




# Eliminating Sexual and Gender-Based Violence Policy 2023-2032

A stylized illustration on a dark blue background. A large orange hand is shown from the palm side, holding a pink woman's face. The woman's eyes are closed, and her expression is one of distress or pain. The background features a pattern of blue and white checkered bands. Several green leaves are scattered around the central figure.

*A world free  
of gender-based  
violence for women,  
girls and all citizens  
of Kiribati*

# Contents

## PREFACE

## ACKNOWLEDGEMENT

## EXECUTIVE SUMMARY

## SECTION 1: INTRODUCTION

COORDINATION AND IMPLEMENTATION OF THE ESGBV NATIONAL POLICY AND NAP  
OVERVIEW OF ESGBV POLICY (2023-2032)  
DEFINING SEXUAL AND GENDER-BASED VIOLENCE (ESGBV)  
KIRIBATI SOCIAL DEVELOPMENT INDICATOR SURVEY 2020  
POLICY REVIEW PROCESS  
NATIONAL FRAMEWORK AND INSTRUMENTS  
REGIONAL AND INTERNATIONAL ALIGNMENT

## SECTION 2: THE POLICY

PURPOSE  
VALUES AND PRINCIPLES  
VISION  
MISSION  
GOAL  
OBJECTIVES  
PRIORITY ISSUES  
POLICY PRIORITY AREAS

*Policy Priority One: Strengthen National and Legal Frameworks, Law Enforcement and the Justice and Police System*

*Policy Priority Two: Strengthen Efforts to Improve SGBV Prevention*

*Policy Priority Three: Improving Data Collection on Sexual and Gender-Based Violence and Data Management*

*Policy Priority Four: Institutional Strengthening and Capacity Building to SGBV Key Stakeholders*

*Policy Priority Five: Improve SGBV Response Through Providing Accessible and Quality SGBV Support Services*

## SECTION 3: COORDINATION, MONITORING AND EVALUATION

COORDINATION  
REPORTING STRUCTURE  
MONITORING AND EVALUATION

## SECTION 4: ESGBV 2023-2032 NATIONAL ACTION PLAN

PURPOSE

## SECTION 5: KIRIBATI ESGBV SHARED IMPLEMENTATION PLAN (SHIP) 2023-2027

BACKGROUND  
SHIP THEORY OF CHANGE MODEL

## ANNEX 1: ABBREVIATIONS

## ANNEX 2: LIST OF CONSULTATIONS

## ANNEX 3: TERMS OF REFERENCE

## ANNEX 4: NATIONAL WORKPLAN WITH BUDGET 2023 - 2032

## ANNEX 5: IMPLEMENTATION PLAN WITH BUDGET 2023 - 2032

## ANNEX 6: PROGRESS REPORT TEMPLATE

## ANNEX 7: IMPLEMENTATION PLAN REPORT TEMPLATE (QUARTERLY)

## ANNEX 8: SITUATIONAL ANALYSIS OF ESGBV POLICY 2011-2021

## Preface

This Policy represents the Government's strong commitment to ending all forms of Sexual and Gender-Based Violence (ESGBV) in Kiribati. The policy emphasises the importance of active partnership between government, island councils, non-government organisations (NGOs), organisations of persons with disabilities (OPDs), faith-based organisations (FBOS), civil society organisations (CSOs), community-based organisations (CBOs), and the community to eradicate any form of violence against women and girls (VAWG). It builds on the achievements and lessons learnt from the initial ESGBV Policy 2011 – 2021 and draws on the Kiribati Vision 20, The Kiribati Development Plan 2020-2023, Articles of the Human Rights Treaties ratified by the government including the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), The Convention on the Rights of Persons with Disabilities (CRPD),

The Convention on the Rights of the Child (CRC) and the Sustainable Development Goals 2030.

Studies conducted in 2010 and 2019 found a high prevalence (68% and 67% respectively) of sexual and physical abuse against women and girls by an intimate partner and called for an increase in government and public action against violence against women and girls. In response, the government has developed and maintains an ESGBV Policy to safeguard the safety and wellbeing of all women and girls and to create a partnered approach for all ESGBV service providers. In this revised version, the policy has identified five priority areas that will become a national focus for the next ten years.

The process of developing the National Action Plan and Implementation Plan has involved extensive dialogue with a cross-section of stakeholders, including NGOs, OPDS, FBOS, CSOs, CBOs, donor agencies, development partners, and Island Councils. The Policy and the priority actions identified represent a national, integrated, and multi-sectoral response that moves us away from mere restatements of a problem and proposes new and innovative approaches that are within the context of our culture, including the need to work more extensively with civil society, particularly FBO leaders and with male members of our communities/society.

