions.

- IV. Through policy briefs, high level meetings and Cabinet Submissions, advocacy by the NFPB has been ongoing for a supportive policy environment in relation to providing adolescent friendly health services and gender sensitive life skills-based education sessions using entertainment to educate (edutainment), through collaborations with MDAs and CSOs.

Provided gender-responsiveness training for health service providers

- I. The MOH has gender-focal points that have been trained and sensitized in the gender mainstreaming methodologies. The focal points are therefore responsible for training/sensitizing other staff members on gender issues with a view to improving health services to both male and females.
- II. The Adolescent Protocol for Managing Teenagers is a policy document developed by the MOH. The ten protocols create a guide for health care workers on the most effective and gender-sensitive way to provide care specifically to teenage girls and boys. This protocol is being used in primary care services across the island.
- III. Health care workers and some members of the NFPB staff have benefitted from sensitization sessions on gender based violence to help them identify survivors and provide service and referrals. This has enhanced their ability to undertake advocacy and policy dialogue through their adoption of human rights and gender sensitive approaches to health care delivery. Additionally, through funding from UN Women, select health care workers participated in policy monitoring workshops related to gender mainstreaming in the health services.
- IV. In 2018, training workshops were held in all four health regions for Midwives, Public Health Nurses and Community Health Aides (CHAs). A total of 157 Nurses/Midwives and

173 CHAs have been trained in maternal and child health responsibilities at a primary health care level to engender improved health outcomes for high-risk women and their babies.

- V. MOH partnered with USAID for the Zika ASSIST (Apply Science to Strengthen and Improve Systems) Programme. As part of USAID’s Zika response, ASSIST has been strengthening health systems in Latin America and the Caribbean countries, so they can provide better support to health systems affected by the Zika virus. ASSIST is working to improve the capacity of Zika-related health services to deliver consistent, evidence-based, respectful, high-quality care—with a focus on pregnant women, newborns and women of reproductive age. Program implementation in Jamaica began in September 2016 and is expected to end by September 2019.¹⁵

- VI. As part of USAID’s Zika response, ASSIST is providing support to the MOH in Jamaica to strengthen Zika care for infants affected by the virus and their families. Specifically, ASSIST is supporting activities to decrease the proportion of infants with congenital syndrome associated with Zika virus infection (CSaZ) and/or other potential development deficiencies, who receive health care and support services per MOH guidelines. Additionally, ASSIST is supporting activities to increase the proportion of infants attending well-baby clinics and to ensure that they are appropriately screened for microcephaly and neurodevelopment milestones during the first two years of their lives. ASSIST and the MOH are also working to ensure that pregnant women with a potential Zika infection and mothers or caregivers of infants affected by Zika receive appropriate psycho-emotional support.¹⁶

- VII. In 2017, the MOH ramped up its public education campaign on its initiative to prevent cervical cancer, through the introduction of the Human Papillomavirus (HPV) vaccine programme. Experts from the Ministry were on the airwaves explaining the vaccination campaign and will continue to facilitate any opportunity to enlighten the public. The MOH, through the regional health authorities and the local health departments, engaged parents

¹⁵ <https://www.usaid.gov/sites/default/files/documents/1864/Jamaica-Fact-Sheet-July-2018.pdf>

¹⁶ <https://www.usaidassist.org/projects/jamaica>

through the parent-teacher associations (PTAs) and the schools' administration to ensure the dissemination of information, education and communication material. The MOH created a toll-free line 1-888-ONE LOVE or 1-888-663-5683 for persons to access and clarify their concerns.

Strengthened comprehensive sexuality education in schools or through community programmes

- I. Jamaica has a Health and Family Life Education (HFLE) Curriculum that is taught by guidance counsellors within schools. This is a life skills based curriculum that arms the girls and boys with age appropriate sexual health information. This curriculum was reviewed and teachers trained in its delivery.
- II. UN Women provided funding (2014-2017) that supported the implementation of NFPB's training, which targeted young women in select rural and urban communities to: improve their self-esteem; build their skills in goal setting; recognising the impact of gender norms on the choices in career and relationships and safer sex practices. Additionally, a few of the participants were provided with funding to start micro enterprises. Their partners were also targeted and were asked to participate in the interventions.
- III. In 2017, UN Women also assisted the NFPB by providing funding to conduct a media campaign to raise awareness about the Zika virus and how to prevent contracting the mosquito-borne illness. The campaign promoted dual contraceptive usage to mitigate the adverse health outcomes of pregnant women and those contemplating becoming pregnant during the outbreak of the Zika virus.
- IV. A 'Teen Hub' was established in 2017 as part of a collaborative effort between the AIDS Healthcare Foundation (AHF), MOH and the MOEYI. The centre offers counselling and clinical services, mental health support, healthcare information, homework assistance, as well as research facilities. The 'Teen Hub' plays a vital role in helping to address issues facing young people, including crime, teen pregnancies, substance abuse, and suicides.

- V. UNICEF provided funding towards the reduction of teenage pregnancy in Jamaica for which the planning stage for the implementation of this project has just commenced.
- VI. The NFPB also received a grant in October 2018 from IDB geared towards the reduction in teenage pregnancy rate in Jamaica. One of the components of the programme is the development of an adolescent SRH Manual and Toolkit, inclusive of information, education and communication material to be used by persons who will be working with teenagers, such as health care workers and guidance counsellors. Another component relates to the administration of long acting reversible contraceptives, specifically Jadelle Implants, to adolescent girls.

12. What actions has your country taken in the last five years to improve education outcomes and skills for women and girls?

Taken measures to increase girls' access to, retention in and completion of education, technical and vocational education and training (TVET) and skills development programmes

- I. The full integration of TVET Programmes and practices into the formal education system has been a priority of the GOJ since 2016. To date, the GoJ has invested over approximately \$400 million on the infusion of TVET into the formal education system. This was done through the procurement of equipment and capacity building/teacher training in a number of public schools.

All students are exposed to TVET skills through the National Standards Curriculum (NSC). Career pathways at Grade 10 and beyond entail the inclusion of TVET as a part of the programme offerings. Additionally, 167 high schools are now offering 3 or more TVET programmes.

Female enrolment in selected TVET subjects for the period 2016/2017 to 2018/2019.

Subject	2016	2017	2018
CLOTHING AND TEXTILES	2645	9352	6944
ELECTRICAL AND ELECTRONIC TECH	6773	1392	844
ELECTRICAL INSTALLATION	2193	578	478
ELECTRICITY/ELECTRONICS	756	149	151
FOOD AND NUTRITION	7619	17315	16504
HOME AND FAMILY MANAGEMENT	18471	29230	29236
MECHANICAL ENGINEERING TECH.	5021	774	332
Grand Total	43478	58790	63153

- II. The GoJ and private sector entities have provided assistance for payment of examination fees. Students on PATH can sit up to eight (8) subjects with 100% of the examination fees covered by Government and private sector assistance.

- III. Youth Innovation Centres (YIC) is one of the avenues used to promote entrepreneurship, information technology and other important skills development among the youth. Over 6000 youth have been engaged in the YIC.

- IV. Other programmes include Career Advancement Programme (CAP) and Housing, Opportunity, Production and Employment (HOPE). The HOPE programme is guided by the principle that every Jamaican youth will be provided the opportunity to learn, work to earn, work to give service to the nation and work to save for their future. In other words,

Learning, Earning, Giving and Saving (LEGS). The programme promotes and optimizes growth and development of Jamaica's youth so that they can become well-adjusted and responsible citizens, whilst contributing to Jamaica's development and prosperity. It initially target unattached youths between 18 and 24 years old, who are not, engaged in any meaningful activity.

Core Training includes life skills, citizenship, work ethics, discipline, volunteerism and entrepreneurship skills. The youth, thereafter participate in specific skills training and serve as an apprentice, where they are allowed to work in that skilled area for a stipend with a compulsory savings component. After this engagement, which is for a period of one year, the interns will then transition into the workforce or go on to further training with improved attitudes and skills and a foundation on which he or she can build for further employment, training or education.

- V. The MoEYI is in the process of integrating the CAP in the formal school system. Students at grades 10 and 11 will access skills development programmes under CAP that will help them to transition into post-secondary opportunities. In addition to CAP, the Centre of Occupational Studies (CoS) provides students in Grades 12 and 13 with the opportunity to earn an Associate of Occupational Degree in Hospitality and Tourism Management. Students also have the opportunity to use credits earned towards transitioning into a degree programme.

Strengthened educational curricula to increase gender-responsiveness and eliminate bias, at all levels of education

- I. In Social Studies: Gender neutral terms such as "human" instead of "mankind" are used. Additionally, gender specific terms is used in some instances. Both male and female teachers were used during the writing of the NSC to ensure that all elements of the curriculum especially the " Suggested Teaching and Learning Activities" catered to both boys and girls.

- II. Foreign Languages: The primary and secondary Spanish and French curricula incorporate both sexes. In all activities, both girls and boys are fully included. Some Early Childhood Institutions have started offering foreign languages and at all times, there is active participation of both boys and girls. Other teaching activities and strategies include field trips, locally and abroad, the national quiz and the national festival by both the Spanish and French Teachers' Associations.
- III. Language Arts: Gender considerations are incorporated under the whole concept of differentiated learning/Instructions. While gender does not explicitly appear in the curriculum, it has been directly addressed and continues to be addressed in curriculum training sessions for the primary level (teachers and principals). Although girls, rather than boys are seen as more likely to benefit from the normative/traditional learning styles, it is accepted that girls benefit significantly from the same learner-centered strategies which are emphasized as effective strategies for teaching boys. These strategies are subsumed under activity-based learning that facilitates physical movement, a focus on innovation and participation in problem-based tasks.
- IV. In short, curriculum quality and delivery in relation to gender has been strengthened by the focus on the overall learner-centred approach and the focus on differentiated learning which adequately underpin the general methodology in the recently developed curriculum. However, more benefits could be realized by having training directly focused on gender-specific learning and its strategies.

Provided gender equality and human rights training for teachers and other education professionals

- I. The National College for Educational Leadership (NCEL) is an agency of the MOEYI. They are involved in the strategic development of instructional leadership in the education system. These individuals include, sitting and aspiring principals, heads of departments and vice principals in the primary and secondary schools.

Human rights and gender equality is strongly emphasized in the content and delivery of these trainings. To date they have trained over nine hundred (900) aspiring and sitting principals. They have also collaborated with the National Council on Education to conduct training for school boards.

There are approximately 24,000 teachers in the system, of which more than 80% are females. The MoEYI has been conducting regular training/professional upgrading of its teachers at all levels of the system. Human rights and gender and development are two of the key elements of these trainings.

Promoted safe, harassment-free and inclusive educational environments for women and girls

- I. The BGA's Gender Ambassadors Programme (GAP) is currently being piloted in 17 educational institutions at the secondary and tertiary levels. GAP aims to promote gender equality, reduce gender-based violence and promote the safe and responsible use of technology among youths.
- II. Additionally, The GoJ has allocated 134 million for the 2019/2020 fiscal year to the *Partnership for Improved Safety and Security in Schools*. This programme was launched in 2017, as collaboration between the MoEYI, USAID and the National Education Trust (NET). The main objective of this programme is to reduce violence, antisocial behaviours and critical incidents among the youth.

Achievements to date include installation of perimeter fencing at three schools; procurement of 35 walk-through metal detectors and 630 handheld devices; installation of Closed-Circuit Television (CCTV) systems in five schools and recruitment, training and placement of seven Safety and Security Support Officers in primary and high schools.

The programme has also facilitated the printing of 1,000 copies of the Safety and Security Guidelines; completion of a HFLE curriculum writing workshop and updating of the HFLE curriculum; roll-out of the School-Wide Positive Behaviour Intervention and Support Programme in 100 schools; commencement of media campaign consultancies; training of 20 parent mentors; reactivation of 26 school-based parent places and the training of parent place facilitators.

Increased access to skills and training in new and emerging fields, especially STEM (science, technology, engineering and math) and digital fluency and literacy

- I. The National Standards Curriculum (NSC) for Grades 1-9 is designed with a focus on STEM and ICT integration.

Ensured access to safe water and sanitation services and facilitated menstrual hygiene management especially in schools and other education/training settings

- I. MoEYI implemented a sanitation project and has spent over 100 million dollars for the construction of sanitation facilities in 33 schools.

Strengthened measures to prevent adolescent pregnancies and to enable adolescent girls to continue their education in the case of pregnancy and/or motherhood

- I. The HFLE Curriculum is taught to students at Grades 1-9. The curriculum is strongly entrenched in values-based education and life skills approach for all students.
- II. MoEYI in conjunction with the Women's Centre of Jamaica Foundation developed the National Policy for the Reintegration of School-Age Mothers into the Formal School System, to uphold the universal right to education by helping adolescent mothers to reintegrate and complete their schooling.

The Women's Centre of Jamaica Foundation supported the reintegration of 1138 adolescent mother into formal learning institutions in 2015 and 2016; and adolescent fathers received counselling and support under the Baby Fathers Counselling Programme.

Other

The MNS in collaboration with the Department of Correctional Services (DCS) through relevant initiatives, sought to improve education and prevent violence against women, boys and girls in Correctional Facilities (2015-2018). This was done through the following initiatives:

I. The We Transform Youth Empowerment Programme (Boys and Girls)

This is a flagship Youth Empowerment & Integration Programme out of the MNS Offender Management Unit whose slogan is "Save a Child Change a Nation" and is geared at assisting youth in the Department of Correctional Services custodial (Juvenile Correctional and Remand Centres) and non-custodial care such as Community Service Orders and Probation).

This Programme is a 5 Pillar approach that includes the following components and two phases:

Phase 1

Pillar 1: 'Learning By Doing', which is a Child Centred approach to learning, where youths engage in innovative training in academics, vocational education, and employability and life skills.

Pillar 2: Mentorship & Internship/Job Placement - 45 mentors trained to administer the programme. Private Sector, NGO, Church etc provide the youths with mentoring in personal/career development, academics, vocational education and internship/job opportunities.

Pillar 3: The Annual Competition & Exposition where the talents and vocational skills of the youths are displayed and published. The Competition was held in 2016 and 2017.

Pillar 4: Youths engaged in life skills training in substance abuse/misuse and sexual and reproductive health. Additionally, staff and wards benefitted from medical, dental, eye examination and other health services.

Phase 2

Pillar 5: Parenting engagement and training to include workshops and counselling.

Pillar 6: Staff Capacity Building to include staff training and recognition.

II. Boys Day Activities at Rio Cobre Juvenile Correctional Centre-Theme: The 5 G's Affecting Youth

The activities included various speakers sensitizing the boys about the 'Five Gs' which are: *Gangs, Guns, Girls, Ganja and Greed*. These are considered to be primary issues that our male youths have misunderstood or lack the requisite knowledge to make good decisions about. This sensitization comprised of sessions to build resilience through education, life skills, sports and skills training that will help them to change their predisposition towards antisocial behaviour and develop positive attitude towards dealing with these issues. There were testimonials of victims and offenders who shared their experiences and survival skills with the boys.

III. The Organization for American States (OAS) "A New Path' Promoting a Healthy Environment and Productive Alternatives for Juvenile Remandees and Offenders in Jamaica Programme

There is a rehabilitation and reintegration component for Boys and Girls. The rehabilitation component assists children in Juvenile Correctional and Remand Centres to learn Life Skills, Drama, Engage in Farming and Aquaponics, Sports and Yoga. Whilst the

reintegration component caters to an Entrepreneurial and Apprenticeship element that offers training and grants to ex wards, to facilitate them starting a business, as well as to re-enter an academic or vocational skills training facility. Approximately 60 children (Boys & Girls) benefitted from the entrepreneurial programme in the amount of US \$30,000.00, through business training, registration of their businesses and start up grants of up to \$400,000.00.

One hundred (100) children who were released after serving their Correctional /Remand Orders were placed with private sector organizations in the apprenticeship programme during the period.

IV. **The We Transform Programme in collaboration with the National Council on Drug Abuse** hosted a workshop in all Juvenile Correctional and Remand Centres to expose the children to the various issues of drug abuse and misuse affecting the youth. The sessions focused on Self –Esteem, Decision Making, ‘Healthy Me’ as it relates to substance abuse and encapsulated one of the agency’s Programme called ‘Strive’.

V. **Fort Augusta Adult Correctional Centre for Women Life Skills Training**

The female adults were engaged in Life Skills training to help build character and other positive behaviour.

VI. **Peer Counsellors**

Some females within the prison systems are trained to serve as mentor to others and assist them with positive behaviour change.

VII. **Psychological intervention**

This is offered to assess and provide intervention to change behaviour and address issues.

VIII. **Counselling -Department of Correctional Services Chaplaincy Unit**

This unit tries to engage inmates in counselling sessions throughout their stay at the facility to encourage positive behaviour change and teach life skills.

IX. Vocational Training

The females engage in vocational training in Home Economics, Electronic Document Preparation and Management (EDPM), Leather Craft, Jewellery Making and Floral Decoration to offer empowerment opportunities for employment.

X. Education Achievement in CSEC for Adult Females and Boys and Girls in Correctional Facilities

The subjects taken were English, Mathematics, Social Studies, Human and Social Biology, Principles of Business, Principles of Accounts, EDPM, Food Nutrition and Health Technical

Institution	2014	2015	2016	2017	2018
Fort Augusta Adult Correctional Centre	9/16 pass between 1-6 subjects 56%	10/20 pass 1-6 subjects 50%	8/9 pass 1-6 subjects 89%	12/15 pass 1-5 subjects 80%	17/24 pass 1-6 subjects 71%
Juvenile Correctional Centres: Hill Top, Rio Cobre and South Camp	15/26 pass 1-6 subjects 58%	7/17 pass 1-6 subjects 41%	11/18 pass 1-6 subjects 61%	13/17 pass 1-6 subjects 76%	13/20 pass 1-6 subjects 65%

A number of these children would not have satisfied the requirements for recommendation to sit these exams in the regular school system. Despite their disposition, the Department of Correctional Services has worked with less than the two year stipulated engagement, to prepare these children to achieve these results.

Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.).

Freedom from violence, stigma and stereotypes

13. In the last five years, which forms of violence against women and girls, and in which specific contexts or settings, have you prioritized for action?

Intimate partner violence/domestic violence, including sexual violence and marital rape

- I. The Women's Health Survey 2016 was launched on June 22, 2018, through partnership between UN Women and the Inter-American Development Bank in collaboration with the Statistical Institute of Jamaica (STATIN). The survey is the first nationally-led prevalence study on Violence Against Women (VAW) among the Member States of CARICOM and provides the most current and nationally representative prevalence data and to some extent, data on the perception of VAW.

- II. International Day for the Elimination of Violence Against Women (IDEVAW) 16 Days of Activism 2018 was commemorated with a Public Forum "Big Woman and Big Man Chat: Addressing Intimate Partner Violence." The objectives were: to raise awareness of IPV and findings from the Women's Health Survey; to discuss community responsibility and services and legal protection for victims/survivors of IPV; to launch the #NoExcuseforAbuse (#NEFA) Public Education Campaign and to launch and handover the Online GBV Platform. Other commemorative activities included "The Great Debate" which saw high school students in western Jamaica debating moots on gender equality and gender-based violence.

III. A Joint Select Committee has been considering and reviewing existing legislation which purport to, among other things, protect women, children, the disabled and the elderly from violence and abuse. These pieces of legislation are the Sexual Offences Act, the Offences Against the Person Act, the Domestic Violence Act and the Child Care and Protection Act. Particular emphasis is placed on the offences and punishment under these legislation with regard to the murder of pregnant women; The assault of women, children and the elderly; Sexual offences against women, children and the elderly and such other violent crimes against women, children, the disabled and the elderly as may be deemed necessary for the review.

Recommendations were made for the legislations to be amended to facilitate better administration of justice, effective protection of these special groups and the legislations should also address the realities currently being experienced in the Jamaican society.

During deliberations, information was sought and received from some critical players such as the Child Protection and Family Services Agency (CPFSA) (previously known as the Child Development Agency), the Office of the Children's Advocate (OCA), the MOH and the Centre for the Investigation of Sexual Offences and Child Abuse (CISOCA), to assist in understanding many of the issues surrounding violence against the vulnerable groups mentioned and how such matters were treated by the respective responsible entities including the courts, the police and persons in the medical profession.

In order to ensure full participation of the citizenry in this review, the Committee invited written comments on the Acts through a Public Notice and various other means of communication. A number of the abovementioned individuals/entities have appeared before the Committee to orally present their views and provide further clarification for the benefit of Committee members, stakeholders and the general public.

Among the issues which have sparked intense debate were: (i) the proposal to broaden the current definition of rape to include other forms of penetration; (ii) the issue of marital rape; (iii) the proposal to increase the age of consent to 18 years and the need for the

inclusion of a close-in-age group exception in respect of children under the age of 16 years who engage in consensual sexual activity with each other; (iv) the proposal to make provision for abortion in certain specified instances, (v) the proposal to align the penalty for forced anal penetration (buggery) with that of forced vaginal penetration (rape) to recognize that buggery was as serious an offence as rape, as well as the proposal to treat buggery as an element of grievous sexual assault to achieve this, and (vi) the consequences that could possibly flow from making any amendments to the provisions relating to abortion and buggery in terms of the protection that the respective provisions received under the Savings Law Clause in the Constitution of Jamaica.

Concerns were also raised that based on the current formulation, rape could not occur within the context of a marriage unless the conditions set out in the provision were met. This was viewed as placing married women in a disadvantageous position when compared to other women in relationships. The overwhelming argument was that a woman who was forced into sexual intercourse should be recognized as being raped irrespective of her marital status. It was agreed that once a woman has not given her consent to sex in a relationship, irrespective of whether this occurred in a marriage, it should be considered as rape.

Sexual harassment and violence in public places, educational settings and in employment

- I. The Draft Sexual Harassment Bill is being finalized to reflect further recommendations for amendment emanating from Cabinet pending approval. It now makes provisions for the establishment of a permanent Sexual Harassment Tribunal to hear all sexual harassment matters and the designation of field officers from the BGA as authorised officers to conduct investigation of sexual harassment complaints. In anticipation of the approval and tabling of the draft Bill, sensitization sessions on "Understanding Sexual Harassment in the Work Place" and Understanding Sexual Harassment in Educational Institutions" in educational institutions, private and public sector organizations and communities through the country. The sessions cover sexual harassment as a form of gender-based violence including in public spaces.

- II. The BGA facilitated seventeen (17) sensitization sessions on Sexual Harassment enhancing knowledge of 346 workers (237 women; 109 men) for the Jan – Dec 2018/Jan-Mar 2019 periods. During Jan – Dec 2017, 11 workplace sensitization sessions were conducted with a total of 452 persons (295 females and 157 males), who now have an improved knowledge of the issue of sexual harassment. For the Jan –Dec 2016 period, twelve (12) sessions were conducted impacting 671 participants - 536 females and 135 males. Four (4) organizations to date (Civil Aviation Authority, INDECOM, Jamaica Mortgage Bank, Urban Development Corporation) have been assisted in creating workplace policies.

Violence against women and girls facilitated by technology (e.g. cyberviolence, online stalking)

- I. The Cyber Crimes Act 2010 criminalizes the use of the internet to commit offenses. This legislation offers possible recourse for acts of sexual harassment already criminalized (such as those under the Sexual Offences Act.) The draft Sexual Harassment Bill makes provisions for Online Stalking.

Trafficking in women and girls

- I. The framework for addressing human trafficking was strengthened with focus given to meeting international standards for protection of citizens and penalizing offenders. The Trafficking in Persons (TIP) National Plan of Action was updated to cover the period 2015 – 2018 and a Trafficking in Persons Manual and Trafficking in Persons Standard Operating Procedures for Health Workers were developed. Jamaica recorded its first human trafficking conviction and subsequent convictions during the period.

II. Prevention

The government has been vigorously prosecuting trafficking cases (9) against fourteen (14) alleged traffickers and secured convictions (2). The government developed a comprehensive national action plan for 2015-2018 being implemented by the national taskforce through sub-committees on prevention, protection, and prosecution; developed

and implemented two (2) new victim protection protocols, reported fifty-two (52) suspected child trafficking cases, identified four (4) confirmed trafficking victims who were provided government shelter and services, as well as increased funding to victim services.

The Ministry of Justice (MoJ) allocated 34.8 million Jamaican dollars (US\$272,470) for anti-trafficking efforts in fiscal year 2017-2018. The MNS spent 813,000 Jamaican dollars (\$US6,350) toward anti-trafficking prevention efforts in fiscal year 2016-2017, which is more than 12 million Jamaican dollars (US\$93,750) for both victim assistance and protection in 2017, compared with 6.3 million Jamaican dollars (US\$49,220) for solely victim assistance in 2016 and 13 million Jamaican dollars (US\$107,100) for victim assistance in 2015. The Cabinet appointed a National Rapporteur on trafficking in persons in early 2015 to investigate reports of trafficking, report on violations of the rights of victims and provide an annual report to the government.

The GoJ has implemented public awareness raising activities on all forms of trafficking, including a campaign in schools and the community; media interviews; a film screening, a comic book, an animated mini-series, and targeted outreach through the distribution of 70,000 copies of pamphlets. The government's efforts resulted in the direct training of more than 17,000 students and 90 principals.

Prior to the departure of Jamaican participants in overseas seasonal agricultural programs, MLSS educates them about the risks of trafficking.

The National Taskforce Against Trafficking in Persons (NATFATIP) educated members of the tourism industry in major resort areas on indicators of trafficking and encouraged them to report suspected sex tourism.

The NGO, Woman Incorporated Limited (Woman Inc.), included TIP issues in their Public Education and Plan of Action. They conducted a series of TIP workshops and sensitization sessions in partnership with the NGO RISE Life Management Services in 2017-18. These

sessions were conducted with personnel from ‘Crime Stop’, the JCF 119 Division and hotline volunteers from Woman Inc. These sessions were facilitated by police personnel who are certified trainer/facilitator. Additionally, Woman Inc is also a member of the NATFATIP.

The BGA is a member of NATFATIP and conducts sensitization sessions in educational institutions, workplaces and in communities on TIP.

Women’s Media Watch Jamaica (WMWJam), through their public sensitization and advocacy programme, launched a 30-40-minute film “*Where is Melissa?. The Conversation Continues.*” The film’s launch supported the change process as part of the national response to human trafficking. The long-term goal is to increase protection of the rights of women and girls to safety and security, by reducing their vulnerability to being defrauded and lured into trafficking. The film was launched and ten (10) screenings implemented with discussion and proposed targets, reaching 1,700 individuals. The target group included high school, tertiary students and staff, leaders and members from FBOs and NGOs as well as private sector and the media, among others.

III. Protection

A victim protection protocol and a standard operating procedure were developed for granting temporary immigration status to victims of trafficking in persons. In addition, the JCF continued to use a standard operating procedure for victim identification.

Immigration officials continued to screen and conduct risk assessments of potential victims. When taking trafficking victims into protective custody, the JCF’s trafficking unit is required to notify the taskforce, partner NGOs, and when applicable, the Child Protection and Family Services Agency (CPFSA). The JCF Anti-trafficking Unit makes arrangements for the transportation and transfer of victims to a shelter care facility. To facilitate this process, NATFATIP provided the anti-trafficking unit with a new vehicle to be used for supporting operations and transporting victims.

IV. **Prosecution**

All forms of trafficking are prohibited through the comprehensive Trafficking in Persons (Prevention, Suppression, and Punishment) Act. The maximum sentence for Trafficking in Persons and conspiracy to commit trafficking is 20 years' imprisonment, or a fine, or both. The maximum sentence for aggravated trafficking in persons is 30 years' imprisonment, or a fine, or both. These penalties are sufficiently stringent and commensurate with those prescribed for other serious crimes.

Officials enacted the Criminal Justice Act, which may be used to prosecute traffickers who are members of a "criminal organization" with penalties of five (5) to fifteen (15) years' imprisonment or a fine or both.

A number of new laws, including most notably the Evidence (Amendment) Act of 2015, the DNA Evidence Act of 2015 and the Jury (Amendment) Act of 2016 are expected to strengthen the judicial system's ability to admit relevant evidence in trafficking cases and improve the jury system.

Subsequently Cabinet approved an amendment to the Trafficking Act to allow such cases to be tried by a judge rather than a jury in 2017. The Office of the Director of Public Prosecutions (DPP) has maintained a 19-person trafficking unit and assigned dedicated prosecutors to trafficking cases.

The government has trained 1,063 police officers in 2016/17 financial year on trafficking, compared to 563 in the 2015/16 financial year reporting period and 128 from the previous year. The MNS and NATFATIP trained coast guard, customs, and immigration officials, whilst the JCF in partnership with the MLSS, funded and facilitated an anti-trafficking training for police officers, soldiers, customs officers and other law enforcement officials from across the Caribbean.

The JCF has also trained 70 judges and approximately 2,000 Justices of the Peace (JPs) who are responsible for deciding whether a minor can leave the country with a non-parent custodian. Jamaican officials also participated in trafficking in persons' courses for criminal justice system professionals to build capacity.

The National Children's Registry conducted over 280 training sessions to educate audiences about the Registry's role in receiving reports of child abuse, including child trafficking.

Murder of a Pregnant Woman

- I. Extensive discussions were held on whether to include an offence in the Offences Against the Person Act (OAPA) to deal with the murder of a pregnant woman. The impact of including such a provision was carefully weighed to see if it could state that two lives had been taken and how the common law concept of whether the foetus was a person for the purposes of the law and whether the woman would have had to be known to be pregnant or had to be visibly pregnant could be included.

Discussions on other jurisdictions was also done, where it was stated that in some jurisdictions, crimes committed against pregnant women were treated as an aggravating factor in terms of sentencing and at times, there were nuances to be taken into account, such as whether the person was visibly pregnant or whether the offender had been aware of the pregnancy. There are instances in which provision is made for vulnerable persons including pregnant women, the elderly, children and persons with a specific type of disability.

The Committee therefore agreed to amend Section 20 of the OAPA, which deals with grievous bodily harm, to include specifically, a pregnant woman as an aggravating factor, in determining the sentence. It was further agreed that the provision should not only cover pregnant women, but also vulnerable persons such as the elderly, persons with disabilities and children.

The Treatment of Persons with Disabilities

- I. Recommendations were made for persons with disabilities to be given special consideration in the four pieces of legislation under review. Specific recommendations were made for the definitions of “child” and “adult” to be adjusted to treat with scenarios in which offences were committed against or committed by persons who had a chronological age of an adult but the developmental age of a child. In these instances, it was of the view that instead of adjusting the definitions of “child” and “adult”, which might create unintended anomalies in other sections of the Acts, adjustments should be made to the applicable sections to treat with these vulnerabilities.

Adjustments are to be made to the penalty sections of the four pieces of legislation to ensure that persons convicted of offences against persons with disabilities would be given significantly higher penalties to reflect the vulnerability of the victims. This concern was addressed by making provision for these cases to be treated as aggravating circumstances, to which appropriate penalties would be applied.

Pathfinders - Global Partnership to End Violence against Children

- I. In March 2016, Jamaica expressed an interest in becoming a Pathfinder via a letter to the Global Partnership by the Minister of Foreign Affairs and Foreign Trade. On July 12, 2016, the Global Partnership was officially launched at the UN Headquarters in New York. Pathfinder countries are expected to pioneer new approaches to deliver on SDG 16.2 (End abuse, exploitation, trafficking and all forms of violence against and torture of children) and related targets in an effort to ensure that child victims of violence are no longer marginalised by the global development agenda. These countries will have to confront the many factors that leave children vulnerable to violence, provide evidence as to what works and bring together the partners and investment needed to make their societies safer.

A package of programmes and other interventions are to be developed by a multi-disciplinary group of experts will reflect the best available evidence of what works to prevent violence. With its acceptance, Jamaica has joined Mexico, Indonesia, Sweden,

Tanzania, El Salvador, Paraguay, Philippines, Romania, Sri Lanka and Uganda as pathfinder countries.

- II. With being a Pathfinder, the GoJ has started the revision of Jamaica’s National Plan of Action for an Integrated Response to Children and Violence 2018-2023, as well as the Technical Working Group on Children and Violence. The Plan provides for a coordinated and structured approach to addressing key issues and challenges pertaining to children as victims, perpetrators and witnesses of acts of violence and abuse. The goal of the National Plan of Action is to create and maintain a protective environment, supportive of and responsive to the issues of children and violence¹⁷.

Model Guidelines for Sexual Offence Cases in the Caribbean Region

- I. The GoJ endorsed the ‘Model Guidelines for Sexual Offence Cases in the Caribbean Region,’ developed by the Caribbean Court of Justice (CCJ). The Model Guidelines provide internationally-accepted best practices for the management of such cases across the region and was crafted through support from the Canadian Government-funded (Can\$90 million) Judicial Reform and Institutional Strengthening (JURIST) Project. It offers a rights-based approach to the treatment of complainants and vulnerable witnesses, including children involved in sexual assault cases. The CCJ, in tandem with the Jamaican Judiciary, launched the document locally on November 24, 2017.

A National Shelter Property

- I. A National Shelter property was purchased by the National Land Agency (NLA). The Condition Survey and Renovation Assessment are completed and plans are underway to have the Shelter operational in short term.

Transition House for Female Survivors of GBV

- I. MCGES, through the BGA, supported the Woman Inc. to submit an application for the Japanese Embassy’s Grant Assistance for Grassroots Human Security Project. The Grant is intended to support the renovation of a Transition House for female survivors of GBV.

¹⁷ See Data Table in Annex

The application was successful and the subsequent contract signing was done before the end of 2018/2019 fiscal year.

Public Education Campaign - “No Excuse for Abuse” #NEFA

- I. BGA officially launched the first Public Education Campaign for the National Strategic Action Plan to Eliminate Gender-based Violence (NSAP-GBV) (2017-2027), called “No Excuse for Abuse” #NEFA. Through the BGA, the campaign is a partnership with UN Women, Jamaica Information Service (JIS) and Creative Productions and Training Centre (CPTC). The campaign is expected to achieve the following outcomes: increased public awareness on what is GBV with the view to preventing it and increase understanding of the roles of government and civil society in response to GBV guided by gender and behavioural change communication. Additionally, the campaign aims to reduce the conditions that condone, enable, ignore and treat violence against women as a normal part of life.

The campaign will target the following groups: women ages 15-35 and men ages 15-40, who are perpetrators of abuse/violence, survivors of violence, persons experiencing violence and persons witnessing or aware of violence. This age range was specifically selected based on the findings from the Women’s Health Survey (2016), which stated that GBV prevalence rates are the highest amongst men and women between those age ranges.

Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

14. What actions has your country prioritized in the last five years to address violence against women and girls?

Introduced or strengthened violence against women laws, and their enforcement and implementation

- I. A Joint Select Committee has been reviewing existing legislation to, among other things, protect women and girls with particular emphasis on the offences and punishment under the relevant legislation (the Sexual Offences Act, the Offences Against the Person Act, the Domestic Violence Act and the Child Care and Protection Act) in order to make recommendations for legislative amendment for better enforcement, administration and implementation.

Introduced, updated or expanded national action plans on ending violence against women and girls

- I. A *"Costs and Consequences of Gender-based Violence: A Development Dialogue"* facilitated presentations of the Ministry of National Security's Stay Alert App and a GBV Survivor Story in 2016.
- II. The National Plan of Action for an Integrated Response to Children and Violence (NPACV) 2018-2023 is currently being reviewed and updated to provide an up-to-date strategic framework for the national response to violence against children.
- III. The National Strategic Action Plan to Eliminate Gender-based Violence (NSAP-GBV) (2017-2027) was launched in 2017 with five (5) strategic priority areas that cover prevention, protection, investigation and prosecution, the enforcement of court orders and victims' rights and protocols regarding data management.
- IV. The first Women's Health Survey, with focus on women's health and gender-based violence in Jamaica was conducted in 2016. The report on the findings was launched and released in mid-2018. There was engagement of the political leadership and expanded sensitization of the citizenry regarding gender-based violence under several initiatives during 2016-2018.