Overall, this policy is in response to the needs identified through studies and consultation findings. It encourages a partnered approach to ESGBV key actors and governments to safeguard and protect women and girls.

## Acknowledgement

MWYSSA acknowledges with profound appreciation the significant financial and human resource contributions of our development partners, UN Women particularly the Pacific Partnership Program, which is primarily funded by the European Union, with the targeted support of the Government of Australia and Government of New Zealand. Without their dedication and commitment this document, and the wider progress of ESGBV Policy implementation, would not have progressed thus far.

MWYSSA wishes to extend acknowledgement and appreciation to its key stakeholders from Government, Ministries, NGOs, OPDs, CSOs, FBOs and CBOs who have assisted with the provision of information and data contributions to each section of the policy to make this review tailored to suit the need for increased coordination and to build effective work relationships for efficient implementation.

Special thanks to members of the drafting committee for their untiredly efforts and commitments in compiling all stakeholders' inputs, restructuring, drafting, and finalising this policy as one whole document. Not forgetting the Pacifica communication team for proof-read and printing of this policy.

Without their cooperation and collaboration efforts, the review of this policy will not be achieved.

Thank you all,  
Te Mauri, Te Raoi, ao Te Tabomoa

## Executive Summary

The purpose of this policy is to coordinate, provide strategic direction and facilitate collaborative efforts over the next 10 years for the elimination of violence against women and girls in Kiribati. It is a collective work of key relevant stakeholders comprising NGOs, OPDs, CSOs, FBOs, CBOs, donors, implementing partners and government ministries. The policy focuses on improving efforts to ensure that women and girls are protected through strengthening the enforcement of legislation the legal system and to ensure that services adopt survivor-centered and rights-based approaches. The policy outlines coordinated, and evidence-based primary prevention initiatives aimed at stopping violence before it starts.

This policy demonstrates the strong commitment of the Government of Kiribati to ending sexual and gender-based violence and meeting their obligations under the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). This policy builds on the achievements of the first ESGBV policy, initiated in 2011 in response to alarmingly high rates of violence against women and girls documented in the Kiribati Family Health Study Survey (KFHSS 2010).

The policy framework (ESGBV 2023-2032) is informed by a multi-sectoral consultative approach that promotes the collective contribution of all key stakeholders. The framework is further informed by lessons learned, and through program reflections that identify gaps, issues and challenges that continue to hinder the progress of ESGBV for women and girls in Kiribati. This policy is comprised of the ESGBV National Policy, its National Action Plan, and the associated 5-year Shared Implementing Plans (SHIP).

With the five priority areas, this policy will ensure that it strengthens legal framework and legal system, prevention and response mechanisms, data collection and management. It will also assist with capacity building and institutional strengthening of key stakeholders to enable them to perform their roles to achieve gender equality and end SGBV in a timely manner. Through program integration and the introduction of new programs, emerging issues such as the impact of climate change and sustainable and innovative approaches for effective resilience-building will be addressed.

### Overview of the Action and Implementation Plan

The Policy is accompanied by a 10-year National Action Plan (NAP) 2023 – 2032, with an associated 5-year implementation plan. The timeframe of the Implementation Plan will be from 2023-2027, targeting the end of the current government's term, and the beginning of the new government. The NAP aims to support the policy's key strategic areas identified as key interventions to eliminate SGBV in Kiribati. The 5-year SHIP operationalises the NAP by providing detailed activities, responsibilities, timeframes, and resource requirements for implementation by government ministries, NGOs, OPDs, CSOs, FBOs, CBOs, and other key stakeholders. The 5-year Implementation Plan is aligned to the government's 4 – year term of office to make the implementation of the policy achievable for the current government, as well as timely for the new government when it begins its new term.

The Action Plan has identified key actors responsible for implementing activities stated in both the National Action and Implementation Plan to avoid duplication and mismanagement of funding. Each key actor is responsible and accountable for each activity they are part of through the ESGBV Taskforce established for the implementation of this policy.

### Coordination and Implementation of the ESGBV National Policy and NAP

The Women's Development Division (WDD), embedded within the Ministry of Women, Youth, Sport, and Social Affairs, is the coordinating body that ensures key actors play their roles in addressing SGBV and gender inequality so that women, girls, and children are safe, protected, and live free from any form of violence.

The newly established Steering committee consists of high-level decision makers which includes the Secretary for the responsible ministry of this policy and stakeholders such as Kiribati Police Services, Ministry of Education, Office of the Attorney General, Judiciary, Office of the People's Lawyer Service, Ministry of Lands, Environment and Agriculture Development, Ministry of Culture and Internal Affairs, Ministry of Employment and Human Resources, Office of Te Beretitenti, and the Ministry of Health and Medical Services. They play a crucial role in monitoring and evaluating the progress of the Implementation Plan and to address arising issues that need urgent attention for appropriate decisions and actions by stakeholders. It is the Committee's role to brief and make recommendations to the Advisory Council.

The Taskforce consists of technical personnel from both key line Ministries, NGOs, OPDs, CSOs, FBOs and CBOs responsible for the implementation of the ESGBV Implementation Plan. They will review and provide confirmation of the progress report provided by the established sub-committees and evaluate the progress against the Policy's Key Strategy Focus. It is also responsible to provide a consolidated progress report and make recommendations to the Steering Committee.

### Overview of ESGBV Policy (2023-2032)

The key objectives in the review of the policy were to reflect new changes, and developments within the context of our culture that have occurred after the inception of the initial policy 2011-2021; to involve the active participation of key stakeholders in the review process and to strengthen the implementation of the policy for a more robust positive impact for women and girls, including women and girls with disabilities, and experiencing domestic violence (DV). In other words, the review hopes to strengthen efforts to implement the policy to ensure that women and girls are protected by strengthening enforcement of legislation, the legal system and that services adopt a survivor-centered and rights-based approach. Preventive programs will be inclusive for both men and women so that society is free from violence.

This policy is built-on lessons learnt from the 2011-2021 policy, as well as from current national, regional, and international priorities, national development strategies and plans, the Kiribati Vision in 20 years (KV20), the findings of the Kiribati Social Development Indicator Study (KSDIS) 2019, the new Women's Resilience to Disasters (WRD) program and Gender-Based Violence in Emergencies (GBViE). The policy has a 10-year National Action Plan and a 5-year Shared Implementation Plan, 2023-2027 that will contribute and encourage timely, effective, and increased coordination.

### Defining Sexual and Gender-Based Violence (ESGBV)

In defining sexual and gender-based violence (SGBV), it is important to understand this term in the Kiribati context. Violence against women is real and a cultural phenomenon. The UN Declaration on the Elimination of Violence Against Women defines gender-based violence (GBV) as:

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

It is broadly defined as any harm to a person resulting from the power disparities caused by gender inequality. Gender-based violence can be directed at children, adults or the elderly. Gender-based violence violates our commitment to uphold human rights for all the citizens of Kiribati. The issue of gender inequality and violence has become a major impediment to social and economic development.

Gender-based violence both reflects and reinforces inequality between men and women and compromises the health, dignity, security, and autonomy of its victims, of which the majority are women and girls. It encompasses a wide range of human rights violations, including the sexual abuse of children, rape, domestic violence, sexual assault and harassment, trafficking of women and girls, forced marriage and several harmful traditional practices.

**Sexual violence is a form of gender-based violence** and encompasses any sexual act, attempt to obtain a sexual act, unwanted sexual comments or advances, or acts to traffic, or otherwise directed against a person's sexuality using coercion, by any person regardless of their relationship to the victim, in any setting. Sexual violence takes multiple forms and includes rape, sexual abuse, forced pregnancy, forced sterilization, forced abortion, forced prostitution, trafficking, sexual enslavement, forced circumcision, castration and forced nudity.

### Why SGBV rather than just GBV?

This policy uses the term Sexual and Gender-Based Violence (SGBV) rather than simply Gender-Based Violence (GBV) to explicitly recognise and emphasise the component of sexual violence within the broader spectrum of gender-based violence. Whilst all sexual violence is gender-based, explicitly naming sexual violence ensures that the specific nature, dynamics, and consequences of sexual violence are not obscured or minimised within broader discussions of gender-based violence. Sexual violence carries trauma, stigma, and health consequences, including reproductive health impacts, sexually transmitted infections, and profound psychological harm. By using SGBV, this policy ensures that prevention, response, and support services adequately address both the gender-based and specifically sexual nature of violence against women and girls, including women and girls with disabilities. This explicit terminology reinforces the need for specialised responses, such as forensic medical examinations, post-exposure prophylaxis, emergency contraception, and trauma-informed counselling that specifically addresses sexual violence.