Introduced or strengthened measures to increase women's access to justice (e.g. establishment of specialist courts, training for the judiciary and police, protection orders, redress and reparations, including for femicide cases)

- I. A Mobile Justice Unit was launched in 2017 to provide justice services.
- II. The State and particularly local level capacity for Alternative Dispute Resolution was strengthened by the establishment of six (6) Parish Justice Centres. The Parish Justice Centres were established to support efforts to reduce case backlog and improve trust in formal justice processes, through the use of alternative dispute resolution approaches – including restorative justice, child diversion and mediation.
- III. Key policy and programmatic interventions were implemented to support victims and vulnerable groups in their interactions with the justice system. Key pieces of legislation including the Law Reform (Miscellaneous Provisions) (Child Diversion) Bill were submitted to Parliament for consideration. Digital recording equipment were installed in 19 Parish Courts (78 courtrooms) to assist victims of crimes relating to attendance at Courts and mitigation of possible trauma due to interactions with alleged perpetrators.

Introduced or strengthened services for survivors of violence (e.g. shelters, help lines, dedicated health services, legal, justice service, counselling, housing)

Property for National Shelter

- I. A property was purchased by the National Land Agency (NLA) in 2018 on behalf of the Ministry of Culture Gender Entertainment and Sport (MCGES). Plans are underway to have the property operationalised as a National Shelter, in the short term.

Transition House for female survivors of GBV

- I. MCGES, through a Public Private partnership, supported Woman Inc. to submit an application for the Japanese Embassy's Grant Assistance for Grassroots Human Security Project to support the renovation of a Transition House for female survivors of GBV. The application was successful and the subsequent contract signed March 1, 2019.

The Centre for the Investigation of Sexual Offences and Child Abuse (CISOCA)

- I. The Centre for the Investigation of Sexual Offences and Child Abuse (CISOCA) has branches in all Parishes and offers a complete programme for victims of sexual offences and child abuse. These include an evaluation of each complaint; interviewing and recording statements; medical examination, treatment, medication and medical certificates for evidential purposes. Officers at CISOCA prepare exhibits for forensic analysis, apprehend perpetrators and arrange for arraignment. They also provide assistance with the rehabilitation of victims through the procurement of counselling and therapy services. The services are offered by CISOCA and include referrals to the Crisis Centre). In addition to these centres, policewomen have been specially trained and are assigned to Police Divisions across the island.

Counselling Facilities

- I. Counselling is offered island-wide by Victim Services Division (VSD), Dispute Resolution Foundation (DRF), Peace Centres and Women's Centre of Jamaica Foundation, as well as various faith-based institutions. Tertiary Level Institutions (The University of the West Indies, UWI, and the University of Technology, UTECH) also offer counselling and referrals for their student bodies and staff. In addition the Woman Inc. Crisis Centre (Kingston and Montego Bay) provides counselling and shelter facilities and support groups (for rape, adult survivors of incest, spousal/domestic violence).

Legal Aid and Advice

- I. This service for victims and their families is available from the Family Courts island-wide, the Government's Legal Aid Clinic and Council (in the Ministry of Justice), the Legal Aid Clinic at the Norman Manley Law School, UWI and Women's Resource and Outreach Centre (WROC).

Hotlines

- I. These telephone facilities, often with Toll Free numbers, include the Crisis Centre Hotline, a Children’s Hotline for reporting children who might be trafficking in persons (TIP) victims and AIDs Hotline. Persons have access to these island-wide. The Hotline service is intended as a “stop-gap” until a person in crisis can access face to face intervention.

Introduced or strengthened strategies to prevent violence against women and girls (e.g. in the education sector, in the media, community mobilization, work with men and boys)

- I. There has been continued engagement of primary and tertiary school students through the BGA’ Schools Education Programme (SEP) and Gender Ambassadors Programme (GAP). Gender Mainstreaming in schools through the GAP and SEP bolsters sensitization and awareness-raising on several gender issues, including, gender equality and equity, healthy relationships, child rights, discrimination, school-related gender-based violence and gender parity in decision-making and leadership positions.

Working with men and boys

- I. The GOJ is committed to addressing issues that affect men and boys and to fight against the causes of gender inequality in the society. This is evident through the GoJs commitment to international obligations, principles and human instruments. As such, this is reflected in the country’s policies, programmes, projects and plans of action.

The Special Service Desk for Men (SSDM) was established within the BGA in April 2016 to provide a confidential and non-discriminatory 'male space' for males to discuss gender-specific topics and recommend solutions to the issues affecting them. The SSDM serves as a central point to forge partnerships with men’s groups and other key stakeholders. It serves to provide sensitisation and raise awareness on a range of issues, such as parenting skills, health, education, fatherlessness, men as mentors and the role of men in the elimination of

violence against women. It also focuses on policy, research and gender sensitive training to develop leadership and promote responsible male behaviours and attitudes.

Every year, on November 19, the GoJ joins the world to celebrate International Men's Day (IMD). A significant aspect of this celebration is dedicated to the role of men as fathers, mentors and overall positive male role models. In 2018, IMD was celebrated under the theme "Reinforcing Positive Male Role Models". An integral part of the observation was to strengthen and implement policies and measures that are important for men and boys. As part of those celebrations the BGA hosted a consultation session on Paternity Leave and/or other best practices towards parental leave for fathers.

The BGA also partnered with Men of God against Violence and Abuse (MoGAVA) through funding support from AIDS Healthcare Foundation to launch and air a televised mini-series dubbed Amazing Dads in December 2017. This initiative served to dispel negative myths that overshadow the positive contribution of men. It also highlighted the importance of the roles men play, such as father, role model, coach, brother, son, husband, uncle and significant other.

The mini-series served as a platform to publicly laud the contribution of selected men who play active roles in the lives of their children to positively impact the wider family structure. It was successful in challenging the harmful and negative gender stereotypes which oftentimes perpetuate 'toxic masculinity'.

Additionally, the BGA and key partners hosted a symposium dubbed "More than an Athlete, Not Just a Player" in April 2018. The event was hosted at the Jamaica College Auditorium to provide opportunities to the meaningful engagement of male student athletes. These athletes were drawn from several schools in the corporate area. The facilitators were carefully selected based on their 'wealth of experience' in the areas of sports and development with a view to assist student athletes to make a successful transition from student athlete to professionals 'on and off the field'.

The BGA also hosts quarterly Male Group Network Meetings to discuss some of the larger issues affecting men and boys in the Jamaican society. The meetings also serve to mobilise resources and foster partnerships among influential individuals and groups such as MoGAVA, Fathers Crisis Centre, National Youth Council, among others.

The BGA is an implementing partner with the Regional Coordinating Office of the Institute of Gender and Development Studies on a project entitled “Positive Fathering: A Bridge to Enhancing Family Unity and Community Cohesion in Jamaica”. The project is being funded by UNESCO and is currently being rolled out.

The project is informed by research findings which indicate that when men are absent it impacts the achievement of gender equality and destabilizes social relations in the family and community. It will use an Action Research approach to examine how various expressions of masculinity impact various models of fatherhood and fathering in Jamaica. It aims to address the role of men as fathers, increasing shared responsibilities and parenting. Additionally the project will focus on some of the narrow perceptions of fatherhood and manhood, which inhibit males from achieving their full potential as parents and positive male role models.

Plans are in train to roll out a Male Mentorship Programme in selected educational institutions through a pronged approach to focus on young fathers, unattached youth and boys in schools. The programme will be a feature of the newly launched Gender Ambassadors Programme (GAP) in selected high schools and tertiary institutions through empowerment, voice and agency for leadership development.

- II. The GOJ is committed to addressing issues that affect men and boys and to fight against the causes of gender inequality in the society. This is evident through the international obligations, principles and legal requirements signed by the GoJ. As such, this is reflected in the country’s policies, programmes, projects and plans of action.

On March 21, 2016, the Bureau of Women's Affairs (BWA) was rebranded as the Bureau of Gender Affairs (BGA). The re-branding facilitates a more inclusive approach to the promotion of gender equality, as females and males are both included in the development dialogue.

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15. What strategies have your country used in the last five years to prevent violence against women and girls?

Public awareness raising and changing of attitudes and behaviours

- I. A three (3) year Memorandum of Understanding (MOU) was signed in September 2018 between MCGES/ BGA and the UN Women Multi-Country Office of the Caribbean. The MOU will facilitate the ‘roll out’ of the island-wide ‘No Excuse for Abuse’ #NEFA Public Education Campaign, which is in keeping with the NSAP-GBV (2017-2027).

The Public Education Campaign was officially launched on December 4, 2018 during a Public Forum which featured the handing-over of an Online GBV Platform and is scheduled to run for the next six (6) months.

The Public Awareness Campaign dubbed “No Excuse For Abuse #NEFA”, carries the following features:

- Increased public awareness on what constitutes GBV;
- Increased public awareness on GBV being wrong, with the view to preventing it’

- Increased understanding of the roles of individuals, government and civil society in response to GBV;
- Awareness-raising among citizens to challenge and dispel negative and harmful gender norms and stereotypes that perpetrate GBV;
- Long-term Results: Reduction of GBV in Jamaica.

II. The Jamaica Social Investment Fund (JSIF) has provided support to the Office of the Children’s Registry (OCR) ‘Break the Silence’ Campaign in the sum of \$11.9 million through the Basic Needs Trust Fund. The funding supported the extension of the ‘Break the Silence’ Campaign, as well as \$7.1M towards the production of a storybook and video for students. The ‘Break the Silence’ campaign is an initiative with a multi-pronged approach to protect children against abuse. An extended ‘Break the Silence’ Campaign ran from June to December 2016 and included radio and television advertisements and information posted on social media platforms.

III. In keeping with the objective of educating the public about GBV and to promote increased awareness and behaviour change, the BGA through strategic partnerships and collaborative efforts, conducted a total of twenty (20) sensitization and awareness-raising sessions between Jan-Dec 2017, reaching 1665 persons (1190F; 475M). These sessions covered a range of GBV issues such as: domestic violence, intimate partner violence, trafficking in persons, sexual abuse, incest, rape, child abuse.

These sensitization sessions continued over the reporting period through the Schools Education Programme (SEP), covering school related gender-based violence, bullying, sexual harassment in educational institutions and trafficking in persons. These sessions were done between Jan – Dec of 2016 and 2018).

IV. Through International observances such as International Day for the Elimination of Violence Against Women (IDEVAW) and the 16 Days of Activism, public awareness-raising strategies have been used to change attitudes and behaviour. IDEVAW 2018 was commemorated with a Public Forum “Big Woman and Big Man Chat: Addressing Intimate

Partner Violence (IPV).” The objectives were: To raise awareness of IPV and present findings from the Women’s Health Survey (2016); To discuss community responsibility and services and legal protection for victims/survivors of IPV; To launch the #NoExcuseforAbuse (#NEFA) Public Education Campaign and to launch and handover the Online GBV Platform.

Other activities included an IDEVAW Statement delivered in Parliament and pinning of Purple Ribbons on members of the Upper and Lower Houses to demonstrate their solidarity and commitment to the movement and awareness to the need to end VAWG. Additionally, a competition entitled “The *Great Debate*” was used to engage high school students in western Jamaica, who debated moots on gender equality and GBV.

The BGA also participated in other stakeholders’ IDEVAW 16 Days of Activism 2018 activities such as the UWI Regional Coordinating Unit’s #HearMeToo: The Relevance of the Me Too Movement to a Jamaican Context” – The Policy perspective and the Jamaica AIDS Support for Life’s HIV & GBV Public Forum.

International Day for the Elimination of Violence Against Women (IDEVAW) 16 Days of Activism 2017 was commemorated under the theme “*Leave No One Behind: End Violence Against Women and Girls.*” A number of activities were held, including: Symposium in partnership with the High Commission of Canada to Jamaica to launch the NSAP-GBV (2017-2027).

The banner event commemoration of IDEVAW 2016, highlighted the linkage between GBV and the 2030 Agenda for Sustainable Development Goals with a Dialogue entitled “*Costs and Consequences of Gender-based Violence: A Development Dialogue*” and facilitated a presentation by the Ministry of National Security’s Stay Alert App, a GBV Survivor Story, as well as an interview session with key stakeholders on the NSAP-GBV (2017-2027). The relevance of partnership in ending GBV and VAW was also highlighted.

- V. The UNFPA and the BGA assisted the Women’s Resource & Outreach Centre (WROC) with a three–day training workshop for 15 young men under the theme “*Real Man Lik Out ‘Gainst GBV*” in 2015.
- VI. Through the BGA’s Community Liaison Branch (CLB), public education materials in the form of brochures on GBV (domestic violence, incest, rape, sexual harassment, trafficking in persons) were disseminated to women and men in urban and rural communities across Jamaica. This dissemination of information is part of the BGA's awareness-raising and sensitization initiatives.
- VII. Additionally, the GoJ, International Development Partners (IDPs) and Civil Society Organizations (CSOs) were able to pool resources together through financial and technical assistance for the implementation of activities for violence prevention programmes from 2015-2018.

Work in primary and secondary education, including comprehensive sexuality education

- I. The NFPB utilises ongoing mass media campaigns to sensitize women about condom use and HIV testing, in an effort to reduce the incidence of HIV, by increasing protective behaviours, as well as to foster earlier linkage to treatment and care services, particularly among pregnant people living with HIV (PLHIV). High-risk females have also been targeted for more intensive HIV prevention interventions, namely sex workers, girls in state care, pregnant teens and imprisoned women. These interventions include one-on-one or group sessions, life skills training, remedial education, and income generation. Furthermore, the NFPB offers education on Sexual and Reproductive Health (SRH) issues through training and intervention workshops to multiple publics.
- II. The NFPB, with funding from the UN Women Fund for Gender Equality, has been implementing the Gender Empowerment Project, which is designed to improve SRH of adolescent girls and young women, through empowerment and reduction of gender inequalities. The project was implemented in several communities across the island. A total of 208 women ages 15 to 24 participated in the programme. Analysis of pre- and post-test results showed improvement in areas such as self-perception, knowledge of contraceptive

methods, HIV prevention, gender norms, stigma and discrimination and attitudes towards parenting.

- III. The NFPB also continued its 'Hold-On-Hold-Off Programme', which addresses issues of self-awareness and informed decision-making regarding SRH and lifestyle. The 'Hold-On-Hold-Off Programme' intervention targets grade 7-9 students and lasts for a period of five months each year. In 2016, the intervention was implemented in two schools. Interactions were had with approximately 1,050 students within the age cohort of 13-16 years. The results of pre- and post-tests indicated an increase in students' knowledge of HIV/AIDS, STIs and pregnancy.
- IV. The GoJ continued to implement its HFLE curriculum, including the module on Sexuality and Sexual Health, which explores a wide range of issues related to sexual and reproductive health, with the objective of allowing students to make informed choices regarding their sexual health and behaviour. Information about contraceptives is included at the secondary level, while abstinence is also a key message throughout the document.
- V. The BGA engages in intervention and sensitisation at group and individual levels. Individual level intervention activities include: HIV risk reduction counselling; regular telephone calls; walk-in visits, information sharing and referral to local services. Group level intervention activities include: promoting safer sex practices among adults and adolescents; risk reduction counselling; using role plays to teach about HIV and STI prevention; promoting abstinence and assisting in peer education groups, such as clubs and at health fairs.
- VI. Through the BGA, gender mainstreaming in schools was done through the GAP and SEP, to bolster sensitization and awareness-raising on several gender issues, including, gender equality and equity, healthy relationships, child rights, discrimination, school-related gender-based violence and gender parity in decision-making and leadership positions.

Grassroots and community-level mobilization

- I. The MCES, through the BGA promotes the empowerment of women, men, boys and girls through various community-based initiatives, public education and training and project implementation. These initiatives include public education and awareness-raising, through school and community based sensitization sessions, mobilizing and empowering rural/inner city women and conducting first level interventions for persons in crisis.

Shifting the representation of women and girls in the media

- I. The Broadcasting Commission of Jamaica (BCJ) has a comprehensive and integrated national monitoring strategy that aims to address the growing concerns around portrayal of violence in general and sexual violence in the media. The BCJ is in the process of drafting a new Broadcast Policy. The intention of this policy would be to address issues relating to vulnerable audiences and the negative portrayal of women and girls. Stakeholder consultations are ongoing through the BCJ thematic fora - "*Media Regulation in the Information Age*" - to address gaps and challenges in the portrayal of more gender-sensitive and gender-aware audio-visual media content.

Perpetrator programmes

- I. BGA has proposed that the Ministry of Justice (MoJ) extends the Restorative Justice Programme to include domestic violence cases. The main objective is to prevent and end domestic violence by providing an alternative conflict resolution system, which encourages victims to report the abuse. In this light, the BGA proposed the use of Restorative Justice in domestic violence cases of pre-charge, post charge and post-conviction.

Other

The MNS in collaboration with the Department of Correctional Services (DCS) through relevant initiatives, sought to improve education and prevent violence against women, boys and girls in Correctional Facilities (2015-2018). This was done through the following initiatives:

I. **The We Transform Youth Empowerment Programme (Boys and Girls)**

This is a flagship Youth Empowerment & Integration Programme out of the MNS Offender Management Unit whose slogan is “Save a Child Change a Nation” and is geared at assisting youth in the Department of Correctional Services custodial (Juvenile Correctional and Remand Centres) and non-custodial care such as Community Service Orders and Probation).

This Programme is a 5 Pillar approach that includes the following components and two phases:

Phase 1

Pillar 1: ‘Learning By Doing’, which is a Child Centred approach to learning, where youths engage in innovative training in academics, vocational education, and employability and life skills.