### Women and Girls with Disabilities and SGBV

Women and girls with disabilities face a significantly elevated risk of sexual and gender-based violence compared to women and girls without disabilities. A global study from UNFPA (n.d.) reveals that girls and young women with disabilities face up to 10 times more gender-based violence than those without disabilities. Given Kiribati's high incidence of SGBV compared to other Pacific Island Countries (68% in 2010 and 67% in 2019), this implies that there would also be a disproportionately high number of women and girls with disabilities subjected to SGBV. However, this cannot be confirmed without data on SGBV disaggregated by disability status.

Women and girls with disabilities face multiple and intersecting barriers that increase their vulnerability to SGBV and prevent them from accessing justice and support services. Perpetrators deliberately target women and girls with disabilities because they perceive them as easy targets who are less likely to resist, report abuse, or be believed by authorities. These perpetrators exploit the mistaken belief that women and girls with disabilities will not understand what is happening to them, and they assume that even if complaints are made, they will not be taken seriously or investigated by authorities.

Communication and information barriers create significant obstacles for women and girls with disabilities who experience SGBV. Those with communication-related disabilities may be unable to disclose abuse when it happens due to the lack of communication support, such as sign language interpreters, accessible

formats, or communication aids. They often have limited access to information about their rights, available services, and how to report abuse in formats they can understand. Furthermore, difficulties in expressing consent or refusal can be exploited by perpetrators, who may wrongly interpret silence or lack of resistance as agreement.

Harmful attitudinal and societal barriers compound these vulnerabilities. Pervasive stereotypes perpetuate the discriminatory view that women and girls with disabilities are asexual and therefore cannot be sexually abused, whilst the belief that they are unreliable witnesses leads authorities to dismiss or not pursue their complaints. Social isolation and exclusion limit their ability to seek help or be identified as survivors by others, whilst overprotection or institutionalisation increases their dependency on caregivers and limits their autonomy, trapping them in potentially abusive situations.

Systemic and structural barriers further impede access to justice and support. The physical inaccessibility of police stations, courts, health facilities, and support services—such as the lack of ramps, accessible toilets, and appropriate signage—creates immediate barriers to reporting and seeking help. There is a widespread lack of training amongst justice sector actors, police, health workers, and service providers on how to appropriately support survivors with disabilities, and the justice system frequently fails to provide reasonable accommodation, such as alternative communication methods, additional time for testimony, or the presence of support people. Economic dependence on caregivers or family members, who may themselves be perpetrators, creates a cycle of vulnerability, whilst limited access to education about healthy relationships, sexuality, and personal safety leaves women and girls with disabilities ill-equipped to recognise abuse or protect themselves.

Finally, significant service provision gaps mean that even when women and girls with disabilities attempt to access support, they encounter GBV support services, shelters, and counselling facilities that are either physically inaccessible or staffed by personnel who lack training in disability equity and rights. There is an absence of disability-specific support services or clear referral pathways, and limited availability of disability support workers or peer support from other women with disabilities who have experienced SGBV, leaving survivors further isolated and unsupported.

### Kiribati Social Development Indicator Survey 2020

Based on KSDIS 2019 findings the Survey confirmed that “approximately 2 out of every 3 married women aged 15-49 years have experienced emotional, physical or sexual violence at the hands of their current or most recent husband/partner”:

- About 1 in 10 women aged 15-49 have experienced sexual violence.
- Slightly more than half of married women aged 15-49 years have experienced emotional, physical, or sexual violence by a husband/partner in the 12 months preceding the survey.
- Close to 40 percent of married women aged 15-49 years have experienced physical violence by their most recent husband or partner in the past 12 months.
- At least 55 percent of women aged 15-49 years who have experienced physical or sexual violence have never sought help and have never told anyone about their experience.

The findings of KSDIS 2019 have confirmed that over the decades after the first KFHS result findings, there has only been a 1% decrease in the number of women experiencing physical or sexual abuse or both. This minimal change shows that violence against women and girls remains critical and alarming which requires the Government's attention to strengthen support for programs that address this issue and strengthen the partnerships with NGOs, OPDs, CSOs, FBOs and CBOs to promote actions that prevent violence against women and girls in their respective communities.

However, key stakeholders raised concerns about the comparability of the two surveys due to different methodologies used. Another study using the same approach as KFHS 2010 is needed to produce more consistent and reliable findings on GBV data. This study must also ensure that data is disaggregated by disability status to identify the specific prevalence and nature of SGBV experienced by women and girls with disabilities.

### Policy Review Process

The review process for the ESGBV policy (2011–2021) started in early 2022 and continued into 2023 after the policy expired in 2021. The initial process involved seeking updates on implementation progress from key stakeholders working with the NAP and SHIP. Evidently, the outcomes of the previous policy were delayed, highlighting the importance of ownership and commitment by stakeholders, which the current policy review addresses through a consultative and inclusive approach.

A series of meetings, workshops, retreats, and validations were organised to discuss and agree upon stakeholder implementation progress. Key stakeholders involved in the review included the Ministry of Women, Youth, Sports and Social Welfare (lead Ministry), the Ministry of Health, the Ministry of Education, the Ministry of Justice, the Attorney General's Office, the Judiciary, Office of the People's Lawyers Services, Kiribati Police Services, Kiribati Women and Children's Support Centre, Crisis Centre, Kiribati Family Health Association, AMAK, Women Church Groups, and the Kiribati Red Cross Society. Details of the consultations undertaken are tabulated in the table attached as Annexes.

### National Framework and Instruments

**Kiribati Constitution** – This policy is aligned to Chapter 2, Sections 3 and 7 of the constitution which is entitled “Protection of Fundamental Rights and Freedoms of the Individual.”

*Section 3: “Whereas every person in Kiribati is entitled to the fundamental rights and freedoms of the individual, that is to say, the right, whatever his race, place of origin, political opinions, colour, creed or sex, but subject to respect for the rights and freedoms of others and for the public interest, to each and all of the following, namely- (a) life, liberty, security of the person and the protection of the law.”*

*Section 7: “protects individuals from inhumane treatment:*

- (1) *No person shall be subjected to torture or to inhuman or degrading punishment or other treatment.”*

**Te Rau N Te Mwenga Act 2014** – This Act was established specifically for “the protection of survivors of domestic violence, the prevention and elimination of crimes of violence within domestic relationships and for related purposes” (2014, Te Rau N Te Mwenga Act). The policy's five key priority sector areas are directly relevant and commit to implementing the requirements of the Act.

**KV20** – The KV20 is Kiribati's long term development blueprint for the period 2016-2036. It is designed to transform Kiribati into a wealthier, healthier, and more peaceful country guided by a whole-of-country approach. This Policy is aligned with the KV20 Pillar 2 for Peace and Security- “Develop a Secure and Peaceful Kiribati.” Specifically, the policy supports gender equality and the elimination of violence against women and girls as well as to realise women's contribution to economic development and a peaceful nation.

**Kiribati Development Plan 2021 – 2024: Focus Area 5**, Good Governance with **Outcome 4**, Reduce Domestic Violence and **Strategies 1 – 5** clearly commit “Government to reduce the proportion of women and girls aged 15 years and older subjected to physical, sexual or psychological violence; reduce the proportion of children aged 1-17 years who experience any physical punishment/or psychological aggression by caregivers in the past month; and to improve access to support centres for women and improve awareness. The policy directly addresses this focus area in the KDP 2021-2024 through priority sector areas of GBV Prevention and Response.”

**Ministry Strategy Plan 2019 – 2023** - Goal 1: “Gender Equality & Social Economic Development; Objective 1.2: Promote equal opportunities / rights for women, men and youth in economic, social and political arena”.

**National Policy on Gender Equality and Women's Development 2019 -2022 (GEWD)** – This policy is aligned with Key Priority Area 5 of WEWD policy: Eliminating Sexual and Gender-Based Violence in the focus and priority policy areas of prevention, response and importantly, the justice and police.

**Kiribati National Disability Policy and Action Plan 2023-2026:** Under Priority Area 11 on Addressing Gender Vulnerabilities, this policy calls for increased attention to the *disadvantages of women and girls with disabilities*.

### Regional and International Alignment

The ESGBVP is consistent with regional and international initiatives. At the regional level, Forum leaders in their vision for the Pacific Islands region as stipulated in the Pacific Plan, to which Kiribati is a party, states: “Leaders believe that the Pacific region can, should and will be a region of peace, harmony, security and economic prosperity so that all of its people can lead free and worthwhile lives.” To expedite gender equality and gender mainstreaming, the Micronesian Leaders Forum (February 2023) agreed to develop the Micronesian Gender Equality Framework. This vision can only be achieved if challenges such as violence against women and children are eliminated and gender equity and equality are achieved.