Pillar 2: Mentorship & Internship/Job Placement - 45 mentors trained to administer the programme. Private Sector, NGO, Church etc provide the youths with mentoring in personal/career development, academics, vocational education and internship/job opportunities.

Pillar 3: The Annual Competition & Exposition where the talents and vocational skills of the youths are displayed and published. The Competition was held in 2016 and 2017.

Pillar 4: Youth engaged in life skills training in substance abuse/misuse and sexual and reproductive health. Additionally, staff and wards benefitted from medical, dental, eye examination and other health services.

Phase 2

Pillar 5: Parenting engagement and training to include workshops and counselling.

Pillar 6: Staff Capacity Building to include staff training and recognition.

II. Boys Day Activities at Rio Cobre Juvenile Correctional Centre-Theme: The 5 G's Affecting Youth

The activities included various speakers sensitizing the boys about the 'Five Gs' which are: *Gangs, Guns, Girls, Ganja and Greed*. These are considered to be primary issues that our male youths have misunderstood or lack the requisite knowledge to make good decisions about. This sensitization comprised of sessions to build resilience through education, life skills, sports and skills training that will help them to change their predisposition towards antisocial behaviour and develop positive attitude towards dealing with these issues. There were testimonials of victims and offenders who shared their experiences and survival skills with the boys.

III. The Organization for American States (OAS) "A New Path' Promoting a Healthy Environment and Productive Alternatives for Juvenile Remandees and Offenders in Jamaica Programme

There is a rehabilitation and reintegration component for Boys and Girls. The rehabilitation component assists children in Juvenile Correctional and Remand Centres to learn Life Skills, Drama, Engage in Farming and Aquaponics, Sports and Yoga. Whilst the reintegration component caters to an Entrepreneurial and Apprenticeship element that offers training and grants to ex wards, to facilitate them starting a business, as well as to re-enter an academic or vocational skills training facility. Approximately 60 children (Boys & Girls) benefitted from the entrepreneurial programme in the amount of US \$30,000.00, through business training, registration of their businesses and start up grants of up to \$400,000.00.

One hundred (100) children who were released after serving their Correctional /Remand Orders were placed with private sector organizations in the apprenticeship programme during the period.

IV. **The We Transform Programme in collaboration with the National Council on Drug Abuse** hosted a workshop in all Juvenile Correctional and Remand Centres to expose the children to the various issues of drug abuse and misuse affecting the youth. The sessions focused on Self –Esteem, Decision Making, ‘Healthy Me’ as it relates to substance abuse and encapsulated one of the agency’s Programme called ‘Strive’.

V. **Fort Augusta Adult Correctional Centre for Women Life Skills Training**
The female adults were engaged in Life Skills training to help build character and other positive behaviour.

VI. **Peer Counsellors**
Some females within the prison systems are trained to serve as mentor to others and assist them with positive behaviour change.

VII. **Psychological intervention**
This is offered to assess and provide intervention to change behaviour and address issues.

VIII. **Counselling -Department of Correctional Services Chaplaincy Unit**
This unit tries to engage inmates in counselling sessions throughout their stay at the facility to encourage positive behaviour change and teach life skills.

IX. **Vocational Training**
The females engage in vocational training in Home Economics, Electronic Document Preparation and Management (EDPM), Leather Craft, Jewellery Making and Floral Decoration to offer empowerment opportunities for employment.

X. Educatioal Achievement in CSEC for Adult Females and Boys and Girls in Correctional Facilities

The subjects taken were English, Mathematics, Social Studies, Human and Social Biology, Principles of Business, Principles of Accounts, EDPM, Food Nutrition and Health Technical

Institution	2014	2015	2016	2017	2018
Fort Augusta Adult Correctional Centre	9/16 pass between 1-6 subjects 56%	10/20 pass 1-6 subjects 50%	8/9 pass 1-6 subjects 89%	12/15 pass 1-5 subjects 80%	17/24 pass 1-6 subjects 71%
Juvenile Correctional Centres: Hill Top, Rio Cobre and South Camp	15/26 pass 1-6 subjects 58%	7/17 pass 1-6 subjects 41%	11/18 pass 1-6 subjects 61%	13/17 pass 1-6 subjects 76%	13/20 pass 1-6 subjects 65%

A number of these children would not have satisfied the requirements for recommendation to sit these exams in the regular school system. Despite their disposition, the Department of Correctional Services has worked with less than the two year stipulated engagement, to prepare these children to achieve these results.

Please provide details of up to three concrete examples, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further

information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.

16. What actions has your country taken in the last five years to prevent and respond to violence against women and girls facilitated by technology (online sexual harassment, online stalking, non-consensual sharing of intimate images)?

Introduced or strengthened legislation and regulatory provisions

I. The Cybercrimes Act (2010)

The Cybercrimes Act 2010 imposes legal sanctions on the misuse of data and other computer-related crimes such as, unauthorised access in general; access with intent to commit or facilitate the commission of an offence and interception, modification and interference with the integrity of the computer systems and data. The Act seeks to address computer system sabotage and criminalize the use of devices or data for the commission of an offence under any law in Jamaica.

II. The Child Pornography (Prevention) Act (2009)

The Child Pornography (Prevention) Act (2009) makes provision for commercial sexual exploitation of children as a criminal offence. The Bill applies to the production, possession, importation, exportation and distribution of child pornography, with penalties of up to 20 years imprisonment and high fines. It also aims to criminalize the production, importation, exportation and distribution of child pornography, as well as the use of children in such activities.

The Act will ensure protection for girls who are the primary victims of child pornography in keeping with our commitment under the Beijing Declaration and Platform for Action regarding the protection of the girl-child.

A Joint Select Committee of Parliament is currently conducting legislative review to address legal gaps.

Implemented awareness raising initiatives targeting the general public and young women and men in educational settings

- I. The draft National Anti-Sexual Harassment Policy provides a framework for the draft Anti-Sexual Harassment Legislation to provide redress in specific situations (workplace, educational institutions, places of residency/accommodation), for women and men in society who are victims of online sexual harassment where none is currently available. In anticipation of the legislation, BGA has continued its public education and sensitization sessions within the public sector, private sector, communities and educational settings. The purpose of each session is to provide protection to all workers and to ensure that environments for work, study and access to services and accommodation are free from sexual harassment. Women and girls are specifically targeted, as findings from surveys conducted, indicated that women and girls experience sexual harassment to a greater degree than men and boys.

Please provide details of up to three concrete examples, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

17. What actions has your country taken in the last five years to address the portrayal of women and girls, discrimination and/or gender bias in the media?

Introduced binding regulation for the media, including for advertising

- I. The Broadcasting Commission of Jamaica (BCJ) ensures binding regulation for the media through its monitoring and compliance mandate over the reporting period. There is a

children's code for programming, issuing of advisories as stipulated by the children's code for programming, directive on the transmission of sexually explicit content and directive on the transmission of violent content.

Supported the media industry to develop voluntary codes of conduct

- I. The BCJ has launched a number of multifaceted public education and media literacy campaign. Several television advertisements were targeted at heightening public awareness about parental responsibility supported by radio, print, online and billboard ads. Through 2015-2016, research projects were undertaken to undergird regulatory decisions, including the impact of media content on the behaviour of children.
- II. The BCJ continued its media campaign through 2016-2017 to heighten public awareness around responsible media use, particularly the protection of children from harmful and problematic content. An animated advertisement, *'Formerly Fortunes'*, reinforced the meaning and importance of ratings and was also supported by radio, print, online and billboard media messages.

Established or strengthened consumer protection services to receive and review complaints about media content or gender-based discrimination/bias in the media

- I. The BCJ makes provisions through its monitoring and complaints mechanism for any member of the public to make a complaint about media content. All complaints received are documented and stored. The necessary information is gathered and this is considered by the Commission's Monitoring and Complaints Committee. The Committee examines the complaint to determine whether the licensee has breached the terms of their licence or has broken any law. The Committee then makes a recommendation to the full Board of Commissioners for its action.
- II. The Commission also established a corps of island wide Citizen-based Media Monitors to assist in more comprehensive and effective monitoring of radio and television output. The

media monitors are drawn from diverse age groups, communities and organizations across the country.

Other

- I. The BCJ has a comprehensive and integrated national monitoring strategy that aims to address the growing concerns around portrayal of violence in general and sexual violence in the media. The BCJ is in the process of drafting a new broadcasting policy. The policy will address issues relating to vulnerable audiences and the negative portrayal of women and girls. Stakeholder consultations are ongoing through the BCJ thematic fora - "*Media Regulation in the Information Age*" to address gaps and challenges in the portrayal of more gender-sensitive audio-visual media content.

II. Advocacy for change in the policy of Media houses

A small delegation from Women's Media Watch Jamaica (WMW Jamaica) met with the heads of several local radio, television, print and online media houses. WMW presented specific recommendations for making the existing media policy gender sensitive. It was well received with the next step being a commitment to take the proposal to the wider body for discussion. This has the potential of being far reaching to the leadership of Caribbean wide media network. An encouraging outcome was the identification of the need for gender awareness training for media practitioners of local staff. WMW offered and submitted the outline for a training session on gender and media.

Please provide details of up to three concrete examples, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

18. Has your country taken any action in the last five years specifically tailored to address violence against specific groups of women facing multiple forms of discrimination?

YES

I. National Disabilities Act (2014)

The National Disabilities Act (2014) promotes full and equal enjoyment by persons with disabilities, of privileges, interests, benefits and treatment, on equal basis as others. The Act also establishes the Jamaica Council for Persons with Disabilities (JCPD) to advocate more effectively on behalf of other vulnerable groups such as women and girls with disabilities in rural areas. The Act is designed to give added strength and legislative support to the National Policy for Persons with Disabilities.

II. Refugee Policy

As a State Party to the Refugee Convention, special attention is given to the rights and protection of women and girls. In treating with refugees, the country is mindful of its international obligations and simultaneously recognizes the practical realities of its limited ability to provide haven for political refugees. Jamaican women are involved in the care, treatment and processing of refugees. An Eligibility Committee determines whether asylum seekers meet the criteria for refugee status in Jamaica in accordance with the provisions of the Convention.

III. Sexual Harassment Legislation

In anticipation of the sexual harassment legislation, BGA has continued its public education and sensitization sessions over the reporting period within the public and private sector, communities and educational settings. Provisions in the draft Bill recognize that certain groups of female workers may be at a greater risk of being subjected to sexual harassment and therefore covers domestic workers and women in informal work with very little job security (migrant women).

IV. International Migration Law (IML)

An International Migration Law (IML) course was designed for government officials, academia, representatives of international and nongovernmental organizations, as well

as members of the civil society in 2016. It focused on the international legal framework governing migration, including the rights and responsibilities of States and migrants.

The key objective of course was to raise the awareness of government officials and those working in the migration field on the importance of international legal instruments in the management of migration.

Other objectives included:

- The ability to identify and explain international standards concerning the rights and duties of migrants and the competence, authority and responsibility of the State vis-à-vis migrants and migration processes.
 - To be able to apply these standards in the specific context of the country and to their work.
 - To contribute to the awareness of international standards relevant to migration by sharing knowledge with colleagues and/or relevant counterparts.
- V. On the recent completion of Jamaica's National Policy and Plan of Action on International Migration and Development, the next steps included ensuring that there was sufficient capacity at the national level for monitoring and evaluation (M&E) of the policy and plan.

Consequently the National Working Group on International Migration and Development (NWGIMD) were invited to participate in a Trainer of Trainers (ToT) Workshop held over three (3) days (2015). The objectives of the ToT Workshop were to:

- Improve the competencies of migration practitioners in the application of Results-Based Management Monitoring and Evaluation (RBM/M&E) methodologies and tools. It was envisioned that by equipping stakeholders with these skills, it would enable the maximization of synergies and facilitate harmonization necessary for the

effective implementation of the National Policy and Plan of Action on International Migration and Development.

- Impart RBM and M & E skills that will enable migration practitioners to monitor and track the implementation of the recommended actions and desired outcomes of the IMD policy.
- Enhance participants' familiarity with and understanding of the major concepts and skills that should be taught in the delivery of RBM and M & E training to relevant migration and development stakeholders.
- Train a cadre of RBM and M&E Facilitators who would be equipped with the requisite skills and knowledge to become trainers.

If YES, please list them and provide up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

Participation, accountability and gender-responsive institutions

19. What actions and measures has your country taken in the last five years to promote women's participation in public life and decision-making?

Reformed constitution, laws and regulations that promote women's participation in politics, especially at decision-making level, including electoral system reform, adoption of temporary special measures, such as quotas, reserved seats, benchmarks and targets

- I. The GoJ in its commitment to public sector reform, good governance and gender equity¹⁸, has developed Policy Guidelines for the Nomination, Selection and Appointment of Board Members of Public Bodies¹⁹ in Jamaica (the Guidelines/Policy Guidelines, 2018). This has been incrementally impacting regulations that promote women’s participation especially at the decision-making level²⁰.

- II. The Department of Co-operative and Friendly Societies (DCFS) is an Agency within the Ministry of Industry, Commerce, Agriculture and Fisheries (MICAF). Its mandate includes the registration and regulation of registered societies under the following Acts:
 - Co-operative Societies
 - Friendly Societies
 - Industrial and Provident Societies
 - Charities
 - Agricultural Loan and Approved Organizations

The DCFS also commenced gender mainstreaming activities. One of its priority objectives in accordance with the NPGE was to make provision for the equal or near equal representation of males and females on Committees within the constitutions for all registered co-operatives and benevolent societies (registered under the Friendly Societies Act).

The following reflects the number of constitutions which makes provision for gender balance on Committees within registered societies since years 2015 –present:

<u>Years</u>	<u># of Societies</u>
2015/16	32
2016/17	29
2017/18	30

¹⁸ As outlined in the National Policy for Gender Equality (2011)

¹⁹ As defined in the Public Bodies Management and Accountability Act

²⁰ See Pg. 34

In keeping with this gender mainstreaming thrust, the DCFS has hosted several workshops and seminars under the theme *'youth, gender and financial co-operative'* at the local, regional and international levels. The most recent was a Gender Equity Seminar – *"Overcoming the Challenges of Female in Leadership"* in August 2018, to promote women's participation at the decision making level.

Implemented capacity building, skills development and other measures

- I. For capacity building and skills development to promote women's participation in public life and decision making, the Houses of Parliament facilitated women's attendance at overseas workshops. Among the topics covered were Anti-Corruption; Climate Change; Parliamentary Practice and Procedure; Financial Oversight of Aid Effectiveness; Multi-Party Gender Caucuses; Budgetary Oversight through Parliamentary Public Accounts Committees; the Sustainable Development Goals in the Caribbean; Cyber Security; Gender Equality and Climate Change; Women in Leadership; Maternity Care and Human Rights; the work of the International Monetary Fund and the World Bank and Parliament and Open Government.

Twelve (12) of twenty-two (22) training events were held between January 2016 and December 2018 (55%), which included at least one female parliamentarian.

Of the 13 events, where only one Jamaican parliamentarian represented, women were selected to represent the country in 6 instances (46%) and men in 7 (54%), one of them having been substituted for a female on an emergency basis.

There were nine (9) events with more than one local parliamentarian; 7 of them (78%) included at least one woman.

Gender stereotyping was not evident in the selection of training participants, as men attended workshops on gender equality, while the sole participant in the IMF/World Bank workshop was a woman. Training on parliamentary practice and procedure was extended

to both women and men, as was climate change capacity building. Similarly, one female and one male parliamentarian attended the Cyber Security conference, as was the case with the workshops on Multi-Party Gender Caucuses; Fiscal Transparency and Climate Change and Disaster Risk Reduction.

Encouraged the participation of minority and young women, including through sensitization and mentorship programmes

- I. The GoJ through the Ministry of Youth and Culture has developed a Children's Advisory Panel (CAP), a Child Ambassador Programme, a National Secondary Student Council body and a Jamaica Youth Ambassador Programme. These programmes has increased girls' participation in leadership and decision making at a national, regional and international levels.

Provided opportunities for mentorship, training in leadership, decision-making, public speaking, self-assertion, political campaigning

- I. The Parliamentary Exchange on Multi-Party Caucuses for Gender Equality hosted by ParlAmericas Ottawa in October 2016, contributed to progress towards gender equality and women's empowerment in politics and decision-making over the reporting period. Delegations of parliamentarians representing member national legislatures meet annually at a Plenary Assembly, where they discuss issues of current interest in the hemisphere such as gender equality in politics, hemispheric security and integration and economic and social development.

The forum allows representatives of both sides of Jamaica's Parliament to engage in dialogue on gender issues in a setting that afforded access to expert opinion and guidance on the subject. The timing of the event and the approval of a composite structure was done by the Parliament to ensure compliance with the National Policy for Gender Equality. The composition of the delegation comprised of a female representative of the Government, a male from the Opposition and a member of staff (female).

- II. Jamaica is also represented in the permanent working group of women parliamentarians of the Plenary Assembly. Some of objectives of the working group of women are: To strengthen the leadership of female politicians through ongoing regional exchange; to promote the creation of mechanisms encouraging women participation in politics and to strengthen women's active participation at ParlAmericas working meetings, thus incorporating a gender perspective into each of the topics analyzed by the organization.

Jamaica's female Senator was re-elected to the Board of Directors and Executive Committee of the Group at the thirteenth (13th) Plenary Assembly, which was held in Mexico City, Mexico in December 2016, at the headquarters of the Senate of the Republic of Mexico. It was held under the theme "Strengthening Parliaments and Building Resilient Societies to Achieve the Sustainable Development Goals (SDGs)."

Collected and analyzed data on women's political participation, including in appointed and elected positions

- I. BGA through its Policy and Research Branch has been engaged in ongoing collection and analysis of data on women's political participation. The research indicates that presently, females represent 19 per cent of the Lower House, 24% of the Upper House and 21% per cent of the Cabinet. There are 21% female Counselors and 79% male counterparts. There are 14% female Mayors and 86% male Mayors. The number of females in the current administration represents the highest number in Jamaica's political history. In the last four administrations, women have overseen portfolios for Youth, Education, Information, Culture, Defence, Development, Foreign Affairs, Foreign Trade, Labour and Social Security and Sports.

Following the 2016 elections, the government published a list of the fifty-two (52) Cabinet approved State Boards which included Board heads and the members. An analysis of the Boards indicates that women are still under-represented in decision-making and leadership

positions. Based on the list of clearly named and outlined members of each Board²¹, men accounted for 69% of Board composition. In 2016, women accounted for 37 per cent and men accounted for 63 per cent.

Table 1 - Total Number of Men and Women on Cabinet Approved Government Boards

CATEGORY	TOTAL
	2016
Men	303 (63%)
Women	181 (37%)
TOTAL (known)	484
Unknown ²²	44
TOTAL	528

The majority of the Boards (85%) are chaired by men, with women chairing only 15% of State Boards. This represents a decrease in the number of male chaired Boards. Of those 25 Boards, 88% were chaired by men and 12% by women. This indicates that there is a 3% increase in female chaired State Boards.

Table showing the Gender Composition of Cabinet Approved Government Boards

CATEGORY	TOTAL
All males	4
All females	0
Majority males	16
Majority females	11
Equal Representation	5

²¹ There are 18 Boards with titles (job or MDA positions) rather than names in the 2016 listing and 9 Boards in the 2012 listing. This makes it difficult to identify whether these persons are men or women which affects the overall statistics.

²² This refers to cases where the names are not listed so that a clear identification of man or woman can be made.

For the Boards with the sex clearly identified based on names, there are four (4) Boards which are all men, while there were no Boards which comprised all women. Sixteen (16) Boards had majority men and eleven (11) majority women. There is an opportunity for these statistics to change based on the number of ‘unknown’ spaces on some Boards. This may even change the number of Boards which are all men or all women.

- II. 40 per cent of the Ministries have female Permanent Secretaries
- III. Women comprise 60 per cent of the heads of Ministries, Department and Agencies in the country.
- IV. In 2018, a woman was elected as one of the Commissioners of the Inter-American Commission on Human Rights (IACHR) and re nominated in 2019 for same.

Other

Building Parliamentary Capacity in Respect of Multi-Party Gender Caucuses

- I. One male and one female parliamentarian and a member of the parliamentary staff attended a workshop on Multi-Party Gender Caucuses in October of 2016. Participants were taught to assess the landscape before forming a caucus, identify specific activities to be pursued, and match the structure of the caucus to its intended functions. They were also exposed to strategies for creating gender-sensitive parliaments, including increasing the number of women representatives; passing relevant legislation and standing orders; pursuing gender mainstreaming in the work of Parliament; creating a gender equality mechanism; adopting family-friendly parliamentary practices and having a male gender equality champion within the Parliament.

Jamaica’s Parliament does not yet have a dedicated multi-party gender caucus, but the Commonwealth Woman Parliamentarians group remains active.

20. What actions has your country taken in the last five years to increase women’s access to expression and participation in decision-making in the media, including through information and communication technologies (ICT)?

Taken measures to enhance access, affordability and use of ICTs for women and girls (e.g. free wifi hubs, community technology centers)

- I. The Information and Communications Technology (ICT) Policy, 2011 addresses the critical issue of the digital divide through its consideration of universal service strategies relative to availability, accessibility and affordability. While the Ministry of Science, Energy & Technology (MSET) has developed strategies, policies and programmes for access to the digital revolution these are geared to all citizens. For example:
- The Universal Service Fund (USF), in keeping with the goal to have 100% internet penetration across Jamaica, has established over two hundred (200) Community Access Points across the island, as well as Wi Fi in five public areas across Jamaica. These are accessible by all persons within the respective communities.
 - Tablet in Schools (TIS) Project that is being implemented by e-Learning Jamaica Company Limited will provide access to students in pre-primary and primary institutions as well as teachers colleges. The project will also provide: a tablet to Teachers in all project schools for the purposes of research; Lesson preparation and presentation and class management; Training in basic ICT Skills and Technology Integration in instructional delivery to all teachers in all Project Schools and broadband internet and campus-wide Wi-Fi connectivity to Project Schools.
 - Youth Employment in Digital and Animation Industries (YEDAI), a World Bank funded project, has been instrumental in training young people to acquire skills in animation and digital technologies with an aim of building their capacity to match with international standards²³.

²³ (Please note this project is no longer with the MSET)

- MSET is a key sponsor for the national activities which take place for Girls in ICT Day, which is an initiative of the International Telecommunication Union (ITU). This initiative aims to empower and encourage young women and girls to consider careers in the field of ICTs.

Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

21. Do you track the proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting)?

YES

If YES, what is the approximate proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women?

- I. The GoJ has made it mandatory to finance gender equality through yearly allocations to the Ministry with responsibility for gender equality and women's empowerment. The gender portfolio was allocated J\$250.9 million or approximately US\$1.9 million for the financial year 2016–2017, while in 2017-2018, approximately J\$268.4 million was allocated to the Ministry of Culture, Gender, Entertainment and Sports to support the work of the BGA, the Women's Centre of Jamaica Foundation, as well as non-governmental organizations (NGOs). This represents an increase of 6.9 per cent over the previous year²⁴.

²⁴ See table in Annex

The table below shows the amount that is spent directly on gender equality and women's empowerment initiatives by the Government of Jamaica:

Table 1 - Budgetary Allocation for Gender Portfolio 2015-2019

Year	2018/2019	2017/2018	2016/2017	2015/2016
BGA	\$78,488,000.00 JMD	\$78,586,000.00 JMD	\$69,973,000.00 JMD	\$58,576,000.00 JMD
Grant to Women's Centre for Jamaica Foundation	\$215,169,000.00 JMD	\$183,664,000.00 JMD	\$166,097,000 JMD	\$146,493,000.00 JMD
Grants to women's group	\$6,150,000.00 JMD	\$4,950,000.00 JMD	4,800,000.00 JMD	4,800,000.00 JMD
Total Budget	\$299,807,000.00 JMD	\$267,200,000 JMD	\$240,870,000.00 JMD	\$209,869,000.00 JMD

As indicated in Table 1, the period 2015-2019, recorded a yearly increase on the direct investment by the GoJ and its local partners. The increase during the FY 2018-2019 represents an increase in the subventions to women's groups to focus on increasing their work on women in leadership.

- II. The GoJ continues to be challenged by limited fiscal space, but nevertheless, successfully collaborates with International Development Partners (IDPs) and the private sector to garner greater technical and financial support for the achievement of gender equality and women's empowerment. For instance, gender equality and women's empowerment was also supported through investments from multi-lateral agencies such as the UN Women. In 2017, the UN Women supported a portfolio of projects from an allocation of \$179 million

or US\$139,331.00. Funding supported areas such as gender-based violence, improving access by survivors of sexual abuse and exploitation to quality services and promotion of greater responsiveness of justice, policies and strategies to the needs of targeted groups. Notwithstanding this, there are challenges and gaps in the allocation of gender responsive budgets and the practice of gender responsive budgeting within the national budgetary process.

Please provide information on the specific areas in which these resources have been invested as well as reflections on achievements and challenges encountered in making budgets gender responsive.

22. As a donor country, does your country track the proportion of official development assistance (ODA) that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting)?

YES

If YES, please provide further information on the methodology, the scope of tracking, past trends and current proportion of investments.

- I. Funds are allocated to facilitate the achievement of gender equality and women's empowerment. Each Sector continues to receive general budgetary allocations for activities that are sector relevant and spent on both women and men. There are no formal processes or mechanisms to disaggregate budgetary allocations or expenditure specifically linked to laws, policies and plans addressing violence against women and migrant workers by sector at the national level. The budgetary allocations to the BGA are only helpful in tracking areas of the budget relevant to the BGA's operational expenses, which are in line with their quarterly/annual strategic objectives including VAW and GBV initiatives. International project funds bolster as well as complement efforts at tracking gender-equality priorities and commitments.

- II. Efforts to increase the budgetary allocations of the BGA are based on national priorities, justifications of planned activities, the outputs and impacts of policies, programmes and projects, operational expenses and contribution of the work of the NGOs which the BGA supports through annual subventions/grants. It can also be deduced from some sectors (health, education and social benefits), where women appear to access some benefits more than men. Some basic tracking of allocation and expenditure in these areas reflect national gender budget initiatives and commitments at the sector programme and project levels.²⁵

23. Does your country have a valid national strategy or action plan for gender equality?

YES

If YES, please list the name of the plan and the period it covers, its priorities, funding and alignment with the 2030 Agenda for Sustainable Development, including the targets under SDG 5.

I. National Development Plan – Vision 2030

The National Development Plan – Vision 2030 and its Medium Term Framework are framed against the gender and human rights International Agreements/Conventions to which the GoJ is committed. It provides a framework for further integrating gender considerations in sector policies and plans.

The Gender Sector Plan 2009-2030 impacts on all thematic areas addressed under the integrated Vision 2030 Jamaica – National Development Plan.

The priority of the plan is to address structural and societal factors that place men and women in unequal positions in various spheres of society. The Plan seeks to draft, develop and implement policies, laws, institutions and approaches that will encourage and support

²⁵ See table in Annex

equity between men and women and inculcate wholesome attitudes in society that will prevent gender discrimination and various forms of abuse that are gender-based.²⁶

Vision 2030 Jamaica served as the framework for the development of the country's National Outcome Document for the SDGs. Vision 2030 Jamaica's position regarding the implementation of Agenda 2030 was cemented in a *Road Map for SDG Implementation in Jamaica I*, which identifies Vision 2030 Jamaica and specifically the Medium Term Socio-Economic Policy Framework (MTF) as the vehicle for implementation of the Agenda. The Road Map states a 91 per cent alignment between Jamaica's national development agenda²⁷ and the SDGs including SDG Goal # 5 - Achieve gender equality and empower all women and girls.

Activities to be pursued under MTF 2018 – 2021 are aligned to the following indicators under SDGs#5:

- Proportion of women aged 15-49 making their own informed decisions regarding sexual relations, contraceptive use and reproductive health care.
- Number of countries with laws and regulations that guarantee women aged 15-49 years access to sexual and reproductive health care, information and education.

If YES, has the national action plan been costed and have sufficient resources been allocated to its achievement in the current budget?

- I. Resources for the overall National Action Plan (Vision 2030) are expected to come from a range of sources including the GOJ budget (Capital A and B), private sector investments, civil society organizations, International Development Partners (IDPs) and the Diaspora²⁸.

²⁶ Vision 2030 Gender Sector Plan – Strategic approach

²⁷ The major policy, strategic and planning documents were examined, including Vision 2030 Jamaica – National Development Plan to which the other documents are aligned.

²⁸ See also Priority Programmes and Budget for Gender - Annex

24. Does your country have an action plan and timeline for implementation of the recommendations of the Committee on the Elimination of Discrimination against Women (if a State party), or of the recommendations of the Universal Periodic Review or other United Nations human rights mechanisms that address gender inequality/discrimination against women?

YES

If YES, please provide some highlights of the action plans and timeline for implementation.

Implementation of the revised National Policy for Gender Equality – (2019-2021)
Mechanisms to Eliminate Gender-based Violence – National Strategic Action Plan to Eliminate Gender-based Violence in Jamaica (NSAP-GBV) (2017-2027)
Public Education, Sensitization and Capacity building - (2018-2021)
Men and Masculinity Programme to Address Male Marginalization - (2018/19-2020/21)
Legislative & Policy Review – (2018/19-2020/21)
Recruitment of adolescent mothers for the Programme for Adolescent Mothers (PAM) and delivery of constituent components of the Programme at all sites – (2018/19-2020/21)

25. Is there a national human rights institution in your country?

NO.

Peaceful and Inclusive Societies

26. What actions has your country taken in the last five years to build and sustain peace, promote peaceful and inclusive societies for sustainable development and implement the women, peace and security agenda? (JDF)

No Information was provided.

Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

27. What actions has your country taken in the last five years to increase the leadership, representation and participation of women in conflict prevention, resolution, peace building, humanitarian action and crisis response, at decision-making levels in situations of armed and other conflicts, and in fragile or crisis settings?

Promoted and supported women's meaningful participation in peace processes and the implementation of peace agreements

- I. Jamaica takes a proactive approach to the preparation of military and police personnel selected to participate in UN peacekeeping Missions. Prior to their deployment with the UN Missions, the Ministry of Foreign Affairs and Foreign Trade (MFAFT) undertakes a briefing session for civilian police and military personnel. The issues of gender mainstreaming in peacekeeping operations and issues relating to women and girls are included in the briefing provided.

Promoted equal participation of women in humanitarian and crisis response activities at all levels, particularly at the decision-making level

I. Two of the primary institutions in Jamaica engaged with mechanisms for the maintenance of rule of law and the prevention, management and resolution of conflict at the domestic level are:

- The Jamaica Constabulary Force (JCF) and the Island Special Constabulary Force (ISCF) – the police force. At present, women are engaged in all areas of policing and are represented in all ranks of the police force. Women have acted in the highest rank as Commissioner and Assistant Commissioner of Police. Within the senior ranks of police officers, an increasing number of female officers are selected.
- The Jamaica Defence Force (JDF) – the military force. There has been a steady increase in the recruitment of women by the JDF, particularly over the past three decades. The most significant category of increase has been of female officers, where the numbers have doubled.

Integrated a gender perspective in the prevention and resolution of armed or other conflict

I. There are no formal gender-sensitive training programmes currently in place in the JDF, but there are special procedures (such as complaints mechanisms) to deal with gender-related issues. However, the police force administers two (2) training programmes to deal with situations of domestic violence and human trafficking. The training programmes devote special attention to the role of women, both in terms of their important role in the prevention and resolution of conflicts, as well as how they are impacted.

Integrated a gender perspective in humanitarian action and crisis response

I. As a beneficiary of training and other support programmes undertaken by UNIFEM, UNICEF and the IOM/UNHCR, Jamaica remains an active supporter of efforts aimed at strengthening gender-sensitive training for Member States.

Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

28. What actions has your country taken in the last five years to enhance judicial and non judicial accountability for violations of international humanitarian law and violations of the human rights of women and girls in situations of armed and other conflicts or humanitarian action and crisis response?

No Information was provided.

Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

29. What actions has your country taken in the last five years to eliminate discrimination against and violations of the rights of the girl child?

Tackled disadvantages in health outcomes due to malnutrition, early childbearing (e.g. anemia) and exposure to HIV/AIDS and other sexually transmitted diseases

- I. The OCA worked with the AIDS Healthcare Foundation (AHF) to have the *AIDS Healthcare Foundation's Girls Act Partnership Launch*. AHF developed a global campaign entitled "Girls Act", which was geared towards: empowering young women and girls; keeping girls in school; preventing new HIV infections and ensuring young people living with HIV are enrolled and retained in care. The AHF is currently seeking an advocate for this campaign – a credible spokesperson for children. Dr. Kevin Harvey and

the team believed that the Office of the Children’s Advocate (OCA) was best suited for this role. They worked with the OCA to define and develop the campaign.

- II. Through this medium, the OCA will identify through its Legal and Investigations and Compliance Units, girl children who fall within circumstances of vulnerabilities and needs of varying types. These circumstances may speak specifically to those living in state care; girl children who come in conflict with the law; those with psycho-social issues and others from low income communities who can benefit under the project. Personal hygiene products, school supplies, bed linen, toiletries and other commodities will be provided for them. There will also be psychological/counselling support provided for those who need it. The official launch of the programme took place on Friday June 29th, 2018.

Implemented policies and programmes to eliminate violence against girls, including physical and sexual violence and harmful practices

- I. The OCA partnered with several stakeholders (UNICEF, Do Good Jamaica, The Gleaner Online, Television Jamaica and Jamaica News Network) in the months of April and May of 2016 for the #KeepChildrenSafe initiative. The aim of this initiative was to promote the elimination of violence against children through public education. The target population consisted of stakeholders on this issue, such as the children themselves (while the issue of child safety affects all children, it was noted that some topics were geared more towards the elimination of violence against girls), parents, educators and community members.

This initiative saw the OCA collaborating with the other stakeholders to conduct a series of national fora to discuss the issue of violence against children. Topics included, “Keep Children Safe in Community”, “Keep Children Safe from Sexual Violence”, “Keep Children Safe in Schools” and “Keep Children safe from Online Exploitation”. In conjunction with the nationally held fora, weekly Twitter chats were used to engage the public via social media to further discuss related issues. The initiative also formed part of the OCA’s activities for child month in May.

- II. The ISPCAN/OCA Regional Conference took place in December 2018 under the theme “Child Protection Realities within a Changing Caribbean and World”. This five day scientific conference allowed for the sharing of information about child rights and protection across a number of countries through research and best practices regarding child labour, sex trafficking, sexual abuse and all forms of physical and emotional abuse that impact children, with a number of these issues prevalent among young girls. The aim of this conference was to provide a space where experts in the field and persons with varying degrees of experience can come together to discuss these issues and learn from each other to provide possible solutions based on experiences in different contexts.
- III. In October 2016, the OCA successfully garnered monetary compensation for six (6) victims from the Armadale Fire. The OCA, through retaining attorney, was able to receive an unprecedented victory in what were termed ‘test cases’ before the supreme court, as matters such as these have never garnered this kind of compensation in the history of our justice system. The OCA filed claims for the girls, who were still minors at the time. The claim was that their constitutional rights were breached under the Charter of Rights due to the negligent care and deplorable conditions which they faced while incarcerated at Armadale, along with the physical and psychological trauma which they faced from the experience of being in the Fire.

Implemented policies and programmes to eradicate child labour and excessive levels of unpaid care and domestic work undertaken by girl children

Work was done by the MLSS Child Labour Unit, as well as the Office of the National Rapporteur to eliminate child labour. This was done through awareness-raising issues about child labour and the repercussions by taking part in intervention road shows in various parishes. The most recent initiative was done in St Thomas, which is known to be one of the parishes with the largest number of child labour.

Environmental conservation, protection and rehabilitation

30. What actions has your country taken in the last five years to integrate gender perspectives and concerns into environmental policies?