At the international level, the SDG 2030 goals, specifically Goal 5 Gender Equality, CSW and other gender platforms also guide UN member countries ratifying CEDAW, including Kiribati. Kiribati is party to the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW), Convention on the Rights of the Child (CRC) and the UN Convention on the Rights of Persons with Disabilities (CRPD), as reflected in its 2013 initial Report under this Convention. These international instruments, alongside the Pacific Framework for the Rights of Persons with Disabilities (2016-2025), are reflected in Kiribati's Disability Policy and Action Plan, providing comprehensive points of reference that help address the challenges posed by gender-based violence and ensure inclusive protection for all vulnerable groups. Kiribati has submitted all reports (1st, 2nd, 3rd) due for CEDAW and is committed to provide a follow-up report responding to the CEDAW Committee's observations and recommendations and similarly for the next CEDAW report.

### Purpose

The purpose of this policy is to strengthen the capacity and partnership of/among Government Ministries, Island Councils, NGOs, OPDs, CSOs, FBOs and CBOs; and to accelerate the reduction of sexual and gender-based violence or violence against women and girls. The cost of violence to women, girls, children, families, and communities is a significant obstacle to reducing poverty, achieving gender equality, and meeting the Sustainable Development Goals (SDGs).

The policy recognises that gender inequality is the root cause of sexual and gender-based violence. Violence against women and girls cannot be eliminated without eliminating the discriminatory attitudes that condone or even encourage it. It also recognises that sexual and gender-based violence affects the entire population and spans the responsibilities of many ministries. Addressing sexual and gender-based violence requires an integrated and coordinated whole-of-government approach to eliminate/ address gender inequality through sport, partnerships with FBOs, community engagement and education. The approach must also engage communities and clearly specify responsibilities and accountabilities and encourage direct actions from the village level through the island level and finally to the national level.

The policy recognises that the elimination of sexual and gender-based violence requires strong enforcement of the legal framework for the protection of women and girls against violence, improvements in the legal system, strengthening SGBV prevention, and strong commitment, coordination, vision, and passion to improve the lives and futures of Kiribati women, girls, and children.

The policy builds on the positive actions already in place in Kiribati and recognises that gender equality and development are intimately linked. This policy also recognises that strengthening national institutions and alignment of local traditions with national policies and practices and respecting the rights of women and girls will contribute to the improvement of women's and girls' status at all levels.

It also acknowledges that SGBV prevention and SGBV response are interdependent, i.e., violence against women and girls cannot be eliminated unless we focus on or progress with both SGBV prevention or SGBV response. These two must go hand in hand. The policy is firmly embedded within the cultural and geographical context of Kiribati, and acknowledges the extra challenges posed by the isolation of the outer islands.

### Values and Principles

The policy adopts a strengths-based approach, and is informed by the following values and principles:

- Violence is a traumatic experience for any man, woman, or child, but gender-based violence is primarily inflicted by men on women and girls.
- Violence against women is incompatible with the fundamental principles of democracy and hampers sustainable development.
- Violence against women and girls is a human rights violation.

- Violence against women (VAW) is both a cause and a consequence of gender inequality.
- Violence against women and girls causes immeasurable suffering and physical and psychological damage.
- The view that violence against women is a personal and private matter or even an acceptable tradition or part of Kiribati culture is a misconception that will be strongly challenged.
- Both men and women are part of all activities on addressing violence against women.
- Evidence-based information through research is crucial for developing strength-based approaches that adopt culturally appropriate responses as well as policy and legislative responses to prevent violence against women and children.

### Vision

“A Nation free of gender-based violence for women, girls, children and all citizens of Kiribati”

### Mission

“To eliminate sexual and gender-based violence through addressing social, cultural, political, and economic inequalities that perpetuate incidences of violence, strengthen national response and prevention efforts and improve awareness of society's role and responsibilities in addressing gender-based violence.”

### Goal

The overall goal of this policy is to eliminate sexual and gender-based violence. The primary goal of this policy is to uphold the rights of women, girls, boys, and men in Kiribati equally and work towards eliminating violence against women and girls in the country. In the longer term, the goal is that all people in Kiribati should have an equal opportunity to lead free and worthwhile lives.

### Objectives

The Kiribati government will take positive measures to:

- address the social, cultural, political, legal, and economic inequalities that cause and perpetuate violence against women, girls, and children through improving and enforcing the national and legal framework and justice system.
- strengthen prevention efforts that address discriminatory practices and social and cultural norms.
- uphold and raise awareness of women's rights and the responsibility of Kiribati citizens to respect the rights of others.
- Improve data collection and management for better-informed decision making.
- address the situations and risk factors that can trigger violence against women and girls.