Strengthened evidence and/or raised awareness about gender-specific environmental and health hazards (e.g. consumer products, technologies, industrial pollution)

- I. The National Forest Management and Conservation Plan (NFMCP), mentioned earlier, will be executing a collaborative public education programme that seeks to build popular and political support for the forestry sector and the importance of the forest environment. The programme will target different categories of the population to include those who do, or have the potential to impact on the forest reserves and the deforestation process. These include, among others, women as farmers, fuel wood users and heads of families. These specific segments of the population will be sensitized through messages that correspond to their reality, capture their interest and motivate them to participate in the programme.

- II. Additionally, the Forest Policy 2017 speaks to providing timely, reliable and accurate information on forests, forest ecosystems and activities that affect forests to ensure public understanding and informed decision-making. Opportunities will be provided for interested parties, to include women, among others, in the development, implementation, and monitoring of national forest strategies and policies. The Forestry Department states that the successful management of the island's forests requires special interest groups outside of the public, private and non-government sectors to be actively involved in the various stages of the planning and implementation process. In this regard, residents in rural areas, especially women, will be encouraged to play a greater role in the sustainable management of the forestry sector.

Promoted the education of women and girls in science, engineering, technology and other disciplines relating to the natural environment

- I. In the Vision 2030 Jamaica–National Development Plan, National Strategy 6- 6: Sector Strategy, emphasis is placed on transforming the prevailing gender ideologies regarding science, engineering and technology, by enhancing the use of enabling technology, in particular information and communications technology, to promote the empowerment of women. In alignment with this strategy, the Draft Science and Technology Policy have included Gender and Equity as one of its policy development areas.
- II. With regards to science, engineering and related disciplines, data from the 2017 Economic and Social Survey Jamaica (ESSJ 2017) showed that more females (54 per cent) than males were enrolled in the Faculty of Science and Technology at the University of the West Indies Mona (UWI) pursuing first degrees, advanced diplomas and higher degrees in Natural Resource Management, Biotechnology and Environment Management. Female enrolment in Engineering and Agriculture at the University were 16 per cent and 36 per cent respectively, while at the University of Technology Jamaica (U-Tech) female enrolment in the Faculties of the Built Environment, Engineering and Computing and Science and Sport was 28 per cent.
- III. Enrolment in undergraduate programmes in 2018 recorded 68 per cent females registered in Science Technology and Innovation (STI)²⁹ related undergraduate programmes at the UWI. Registration at UTech³⁰ was 53 per cent for females in STI related programmes and 73 per cent at the NCU³¹. The combined total at the three Universities represented a 1.4 % increase relative to the previous year’s total.
- IV. Data collected from STI and Research and Development Institutions indicated that 794 persons (388 females) were involved in research activities focused on agriculture. Three agencies conducted public health related research with male to female researchers having a 1:1 ratio.

²⁹ Jamaican students enrolled in Faculties of Science & Technology, Agriculture, Engineering and Medical Science, Mona, St. Augustine and Cave Hill Campuses

³⁰ Students enrolled in Faculty of Science and Sport, Faculty of Engineering and Computing, College of Health Science and College of Oral and Public Health Sciences

³¹ Students enrolled in Colleges of Natural and Applied Science, Allied Health and Nursing

- V. Jamaica also recognises International Girls in Information and Communications Technology (ICT) Day, which seeks to create a global environment that empowers and encourages girls and young women to consider careers in the growing ICT field. In 2018, it was commemorated through the engagement of 40 young women from secondary schools in Kingston and St. Andrew in discussions and interactive activities at a function hosted by the Ministry of Science, Energy and Technology.

Enhanced women’s access to sustainable time- and labour-saving infrastructure (e.g. access to clean water and energy) and climate-smart agricultural technology

- I. National Strategy 9 – 6 of the Vision 2030 Jamaica– National Development Plan speaks to ensuring adequate and safe water supply and sanitation services. The related Sector Strategy highlights developing infrastructure for efficient and sustainable supply of water by implementing a comprehensive rural water supply upgrading and repairs programme, including executing catchment tank rehabilitation and rain harvesting projects.
- II. National Outcome #12 also complements this strategy, stating that by 2030, the country will achieve access to adequate and equitable sanitation and hygiene for all, paying special attention to the needs of women and girls and those in vulnerable situations. This Outcome also focuses on increasing access to resources and providing effective services to youth and women in agriculture by developing and implementing age and gender specific approaches for extension service delivery including use of social media promotion.

Taken measures to protect and preserve the knowledge and practices of women in indigenous and local communities related to traditional medicines, biodiversity and conservation techniques

- I. Steps taken to protect and preserve the indigenous knowledge and practices of women include the designation of the Blue and John Crow Mountains National Park by UNESCO

in 2015 as a World Heritage Site. The park is the only mixed natural and cultural heritage site in the Caribbean. The Blue and John Crow Mountains National Park has a rich cultural history because of the Windward Maroons who continue to practice many of the pre-colonial African traditions to this day. The traditions are evident in their governance, music, dance, drumming, cuisine and use of herbal medicines. They span three communities, one of which is headed by a female colonel.

Taken steps to ensure that women benefit equally from decent jobs in the green economy

I. Of the 200, 825 persons employed in the Agriculture, Hunting, Forestry and Fishing Industry in 2017, 48, 900 were women. This represented an increase of 1.5 percentage points over the previous year³². The Rural Agricultural Development Authority (RADA) indicates that over 44 per cent (59,119) of registered farmers are female³³. It is expected that this number will increase with the mainstreaming of gender into the current and planned programmes across environmental and related sectors. Several projects being implemented under the environment and agriculture portfolios have ensured that the gender perspective has been ingrained in project implementation, monitoring and reporting. Among them are:

- The GoJ/Global Environment Facility/Inter-American Development Bank (GOJ/GEF/IDB) Integrated Management of the Yallahs and Hope Rivers Watershed Management Areas Project (Yallahs-Hope Project), under the Forestry Department's guidance, provided employment opportunities (as casual labourers) for 398 persons (53 females) from communities close to the forests.
- The GOJ Adaptation Fund Programme, under which a number of female farmers benefitted from capacity building activities, including training in the use of climate smart farming techniques. The Fund also provided irrigation systems in selected farming communities, which also benefitted female farmers.

³² Economic and Social Survey Jamaica, 2017, Planning Institute of Jamaica

³³ RADA Agricultural Business Information System (Farmer Demographics, 2019)

- Through the “Building Resilience and Adaptation to Climate Change while reducing Disaster Risk in Peckham, Clarendon and Surrounding Communities Project”, 118 females benefited from increased productive and adaptive agricultural systems to include planting, reaping and selling of climate resilient crops, training on climate smart agricultural initiatives, governance/operations and disaster risk reduction and climate change adaptation.
 - The Essex Valley Agriculture Development Project currently being implemented focuses on enhancing the production and productivity of farmers in Essex Valley, St Elizabeth in a socially inclusive, gender equitable and climate sensitive manner.
- II. In addition, RADA continues to provide technical advice and assistance to rural women in identifying income earning opportunities and developing small businesses through which they can earn a livelihood.

Supported women’s participation and leadership in environmental and natural resource management and governance

&

Monitored and evaluated the impact of environmental policies and sustainable infrastructure projects on women and girls

- I. In pursuit of natural resources management and environmental protection, Jamaica is party to several international treaties and conventions and has made steps in incorporating these into national policies and legislations toward regulating environmental undertakings. Some of these policies and laws have been amended and streamlined in context of Vision 2030 Jamaica-National Development Plan and the Medium Term Socio-economic Policy Framework (MTF), which is now gender inclusive.

Most recently, the National Forest Management & Conservation Plan (NFMCP) (2016-2026), which will be implemented by the Forestry Department, was approved by Cabinet

and tabled in both Houses of Parliament. The plan states that one of the Forestry Department's (FD) core administrative objective is to address priority areas, such as expanding the role of women toward achieving gender equity. It infers that only a few women are employed at the technical level within the FD and the aim is to develop a gender strategy that will focus on the role of women by utilizing several strategies.

Some of the strategies include making the Department a more gender-sensitive organization that is fully equipped to incorporate gender issues in its operations, promoting the recruitment of women into professional and technical levels and improving the socio-economic condition of rural women in the communities served by the Department. According to the Forestry Department, these aims will be attained, in part, through the following institutional support actions:

- Design and implement gender sensitization programmes.
 - Encourage and assist young women to pursue forestry as a career.
 - Address concerns of women in relation to facilities, conditions of work and terms of employment, particularly in the nurseries.
 - Widely advertise training opportunities, with special attention paid to women, in order to offer staff mobility and opportunities for promotion.
- II. Special effort will be made by the Forestry Department to involve women at all levels within its activities to develop community participation in forest management.
- III. Both new and existing environmental policies that are currently being drafted or revised/updated also include gender considerations. Among these are the Draft Water Sector Policy and the Draft Fisheries Policy which includes “responsiveness to gender and vulnerable groups” and the promotion of gender equity in the fishing industry among its guiding principles and goals.

Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

31. What actions has your country taken in the last five years to integrate gender perspectives into policies and programmes for disaster risk reduction, climate resilience and mitigation?

Supported women’s participation and leadership, including those affected by disasters, in disaster risk reduction, climate resilience and mitigation policies, programmes and projects

I. Consistent with the principles outlined in national and international policies stated earlier, the government continues to implement and pursue strategic projects and programmes aimed at building resilience to all types of hazards. A cross-cutting pillar of these initiatives is an emphasis on gender and ensuring gender mainstreaming throughout all stages of the project cycle. Among these projects are the:

- ***Pilot Programme for Climate Resilience (PPCR)***

The PPCR is a US\$37.45 million programme, which is being executed through a package of four Investment Projects. The aim of the programme is to build the country’s resilience to climate change impacts through: the strengthening of Jamaica’s meteorological observation and data collection systems, to enhance climate monitoring, weather forecasting and early warning systems; creating innovative climate financial mechanisms to help support climate resilience within Micro, Small and Medium Size Enterprises and enhancing community-based climate resilience among targeted fishing communities of Jamaica through strengthening the fisheries policy and regulatory framework including making it climate-smart. The monitoring and evaluation framework of the PPCR specifically

tracks the extent and ways in which gender and socioeconomic vulnerability concerns have been mainstreamed within the climate resilience planning processes at national and sector levels (e.g., through budgeting approaches, gender needs assessments and consultations, or similar, including coordination with the ministry with responsibility for women's affair or other women's organizations).

Gender considerations are mainstreamed in project implementation processes of the core PPCR projects, such as, the Improving Climate Data and Information Management (ICDIMP) and the Adaptation Programme and Financing Mechanism for the PPCR in Jamaica (AP&FM). The monitoring results show that the programme delivered direct benefits to 165,060 women, men, youth and persons with disabilities in some 56,000 households since its inception. Women and girls were the largest beneficiary group accounting for 56.8 percent of the direct beneficiaries.

As at the end of 2017, financing mechanisms under the AP&FM (the Special Climate Change Adaptation Fund (SCCAF) and the Climate Change Line of Credit (CCALoC)) had awarded 44 grants to CBOs/NGOs and approved 18 loans for MSMEs to date. This has directly benefited 3,862 persons (53.3 percent female) in 18 communities. Within the SCCAF project screening process, there is an additional weighting given for projects with considerations for vulnerable groups and women. The CCaLOC also included some gender consideration³⁴.

- **Jamaica Rural Economy and Ecosystems Adapting to Climate Change II (JAREEACH II)**

From October 1, 2015 to March 31, 2019, the JAREEACH II project helped 3,271 people (producers, marketers, community members, extension service providers, youths), of which, 50 percent were females. This initiative was done to build their resilience to climate change related challenges. The capacity building support included training on climate risk identification and the application of innovation

³⁴ Jamaica's PPCR M&R Report 2017, PIOJ

and risk reduction best practices for agribusiness, watershed communities and supporting institutions. Over 800 (414 females) community members and other beneficiaries implemented one or more risk reduction actions through grant and private sector support in their homes, businesses and institutions.

Across all components and activities, the JAREEACH II project leveraged U\$1.16 million through its network of partners and beneficiaries for climate-smart projects, such as water harvesting, storage and distribution, waste management and recycling, agribusiness investments in cassava, pineapple and honey, and youth climate change advocacy and action³⁵.

- The GoJ has also sought to ensure gender balance in Disaster Risk Management (DRM) capacity building initiatives. Among the initiatives recently pursued are:
 - The participation of 30 gender specialists and climate change focal points from Jamaica and the Eastern Caribbean in a three-day workshop aimed at identifying critical next steps on how to integrate gender considerations into national adaptation plans and policymaking. The workshop which was co-hosted by the Government, UN Women and the National Adaptation Plan (NAP) Global Network. This workshop sought to bring to the fore common challenges and opportunities encountered by both groups with an aim to incorporate the findings into Jamaica's National Adaptation Plan process.
 - Training of 113 disaster risk management professionals, of which 63 were females, from a number of ministries departments and agencies (MDAs), including personnel from the Ministry of Culture, Gender, Entertainment and Sports, were trained in the use of the Post Disaster Needs Assessment Methodology. The training was conducted by the PIOJ with support from the Caribbean Development

³⁵ Fourth semiannual report for the United States Agency for International Development (USAID) Farmer-to-Farmer (F2F) Associate Award No. AID 532-LA-15-00002 with ACIDI/VOCA in Jamaica.

Bank (CDB) and sought to build the capacity of MDAs in assessing the socio-economic and environmental impact of disasters associated with multiple hazards.

- 119 Voluntary Observers and Automatic Weather Station Partners, of which 55 were females, were trained under the Improving Climate Data and Information Management Project (ICDIMP) about the use of rain gauges and automatic weather stations towards the strengthening of the country's hydro-meteorological data collection and information management network.

Strengthened the evidence base and raised awareness about the disproportionate vulnerability of women and girls to the impact of environmental degradation and disasters

- I. The primary role of the PIOJ in the country's disaster risk management framework is at the stage of recovery and rehabilitation, with particular focus on post disaster impact assessment. The PIOJ is responsible for the assessment of the macro level cost of damage and loss related to hazard events. Since 2002, the PIOJ has collaborated with the Economic Commission for Latin America and the Caribbean (ECLAC) to assess the impact of disasters towards the preparation of socio-economic and environmental impact assessment reports.

Assessments are prepared using the Damage and Loss Assessment Methodology (DaLA) which is an internationally recognized impact assessment methodology developed by ECLAC. The reports also assess the impact of the disaster on livelihoods, women and children and are submitted to Cabinet on completion. They subsequently form the basis for government interventions related to, building resilience and support evidence-based decision making, which includes decisions relating to building resilience of women to disasters across all levels of government and have informed country programmes of various international development agencies and project concept documents.

- II. In 2015 the ODPEM, PIOJ and UNFPA collaborated to stage a number of media events to raise awareness of the needs of vulnerable women and girls in emergencies in accordance

with the focus of the theme of World Population Day that year: “‘Vulnerable Populations in Emergencies’. Through Think Tank Sessions, radio and television interviews, GOJ personnel sought to inform the general public about government interventions as it relates to issues such as access to shelters, providing relevant information to the disabled, as well as proper care, security and nourishment for children, adolescent girls and women who are pregnant, or nursing. The commemorative events also placed emphasis on the role of the media in communicating the relevant messages and preparing the population and the vulnerable population, specifically about their role in reducing their risk in times of emergencies.”³⁶

- III. In 2018, the PPCR launched its Climate Change Information, Education and Communications Campaign. This seeks to raise awareness and change the behaviour of vulnerable groups including women, persons with disabilities, farmers, and persons residing in coastal areas towards climate change and CC adaptation.

Promoted access of women in situations of disaster to services such as relief payments, disaster insurance and compensation

- I. The MLSS is responsible for administering the Jamaica Household Disaster Impact and Needs Assessment (JHDINA), which is a survey that is used to inform post-disaster relief assistance to persons impacted by disasters. The recently revised survey instrument contains a breakdown of respondents by gender including the status of disaster insurance, which will facilitate more targeted intervention where women are concerned.

Introduced or strengthened and implemented gender-responsive laws and policies related to disaster risk reduction, climate resilience and mitigation (e.g. disaster laws addressing vulnerability of women in disaster)

36

- I. Disaster Risk Management in Jamaica is guided by the Disaster Risk Management Act (2015) and is being implemented within the context of Vision 2030 and the Medium Term Socio-economic Policy Framework (MTF). Although the DRM Act does not make specific reference to gender, the first sector strategy under National Strategy 14-1 in the MTF 2018-2021 *“Improve resilience to all forms of hazards”*, speaks to the modernization of the policy and legal framework related to hazard risk reduction”.

It further indicates that the policy will *“focus on the integration of human rights, and gender in the development of national disaster reduction and response plan”*. This is directly aligned to and will contribute to the targets under SDG Goal 13, which speaks to taking urgent action to combat climate change and its impacts. Consistent with the strategies of the MTF, PIOJ prepared an Environmental and Social Framework (ESF) to guide the implementation of the country’s development programmes and projects. The ESF includes guidance for the mainstreaming of gender in the project development/implementation process including Gender Lens Screening and Gender Analysis Checklists.

- II. At the international level, in addition to the 2030 Agenda and its associated SDGs, to which Jamaica is a signatory, DRM initiatives are also guided by the principles outlined in the Sendai Framework for Disaster Risk Reduction, 2015—2030. Among the principles of the framework are that *“...a gender, age, disability and cultural perspective should be integrated in all policies and practices and women and youth leadership should be promoted.”* Priority Number 4 also articulates that *“Empowering women and persons with disabilities to publicly lead and promote gender equitable and universally accessible response, recovery, rehabilitation and reconstruction approaches is key”* The framework was adopted by UN Member States of which Jamaica is a member on March 18, 2015.
- III. As a part of the implementation of the Vulnerability Resilience Country Profile, 25 participants were trained in 2017 in a workshop on Gender in the Biodiversity Policy Landscape in Jamaica. A report on the latter was also prepared. The Government also

commenced work focusing on the extent to which climate change impacts gender and how these issues can be comprehensively addressed and has since held stakeholder consultations under the theme *'Supporting Gender Equitable Development – A Gender Analysis of the Climate Change Policy Framework'*.