### Priority Issues

Violence against women and girls and the broader problem of gender inequality is a significant constraint on development. It negates every area of development activity and is an abuse of human rights. Therefore, achieving gender equality and delivering positive development outcomes are crucial in ending violence against women and girls.

Issues to be urgently addressed by this policy include:

- the high rate of violence experienced by women and girls.
- national and legal frameworks including laws related to violence against women and girls need to be reviewed to identify areas for improvement.

- the lack of prevention programmes on South Tarawa and the outer islands, requiring urgent strengthening of prevention measures through partnerships with NGOs, OPDs, CSOs, FBOs, CBOs, and male advocates, as well as rehabilitation programmes for perpetrators to minimise risks of reoffending, as highlighted by gaps and recommendations identified in the SPV research reports. The lack of gender disaggregated data on the types of abuse, women and girls’ experiences and other required disaggregated data to inform decision-making.
- the lack of data collection systems, including data returns from the outer Islanders on VAWG.
- the capacity of service providers to deliver their roles both on South Tarawa and on the outer islands.
- the KHFS and KSDIS research highlighted that only a small number of abused women seek help and support from formal services or institutions. Understanding and addressing the barriers that prevent women from seeking help is critical to improving response services. These barriers include fear of not being believed, shame and stigma, fear of retaliation from perpetrators, lack of knowledge about available services, cultural and family pressures to remain silent, economic dependence on abusers, and previous negative experiences with service providers. There is an urgent need for more accessible support services and awareness on frontline support services, including emergency lines, where women can safely disclose their experiences of violence, particularly in the outer islands. Efforts must focus on building trust in services, ensuring confidentiality, strengthening community awareness about the right to live free from violence, and promoting positive help-seeking behaviours through targeted awareness campaigns and community engagement
- the need for the expansion and strengthening of formal support services with trained professional staff throughout the country for an improved and safer service for women and girls.
- to challenge views that culture, tradition, or religious considerations can be invoked to justify violence against women.
- strengthening the health response systems to VAWG.

## Policy Priority Areas

The Government of Kiribati will exercise leadership to end all forms of violence against women and girls and support advocacy in this regard at the local, national, regional, and international levels, by all sectors and all political and community leaders, as well as by the media and civil society.

Policy commitments will be used to provide the basis to eliminate barriers to gender equality nationally. It will also guide actions in implementing other national, regional, and global commitments on addressing gender-based violence and promoting gender equality, including all SDG targets with a priority on goals set out in SDG5.

The policy commitments are based on national, regional, and international gender equality instruments. The policy commitments are overarching and anchored on the pillars of institutional policy statements, strategic plans, roadmaps, and action plans for achieving gender equality and women’s empowerment targets in five areas:

1. Strengthen national and legal frameworks, law enforcement and the justice system.
2. Strengthen efforts to improve SGBV prevention.
3. Improve SGBV data collection and data management.
4. Institutional strengthening and capacity building of SGBV stakeholders.
5. Strengthen and improve SGBV response through accessible and quality SGBV support services and be inclusive of women’s peace, security, and climate security – which are emerging issues for women and girls of all diversity.

## Policy Priority One: Strengthen National and Legal Frameworks, Law Enforcement and the Justice and Police System

This policy recognises that effective responses to violence against women and girls require well developed mechanisms at high levels for including the protection of women’s rights and safety in national frameworks.

It also recognises that mainstreaming mechanisms for the elimination of gender-based violence and gender equality in the National Framework including Government, CSOs, OPDs, CSOs, FBOs, CBOs, legislation, law enforcement and improving the justice system play a critical role.

It also acknowledges that the law can be a powerful and potent force for positive change and that the link between the law and gender justice is both causal and mutually reinforcing.

**Access to justice for survivors of gender-based violence has four dimensions:**

1. Improving laws and policies relating to the protection and safety of women or SGBV cases by updating and making legal amendments and raising awareness of women’s rights.
2. Provide serious sanctions to reflect the gravity of the offences committed with the involvement of well-monitored and supervised rehabilitation programs for perpetrators.
3. A safe referral procedure for escorting SGBV cases to court.
4. Establishing a specific family court for gender-based violence cases to increase protection of women and girls and working with perpetrators for positive change.

Legislation relating to eliminating violence against women and girls (EVAWG) is one of the means to prevent violence against women and girls. This method requires efficient investigations, prosecutions, punishment of perpetrators and the provision of protection and support for complainants/survivors of violence. For example, Penal Code, Cap. 67 (Laws relating to criminal conduct) prohibits and punishes violence against women with the intention of imposing penalties for such offences to deter others from undertaking the same or similar prohibited conduct.