- IV. In 2018 the Office of Disaster Preparedness and Emergency Management (ODPEM) commenced the preparation of a National Comprehensive Disaster Risk Management Policy. Among the key policy issues in a policy brief submitted to the Honourable Prime Minister Andrew Holness, is the need for inclusiveness of gender sensitivity in the development of policies and plans for Jamaica.

Section Three: National institutions and processes

32. What is your country's current national machinery for gender equality and the empowerment of women? Please name it and describe its location within Government.

- I. The Bureau of Gender Affairs (BGA) is currently Jamaica's national machinery with the mandate to promote gender equality, women's empowerment and the elimination of gender-based violence.

The BGA is a Division in the Ministry of Culture, Gender, Entertainment and Sport (MCGES).

33. Is the head of the national machinery a member of the institutional process for SDG implementation (e.g. inter-ministerial coordinating office, commission or committees)?

YES

If YES, please provide further information

- II. Since the adoption of the SDGs in September 2015, the GoJ has strategically and deliberately made efforts to localize and mainstream the SDGs in its national policies and planning frameworks. Jamaica has utilized existing mechanisms to anchor this process through continued engagement with stakeholders. As a result, a whole-of-society and

multi-sector approach is embraced by Jamaica in an effort to ensure the fulfillment of the principle of an inclusive and participatory approach to the SDG implementation process. In this regard, the GoJ began engaging, through multi stakeholder Thematic and Technical Working Groups of Vision 2030 Jamaica, specific sector committees, partnership arrangements with the private sector and civil society organizations, as well as national and sector specific consultations, with all stakeholders and major groups.

34. Are there formal mechanisms in place for different stakeholders to participate in the implementation and monitoring of the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development?

YES

If YES,

a) Which of the following stakeholders participate formally in national coordination mechanisms established to contribute to the implementation of the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development?

Beijing Declaration and Platform for Action

2030 Agenda for Sustainable Development

- | | |
|--|---|
| • Civil society organizations | <input type="checkbox"/> Civil society organizations |
| • Women’s rights organizations | <input type="checkbox"/> Women’s rights organizations |
| • Academia and think tanks | <input type="checkbox"/> Academia and think tanks |
| • Faith-based organizations | <input type="checkbox"/> Faith-based organizations |
| • Parliaments/parliamentary committees | <input type="checkbox"/> Parliaments/parliamentary committees |
| • Private sector | <input type="checkbox"/> Private sector |
| • United Nations system | <input type="checkbox"/> United Nations system |
| • Other actors, please specify | <input type="checkbox"/> Other actors, please specify |

Beijing Declaration and Platform for Action

- I. At the National Parliamentary level, there is the Committee System, which enables/facilitates dialogue with civil society. Sessional Select Committees are Standing Committees that are established at the start of each legislative year. During their deliberations, they receive written and oral submissions from representatives of various arms of the Government, private sector entities, NGOs, stakeholder groups and private citizens to consider and make recommendations to Parliament.

Special Select Committees may also be appointed by Parliament to consider and report on specific matters that are being debated such as laws and new policies that are submitted to Parliament by a Ministry on a particular matter/subject. These committees comprise members of the House of Representatives and the Senate who also take into account the views of civil society in reviewing the legislation and policy documents.

- II. At the Ministry level, Inter-Ministerial Committees may be appointed to guide/oversee the development, implementation and monitoring of development plans, policies, programmes and projects. These committees work in collaboration with civil society. Additionally, the Government has a Consultation Code that requires the inclusion of civil society in the legislative and policy development process. Civil society also contributes to the preparation of various national review reports as part of the country's international reporting obligations. Currently Cabinet is to review for approval the establishment of an Inter-Ministerial Steering Committee to oversee the implementation of the recommendations emanating from the UN Universal Periodic Review (UPR) of the Human Rights Council and the UN Human Rights Committee, pursuant to the International Covenant on Civil and Political Rights (ICCPR). The process requires the involvement and participation of civil society organizations.
- III. Other mechanisms that are in place to foster Government/civil society dialogue include meetings (national and community) and fora on gender-related issues. The establishment of technical committees and consultations facilitate a collaborative reporting process in the

collection of qualitative and quantitative data for national, regional and international reports. Some of these reports are on human rights, civil and political rights, economic, social and cultural rights, women's bill of rights (CEDAW), trafficking, HIV/AIDS, violence against women and women in development.

2030 Agenda for Sustainable Development

- I. The formal mechanism for stakeholder participation in the SDG process is the Technical Working Groups under Vision 2030. They are being used as the mechanisms to involve all stakeholders in the process. In addition, the SDGs Core Group and the National Oversight Committee. All the listed stakeholders participate in the process.

b) Do you have mechanisms in place to ensure that women and girls from marginalized groups can participate and that their concerns are reflected in these processes?

YES

- I. There are mechanisms to ensure women and girls from marginalized groups are included in the SDGs and BPFA processes. The national consultation process on the SDGs and Vision 2030 is the mechanism through which marginalized groups are involved. Civil Society Organizations and NGO groups that work with vulnerable groups and communities also sit on the National Oversight Committee.

c) Please describe how stakeholders have contributed to the preparation of the present national report.

- I. Through official correspondence, presentations on the international process and dissemination of the BPFA guidance notes, the GoJ's national gender machinery the BGA, communicated with relevant and key NGOs, CSOs, and Ministries, Departments and Agencies (MDAs) through their Gender Focal Point (GFP) representatives and Permanent Secretaries for collaboration at all levels on the preparations for the National Review

Report, so as to benefit from their experience and expertise as well as they are called upon to contribute to the preparation of the report.

35. Is gender equality and the empowerment of all women and girls included as a key priority in the national plan/strategy for SDG implementation?

Yes

- I. This is a priority and it is evidenced through the achievement of Vision 2030 Jamaica: National Development Plan which is aligned to the 2030 Agenda for Sustainable Development. Gender equality and women's empowerment falls under Goal # 2, to ensure that the Jamaican society is secure, cohesive and just. Vision 2030 is currently being implemented by the 2018-2021 Medium-term Socio-economic Policy Framework. One of the priority areas of action is to transform the prevailing gender ideologies by mainstreaming gender in all policies and programmes of the government to ensure more equitable and inclusive engagement of males and females.

Section Four: Data and Statistics

36. What are the top three areas in which your country has made most progress over the past five years when it comes to gender statistics at the national level?

Re-processed existing data (e.g., censuses and surveys) to produce more disaggregated and/or new gender statistics

- I. STATIN disaggregates censuses and major surveys by sex. Examples of this are, the Population and Housing Censuses, Labour Force Survey, Jamaica Survey of Living Conditions and ad hoc surveys. The census and the Labour Force Surveys were used to produce Gender indicators such as the economic indicators for the CARICOM Gender Equality Indicators (GEI) and the CARICOM Men and Women Report. (to be attached

Conducted new surveys to produce national baseline information on specialized topics (e.g., time use, gender-based violence, asset ownership, poverty, disability)

- I. Statistical Institute of Jamaica (STATIN) was integral in research for the Women’s Health Survey (2016). This research was seen as a pilot study for the Caribbean and produced baseline indicators, as well as SDG and VAW indicators in 2016³⁷.

Improved administrative-based or alternative data sources to address gender data gaps

- I. Administrative data and other surveys have been used to produce gender indicators such as some GEI (public participation, economic and education indicators) for the CARICOM GEI report and the CARICOM Men and Women Report. Some of the indicators are also accessible from the STATIN’s website. Gender Indicators were also presented in the Social Statistics Publications which are available on STATIN’s website (Social Statistics at a Glance 2014 and the Social Statistics 2015³⁸).

Developed a centralized web-based database and/or dashboard on gender statistics

- I. As part of the GoJ’s strategic drive for an evidence-based approach in reducing crime, the Jamaica Crime Observatory Integrated Crime and Violence Information System (JCO-ICVIS) was established in 2011. The JCO-ICVIS is a publicly accessible web-based crime and violence statistics databank that collects and compiles comprehensive data on homicides, sexual assaults and suicides, including the relationships between victims and perpetrators. MOU was signed in 2013 between eighteen (18) key stakeholders (including the BGA and the JCO-IVIS) to provide statistical data and/or technical advice to analyse the data and integrate results in government policies, plans and programmes. A data sharing

³⁷ Report on STATIN’s website – www.statinja.gov.jm

³⁸ Website – www.statinja.gov.jm

protocol has been established to facilitate the sharing of standardised and disaggregated data based on the variables of gender, age, location, and incident.

- II. Additionally, the Jamaica Constabulary Force (JCF) established a Statistical Information Management Unit that collects data on crime and violence. Data is disaggregated based on request by sex and incident context.

Engaged in capacity building to strengthen the use of gender statistics (e.g., trainings, statistical appreciation seminars)

- I. The Caribbean Community (CARICOM) Secretariat with Member States convened the Twenty-Second Meeting of the CARICOM Advisory Group on Statistics (AGS) on June 18-19 and a Regional Workshop on Intra-Family and Domestic Violence on June 20-22, 2018.

The Workshop targeted statisticians and gender experts from all CARICOM Member States, as well as policy makers, law enforcement officers and shelter managers who work with victims/perpetrators of domestic/family violence. The Regional Workshop came under a CARIFORUM Project, Support for Crime and Violence Prevention and Social Development Programme. The Regional Workshop also ties into the wider Work Programme of CARICOM particularly as it relates to the elimination of gender-based violence and the targets of Sustainable Development Goal 5 which speaks to Gender Equality and Women's Empowerment.

The main objectives of the Regional Workshop were to:

- To strengthen capacity in order to enable the collection of administrative data on GBV. This included both intra-family and domestic violence.
- To adequately identify issues and concerns around GBV to inform data collection and disaggregation.

- To develop a harmonised approach to GBV data gathering and disaggregation.
- To foster a culture of cooperation among statisticians and technical experts working to decide the issues and how best to decipher the indicators, as well as to introduce participants to data gathering software.
- The workshop also seeks to advance initiatives that are already in progress in the areas of Gender, Crime and Violence relative to the CARICOM Core list of global Indicators from the 2030 Agenda for Sustainable Development, as approved by the Thirty-Fourth Meeting of the Council for Human and Social Development (COHSOD) in May 2018.

Expected Outcomes:

- At the end of the workshop, it was expected that participants will be able to identify gaps in their system data and know how best to close them. It is also expected that data will be properly dis-aggregated by sex and will adequately reflect women's contribution to development so as to track trends over time.
- Creation an enlightened group of participants who can identify gaps in the system data and know how best to close them.
- Foster a culture of statisticians and technical experts working together to decide the issues and how best to decipher the indicators.
- Create a technical working group to collect and share gender related statistics in the region.
- Support Data that is properly disaggregated not only by sex but to adequately reflect especially women's contribution to development so as to track trends over time.

- An introduction to data gathering software to harmonize data collection for gender related indicators in the CARICOM region.
- II. UN Women provided training for BGA’s technical staff in Results Based Management (RBM) and Programme Management & Evaluation in December 2016 and RBM for Gender Programming in 2017.

Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

37. Out of the following which are your country’s top three priorities for strengthening national gender statistics over the next five years?

Establishment of an inter-agency coordination mechanism on gender statistics (e.g., technical working group, inter-agency committee)

- I. STATIN in collaboration with the Partnership in Statistics for Development in the 21st Century (Paris21) hosted a training workshop on the establishment of a National Strategy for the Development of Statistics (NSDS) in Jamaica on July 18-20, 2017. The objective of the workshop was to present the NSDS process and framework to data producers, data users, other stakeholders in the National Statistics System (NSS) and development partners. It also aimed to solicit support in the preparation of the NSDS and encourage participation in related activities.
- II. STATIN, with technical assistance from PARIS21 is currently in the process of preparing a NSDS for Jamaica. The NSDS will provide the country with a roadmap for the development

of statistics consistent with Vision 2030 Jamaica and the monitoring of the SDGs. The NSDS will include an action plan for the production and dissemination of statistics, including capacity development needs and required institutional and infrastructure improvements.

Use more gender-sensitive data in the formulation of policy and implementation of programmes and projects

- I. A Legal and Policy Review Committee was formed, within the Enabling Environment and Human Rights (EEHR) Department of the Jamaica Family Planning Board on January 2014, to strengthen and coordinate the collaboration between all agencies and organizations advocating for a supportive environment that is founded on a human rights framework. The Committee comprise of a representative team of experts from the following MDAs and CSOs: The United Nations Joint Team on HIV/AIDS; Ministry of Labour and Social Security; Jamaicans For Justice; Legal & Justice Reform Units/Ministry of Justice; Planning Institute of Jamaica; Centre For Investigation Of Sexual Offences & Child Abuse; & Legal Unit of the Ministry of National Security; Bureau of Gender Affairs, Jamaica Bar Association; Jamaica AIDS Support for Life and Equality for All Foundation. A total of six (6) committee meetings were held and two policy briefs drafted titled, *“HIV Sensitive Social Protection and Recommendations to address discrimination based on health status with particular focus on HIV”*.

- II. A Policy Brief addressing *“Recommendations to Address Discrimination based on Health Status with particular Focus on HIV”* was developed by the NFPB Legal and Policy Review Committee. The document sought to address noticeable gaps in Jamaica’s human rights framework.

Targeted stakeholders received the disseminated policy brief, which advocated for the development of comprehensive anti-discrimination legislation and the establishment of a National Human Rights Institute (NHRI). The work was shared among CSOs and MDAs. Over 100 copies of policy brief were disseminated, inclusive of copies that were shared at the 2018 MOH HIV Annual Review. (Not yet published)

III. Policy Brief No# 2: HIV Sensitive Social Protection

This policy brief targets decision makers of governmental and non-governmental organizations who provide social protection services, to stimulate discussion in relation to the social protection agenda with a focus on HIV.

This policy brief serves to highlight and advocate for social protection in the context of HIV, namely the importance of ensuring social protection measures are HIV sensitive and emphasize the need for evidenced-based programming, which factors the cost and impact of social protection approaches on the beneficiaries which may include women, children, sex workers, drug users, transgender people, incarcerated persons and men who have sex with men. This approach should result in the scale-up of services for these populations that have been neglected or experienced barriers to accessing services. An evidence informed mechanism can facilitate a coherent approach and the effective allocation of scarce resources through HIV and AIDS lens.

- IV. The advocacy for HIV sensitive social protection is supported by the UNAIDS 2016-2021 Strategy which emphasizes that the achievement of HIV related health targets includes ensuring “that 75% of people living with, at risk of and affected by HIV benefit from HIV sensitive social protection by 2020. Social protection is HIV-sensitive when it is inclusive of people who are at risk of HIV infection or susceptible to the consequences of HIV infection. It also refers to the degree to which people living with, at risk of or affected by HIV are considered and included in the design and implementation of social protection schemes.”³⁹

³⁹ HIV and Social Protection Asst. Tool, p.5

Re-processing of existing data (e.g., censuses and surveys) to produce more disaggregated and/or new gender statistics

- I. STATIN has made efforts to use existing surveys and the population census to produce gender statistics. Other surveys will be reviewed for the possibility of including variables that will produce more gender and SDG indicators⁴⁰.

Conduct of new surveys to produce national baseline information on specialized topics (e.g., time use, gender-based violence, asset ownership, poverty, disability)

- I. STATIN in partnership with UN Women and the IDB produced Jamaica's first survey on Gender- Based Violence, entitled the Women's Health Survey (2016) (WHS, 2016). Jamaica's WHS is the first report to provide a comprehensive examination of the nature and prevalence of violence against women and girls in Jamaica. It examines women's lifetime and most recent experiences of both intimate partner and non-partner violence and abuse. The report examines abuse in multiple dimensions, both sexual and non-sexual, including economic coercion. The data that this report is based on allows for an understanding of the factors that may be associated with violence against women and girls, the impact of violence on women's physical and mental health and various coping strategies that women have employed in response to abuse. The report also discusses women's attitudes towards gender roles and a general profile of the perpetrators of abuse

Greater utilization and/or improvement of administrative-based or alternative data sources to address gender data gaps

- I. Administrative data has been and will be explored to produce more gender statistics and SDGs⁴¹.

⁴⁰ (See question 36)

⁴¹ (See question 36)

Production of knowledge products on gender statistics (e.g., user-friendly reports, policy briefs, research papers)

- I. Gender statistics will continue to be compiled for dissemination in a user-friendly format on STATIN's website and in electronic publications.

Please provide a brief explanation and examples of your plans (2 pages max.).

38. Have you defined a national set of indicators for monitoring progress on the SDGs?

In train through the Planning Institute of Jamaica, STATIN and other key research institutes.

If YES, how many indicators does it include and how many of those are gender-specific?

If YES, how many of the gender-specific indicators are additional country indicators (i.e., not part of the global SDG monitoring and indicator framework)?

Please provide the indicators in an annex

If NO, how many global gender-specific SDG indicators (list provided in Annex 1) are available in your country?

Please provide the indicators in an annex

39. Has data collection and compilation on SDG 5 indicators and on gender-specific indicators under other SDGs begun?

Yes

If YES, please describe which indicators have been prioritized

- I. Those produced are ICT Indicator and other SDG 5 indicators.
- II. The SDG 5 indicators for which data are available are located in the Statistical Annex of Jamaica Voluntary National Review Report (June 2018) pages74-83⁴².

If NO, explain the main challenges for collecting and compiling data on these indicators

N/A

40. Which of the following disaggregations¹⁰⁴³ is routinely provided by major surveys in your country?

Geographic location

- I. Urban/ Rural or GKMA/ other urban centres (OUC) and Rural: – Population and Housing Census; Jamaica Survey of Living Conditions (annual); Reproductive Health Survey etc.

Age

- II. Population and Housing Census
- III. Jamaica Survey of Living Conditions (annual)

⁴² This is on STATIN's website – www.statinja.gov.jm

⁴³ The term 'gender-specific indicators' is used to refer to indicators that explicitly call for disaggregation by sex and/or refer to gender equality as the underlying objective. For example, SDG indicator 5.c.1 captures the percentage of countries with systems to track public allocations that are directed towards policies and programmes that promote gender equality—the underlying objective is the promotion of gender equality. The term is also used for indicators where women and girls are specified within the indicator as the targeted population (see UN Women. 2018. *Turning Promises into Action: Gender Equality in the 2030 Agenda for Sustainable Development*. New York). 10 As specified in A/RES/70/1, with the addition of education and marital status.

- IV. Reproductive Health Survey
- V. Population and Housing Census

- VI. Jamaica Survey of Living Conditions (annual)

- VII. Labour Force Survey (quarterly, annual)

- VIII. Reproductive Health Survey

Sex

- I. Population and Housing Census

- II. Jamaica Survey of Living Conditions (annual)

- III. Reproductive Health Survey

- IV. Multiple Indicator Cluster Survey

Education

- I. Where possible e.g. Population and Housing Census

Marital status

- I. Population and Housing Census

- II. Jamaica Survey of Living Conditions (annual)

- III. Reproductive Health Survey

Other characteristics relevant in national contexts

- I. Union Status – Eg. Reproductive Health Survey

- II. SES (Social and Economic Status usually as a wealth quintile) Eg. Jamaica Survey of Living Conditions (annual) and ad hoc surveys such as Jamaica National Youth Survey 2010

ANNEX

Table 1: BOJ Financial Stability Report

2018	http://www.boj.org.jm/uploads/pdf/finstab/finstab_2018.pdf
2017	http://www.boj.org.jm/uploads/pdf/finstab/finstab_2017.pdf
2016	http://www.boj.org.jm/mwginternal/de5fs23hu73ds/progress?id=SYBentI77zsOYMQ5q5ITBkCP8uuxxULNPY 0Ik

Table 2: ELE's job placement program**2014/18**

Year	M	F	TOTAL
2014	61	210	271
2015	189	289	478
2016	197	569	766
2017	316	798	1,114
2018	304	885	1,189
TOTAL	1067	2751	3818

Table 3: OJT Participants

Year	2014	2015	2016	2017	2018
Male	61	708	197	316	304
Female	210	519	569	798	885
Total	271	189	766	1114	1189
Trained					
Trained females	0	120	324	559	510
Trained Males	0	59	77	202	147
Total Trained	0	179	401	761	657
Job Placement	0	128	351	710	615
Permanent placement	0	67	145	320	440
Permanent placement females	0	26	92	187	157

Table 4: Number of Beneficiaries for Educational Grants 2014/18

TYPES OF EDUCATIONAL GRANTS	2014			2015			2016			2017			2018		
	No. of Beneficiaries			No. of Beneficiaries			No. of Beneficiaries			No. of Beneficiaries			No. of Beneficiaries		
	M	F	Total												
TERTIARY	32	110	142	59	179	238	35	158	193	22	92	114	38	135	173
SECONDARY	57	159	216	62	155	217	50	115	165	33	94	127	82	104	186
SKILLS	9	21	30	137	347	484	10	7	17	1	11	12	5	3	8
TOTAL	98	290	388	258	681	939	95	280	375	56	197	253	125	242	367

Table 5: Work Programs by Year/Sex

	US		Canadian		TOTAL
	M	F	M	F	
2014	5062	747	7675	854	14338
2015	5553	1037	7088	579	14257
2016	5343	1217	8211	703	15474
2017	5725	942	8636	734	16037
2018	5815	1064	9082	827	16788

Table 6: NUMBER OF BENEFICIARIES FOR EDUCATIONAL GRANTS: 2014 AND 2015

TYPES OF EDUCATIONAL GRANTS	2014			2015			2016			2017			2018			TOTAL
	NO. BENEFICIARIES			NO. OF BENEFICIAIES			NO. BENEFICIARIES			NO. OF BENEFICIAIES						
	M	F	TOTAL	M	F	TOTAL	M	F	TOTAL	M	F	TOTAL	M	F	TOTAL	
TERTIARY	2,752,902.00	9,172,596.00	11,925,498.00	6,403,772.04	20,171,257.62	26,575,029.66	3,660,550.43	17,364,046.78	21,024,597.21	1,357,794.56	8,729,688.90	10,087,483.46	4,094,329.31	14,703,242.89	18,797,572.20	
SECONDARY	1,733,385.00	5,520,051.50	7,253,436.50	3,008,618.50	8,033,115.81	11,041,734.31	1,942,866.00	4,649,322.00	6,592,188.00	1,415,062.50	4,187,932.52	5,602,995.02	3,633,675.00	4,335,475.00	7,969,150.00	
SKILLS	256,500.00	901,050.00	1,157,550.00	694,087.00	589,625.00	1,283,712.00	602,000.00	415,730.00	1,017,730.00	25,500.00	475,750.00	501,250.00	331,000.00	126,000.00	457,000.00	
TOTAL	4,742,787.00	15,593,697.50	20,336,484.50	10,106,477.54	28,793,998.43	38,900,475.97	6,205,416.43	22,429,098.78	28,634,515.21	2,798,357.06	13,393,371.42	16,191,728.48	8,059,004.31	19,164,717.89	27,223,722.20	131,286,926.36

Table 7: SHORT TERM EMPLOYMENT (SEP) PROGRAMME

	2016	2017	2018
Male	100	95	103
Female	313	321	361
Total	413	416	464

Table 8: Annual Per Cent of Female Children Beneficiaries

Year	Females	Males
2014	48.43%	51.57%
2015	48.18%	51.82%
2016	48.03%	51.97%
2017	47.86%	52.14%
2018	47.71%	52.29%

Table 9: Estimated Expenditures for Implementation of NPACV 2018-2023

Programme/Sub-Programmes/Activities	2018/19	2019/20	2020/21	2021/22	2022/23	Total
Main Child Protection Agencies						
Office of the Children's Advocate (OCA)	92.21	101.43	11.57	122.73	135	562.95
CPFSA- Child Development Agency (CDA)	2407.83	2648.61	2913.47	3204.82	3525.3	14700.04
CPFSA- Children's Registry (NCR)	105.32	115.85	127.44	140.18	154.2	642.99
Other Sub-Programmes and Activities						
MLSS- IPEC	24.94	27.43	30.18	33.2	36.51	152.26
MLSS- Inspection of Factories, Building and Docks	57.52	63.27	69.6	76.56	84.22	351.17
MLSS- Early Stimulation Project	29.41	32.35	35.59	39.14	43.06	179.55

Programme/Sub-Programmes/Activities	2018/19	2019/20	2020/21	2021/22	2022/23	Total
MLSS- Path Programme ⁴⁴	770.42	847.46	932.21	1025.43	1127.97	4703.49
MoEYI- School Feeding ⁴⁵	1180.84	1298.92	1428.82	1571.7	1728.87	7209.15
MoEYI- Early Childhood Development ⁴⁶	998.04	1097.84	1207.63	1328.39	1461.23	6093.13
MoEYI- Mico Care	112.7	123.97	136.37	150	165	688.004
MoEYI- Guidance and Counseling	70.58	77.64	85.4	93.94	103.34	430.9
MOH- Health Care Delivery, Family Services, etc ⁴⁷	8336.96	9170.66	10087.72	11096.49	12206.14	50897.97

⁴⁴ Assumes allocation of 25% of entire expenditures to children and violence.

⁴⁵ Assumes allocation of 25% of entire expenditures to children and violence.

⁴⁶ Assumes allocation of 25% of entire expenditures to children and violence.

⁴⁷ The GOJ/UNICEF Study estimated that 70% of the total budget was allocated to the delivery of services to children. As such, 70% of expenditures related to health care delivery, family services and prevention and control of drug abuse (social welfare) was calculated. It was further determined that at least 25% of the calculated expenditures would benefit child victims and perpetrator of violence through the Accident and Emergency Centres island wide, Child Guidance Clinic, Bustamante Children's Hospital, UHWI- Department of Child Health, National Council for Drug Abuse (NCDA), Family Planning Board, the National HIV Programmes (NHP), etc.

Table 10: JCPD Assistance by Year & Type

Type of Assistance	2014		
	Disbursement	MALE	FEMALE
Assistive aids	353600	17	11
Boarding	11200	2	1
Boarding fee	64525	4	3
Chicken rearing	40000	1	2
Client assistance	0	n/a	n/a
Client stipend	0	n/a	n/a
Funeral assistance	290000	7	8
Goat rearing	n/a	n/a	n/a
Grocery	n/a	n/a	n/a
Housing/accommodation	20000	n/a	1
Livestock	40000	1	1
Medical	386879.71	20	10
Medical assistance	231403.24	8	11
Medical expenses	212100	7	10
Phone cards	14989	1	n/a
Pig rearing	0	n/a	n/a
Rehab assistance	0	n/a	n/a
Rehab house	16000	1	n/a
School admin fees	n/a	n/a	n/a
School books	145435	6	11
School fee	748005	43	32
School supplies	47786.1	4	2
School uniform	48050	2	3
Stipend employment support/shadow	2327250	128	56
Small business	409115.92	11	12
Small scale selling	25000	2	0
Stipend	1488400	19	72

Transportation	723700.03	65	28
Tuition fee	54000	2	1
TOTAL	7597439	351	275
	2015		
Type of Assistance	Disbursement	MALE	FEMALE
Assistive aids	412400	16	22
Boarding	5600	1	0
Boarding fee	25200	3	0
Chicken rearing	470502.1	13	4
Client assistance	n/a	n/a	n/a
Client stipend	n/a	n/a	n/a
Funeral assistance	360000	11	7
Goat rearing	60000	2	1
Grocery	50000	1	2
Housing/accommodation	n/a	n/a	n/a
Livestock	n/a	n/a	n/a
Medical	835901.93	53	27
Medical assistance	n/a	n/a	n/a
Medical expenses	n/a	n/a	n/a
Phone cards	224834.56	8	5
Pig rearing	20000	1	n/a
Rehab assistance	n/a	n/a	n/a
Rehab house	n/a	n/a	n/a
School admin fees	n/a	n/a	n/a
School books	270170.04	8	17
School fee	1464000	59	62
School supplies	20000	n/a	1
School uniform	18209.7	2	3
Stipend employment support/shadow	2129000	95	36

Small business	677646.21	21	22
Small scale selling	n/a	n/a	n/a
Stipend	1871600	12	91
Transportation	1070400	75	45
Tuition fee	n/a	n/a	n/a
TOTAL	9985464.54	381	345
	2016		
JCPD	Disbursement	MALE	FEMALE
Assistive aids	708954.76	29	23
Boarding	14000	2	0
Boarding fee	14000	1	1
Chicken rearing	237248.87	5	6
Education	84241	1	3
Employment support programme	1408900	10	70
Ess	228400	2	12
Essential support service	128000	1	7
Funeral grant	520000	11	11
Goat rearing	23000	1	0
Grocery	90000	1	3
Higglering	43999.98	1	2
Income generated project	408492.39	10	9
Medical	1847390.9	61	77
Phone cards	98870.53	4	1
School books	479567	11	24
School fee	2382880	91	73
School supplies	105990	0	6
School uniforms	288363.53	13	10
Shadow	2260000.01	97	34
Small business	598970.18	16	18

Special need assistance	0	0	0
Stipend support employment programme	0	0	0
Transportation	1364600	100	68
TOTAL	13335869.35	468	458
	2017		
JCPD	Disbursement	MALE	FEMALE
Assistive aids	739874	25	44
Boarding	19600	1	1
Boarding fee	0	0	0
Chicken rearing	19995	1	1
Education	0	0	0
Employment support programme	1386000	19	70
Ess	0	0	0
Essential support service	0	0	0
Funeral grant	380000	9	13
Goat rearing	0	0	0
Grocery	0	0	0
Higglering	0	0	0
Income generated project	263048.36	3	10
Medical	1627103.57	56	108
Phone cards	0	0	0
School books	1041198.53	18	52
School fee	2907616.66	85	156
School supplies	101184	3	6
School uniforms	254576.85	8	17
Shadow	1185000	67	83
Small business	925005.8	16	38
Special need assistance	123413.26	5	7

Stipend support employment programme	404100	3	20
Transportation	1118940	57	95
TOTAL	12496656.03	376	721
	2018		
Type of Assistance	Disbursement	MALE	FEMALE
Assistive aids	762674.43	27	15
Boarding	0	0	0
Boarding fee	0	0	0
Chicken rearing	0	0	0
Client assistance	0	0	0
Client stipend	0	0	0
Funeral grant	270000	2	7
Goat rearing	0	0	0
Grocery	0	0	0
Housing/accommodation	0	0	0
Livestock	0	0	0
Medical	994885.76	32	24
Medical assistance	112361.62	8	3
Medical expenses	205160.94	9	5
Phone cards	0	0	0
Pig rearing	0	0	0
Rehab assistance	0	0	0
Rehab housing	0	0	0
School admin fees	161500	7	1
School books	688917.97	23	25
School fee	2476490	85	54
School supplies	225795.21	5	7
School uniform	259631.5	14	2

Stipend employment support employment Programme	0	0	0
Small business	1351253.99	28	22
small scale	0	0	0
Stipend	0	0	0
Transportation	274520	21	19
Tuition fee	0	0	0
Shadow	220000	21	1
Employment support programme	1524300	17	58
Income generating project	3133615.08	70	59
Special needs assistance	3338492.83	11	11
TOTAL	1299599.33	380	313

Table 11: Priority Programme and Budget 2018-2021

ENTITIES/Budget Activity #	Strategies	Performance Indicators	BUDGET/OUTPUTS		
			2018/19	2019/20	2020/21
GENDER			\$35,350M	\$38,125M	\$44,585M
<i>BUREAU OF GENDER AFFAIRS</i>	Implementation of the National Policy for Gender Equality		\$5.6M	\$7.25M	\$7.885M
	Mechanisms to Eliminate Gender-based Violence (NSAP-GBV)		\$20.250M	\$19.900M	\$25.000M
	Public Education, sensitization and capacity building		\$4M	\$4.2M	\$4.4M
	Men and Masculinity Programme to Address Male Marginalization		\$2M	\$2.5M	\$2.8M
	Legislative & Policy Review		\$3.5M	\$4M	\$4.5M
<i>WOMEN'S CENTRE JAMAICA FOUNDATION (WCJF)</i>	Recruitment of adolescent mothers for the PAM, and delivery of		\$254,069,575	\$266,773,054	

ENTITIES/Budget Activity #	Strategies	Performance Indicators	BUDGET/OUTPUTS		
			2018/19	2019/20	2020/21
GENDER			\$35, 350M	\$38,125M	\$44,585 M
	constituent components of the Programme at all sites				

WEB LINKS

BOJ. Financial Stability Report 2018

http://www.boj.org.jm/uploads/pdf/finstab/finstab_2018.pdf

BOJ. Financial Stability Report 2017

http://www.boj.org.jm/uploads/pdf/finstab/finstab_2017.pdf

BOJ. Financial Stability Report 2016

<http://www.boj.org.jm/mwg->

[internal/de5fs23hu73ds/progress?id=SYBentI77zsOYMQ5q5ITBkCP8uxxULNPYYxvCZZ-0Ik,](http://www.boj.org.jm/mwg-internal/de5fs23hu73ds/progress?id=SYBentI77zsOYMQ5q5ITBkCP8uxxULNPYYxvCZZ-0Ik)

CONTRIBUTING ORGANIZATIONS

NON-GOVERNMENTAL ORGANIZATIONS (NGOs)

1. Caribbean Male Action Network (Cariman)
2. Eve For Life
3. Jamaica Enrolled Nurses Association (JENA)
4. Jamaica Network Of Rural Women Producers (JNRWP)
5. Jamaica Women's Political Caucus (JWPC)
6. Men of God Against Violence And Abuse (MoGAVA)
7. Methodist Church
8. Woman Incorporated Limited (Woman Inc.)
9. Women's Media Watch Jamaica (WMWJA)
10. Soroptimist International
11. Yard (Youth For Arts & Recreational Development) Empire
12. Yaad Vibes (Yaad Vibes Business Group)

CONTRIBUTING ORGANIZATIONS

MINISTRIES, DEPARTMENTS & AGENCIES (MDAs)

1. Bank Of Jamaica (BOJ)
2. Cabinet Office Of Jamaica
3. Child Protection & Family Services Agency (CPFSA)
4. Climate Change Division (CCD)
5. Department Of Correctional Services (DCS)
6. Gender Advisory Council (GAC)
7. Houses Of Parliament
8. Institute For Gender & Development Studies (IGDS)
9. Jamaica Civil Service Association (JCSA)
10. Jamaica Constabulary Force (JCF)
11. Jamaica Information Service (JIS)
12. Jamaica Social Investment Fund (JSIF)
13. Maritime Authority Of Jamaica
14. Ministry Of Education, Youth And Information (MoEYI)
15. Ministry Of Foreign Affairs & Foreign Trade (MF&FT)
16. Ministry Of Economic Growth & Job Creation (MEGJC)
17. Ministry Of Health & Wellness (MoH)
18. Ministry Of Labour & Social Security (MLSS)
19. Ministry Of National Security (MNS)
20. Ministry Of Science Energy & Technology (MSET)
21. National Environment Protection Agency (NEPA)
22. National Family Planning Board (NFPB)
23. National Housing Trust (NHT)
24. Office Of The Children's Advocate (OCA)
25. Planning Institute Of Jamaica (PIOJ)
26. Post & Telecommunications Department
27. Scientific Research Council (SRC)

28. Statistical Institute Of Jamaica (STATIN)

29. Women's Centre Of Jamaica Foundation (WCJF)

INTERNATIONAL DEVELOPMENT PARTNERS (IDPs)

1. Japan Caribbean Climate Change Partnership (JCCCP)
2. United Nations Development Programme (UNDP)
3. United Nations Population Fund (UNFPA)