Legislation on violence against women and girls must prevent violence against women and girls, as well as ensure investigation, prosecution, punishment of perpetrators and provide protection and support for complainants/ survivors of violence. Criminal law must prohibit, punish and deter violence against women and girls. Protective laws must help prevent ongoing violence. Information and education about changes to the law must also be widely available.



This policy builds on progress made since the inception of the 2011-2021 policy whilst recognising that significant improvements are still needed to strengthen the legal framework and justice system response to sexual and gender-based violence. Over the next ten years, this policy prioritises the following areas for transformative action:

- **Strengthening access to justice:** Expand women's access to the formal justice system by removing barriers and ensuring timely, survivor-centered legal processes that uphold women and girls' rights and safety.
- **Strengthening legal frameworks:** Review and update national civil and criminal penal codes, policies and legislation to ensure they effectively address violence against women and girls and align with international human rights standards.
- **Building legal literacy:** Increase community knowledge and awareness of laws on violence against women and girls, human rights, and available legal remedies through targeted education and awareness campaigns.
- **Capacity building for justice sector actors:** Provide comprehensive and ongoing training for judges, magistrates, police, prosecutors, and court personnel on the Te Rau N Te Mwenga Act (Family Peace Act), gender equality, trauma-informed approaches, and their roles in protecting women and girls against violence.
- **Improving case management and accountability:** Establish systematic case tracking and follow-up mechanisms to ensure timely hearings, consistent enforcement of protection orders, and accountability for perpetrators, supported by improved data collection for evidence-based decision-making.
- **Strengthening institutional responses:** Transform institutional responses to gender-based violence through professional training, organisational reforms within police and courts, and the provision of comprehensive, coordinated, and supportive responses to survivors throughout the justice process.

### Policy Priority Two: Strengthen Efforts to Improve SGBV Prevention

A rights-based and RESPECT (an evidence-based framework for policy makers to strengthen and scale up efforts to prevent violence against women and girls) approach to prevent violence against women and girls is empowering to women and the whole community. It uses the broader framework of human rights and challenges community members to examine and assess their value system and empowers them to make meaningful and sustainable changes.

The policy supports “preventing violence against women and girls where we play, pray, learn and engage together” outcomes and recommendations (2023, Prevention Summit, Fiji).



The Declaration on the Elimination of Violence Against Women (1994), for example, calls for states and civil society to “develop in a comprehensive way, preventive approaches and all those measures of a legal, political, administrative and cultural nature that promote the protection of women against any form of violence.”

This ESGBV policy acknowledges the high risk of SGBV and harassment at the workplace within Government Ministries, SOEs and NGOs. It also acknowledges the multiple and intersecting forms of discrimination and that SGBV and harassment disproportionately

affect women, girls, and children, LGBTQIA+ and persons with disabilities. The policy recognises that harassment and SGBV experienced by women, girls, LGBTQI and persons with disabilities in the workplace and community can be effectively minimised or prevented through the implementation of primary, secondary, and tertiary prevention programs.

The policy acknowledges that there are existing laws and policies with key line ministries that focus on the protection and safety of women in both the workplace and at home. However, with the lack of awareness and advocacy on such laws and policies, coupled with a few cultural barriers and mentality (e.g. male beliefs that men are superior to women) contribute to slow progress in decreasing gender-based violence since the inception of the 2011-2021 policy. Some of these laws and policies need review and updating/aligning to related conventions. Hence, the policy will focus on:



- Increased investment in primary prevention interventions to ensure violence against women and girls are prevented before they may occur.
- Strengthening and improving prevention mechanisms through the development of prevention net prevention sub-committees to coordinate programs that contribute to the elimination of violence against women and girls and to ensure that existing laws and policies at each government ministry are enacted and operationalised.
- Sport and its values are valuable tools to address and improve self-esteem, body control, leadership, and assertiveness. All are elements which can contribute to eliminating violence.
- Incorporating the prevention of violence against women and girls into the school curriculum—including schools for children with disabilities—will help our younger generation understand their safety, rights and where to report or seek help, as well as empower them to speak out when they experience sexual and gender-based violence rather than keep silent. For children with disabilities, this education must be delivered in accessible formats and through inclusive teaching methods that accommodate diverse learning and communication needs. All prevention education programmes must challenge harmful stereotypes about children with disabilities, particularly myths that they cannot be victims of sexual violence or that their testimony is unreliable. Teachers and education staff require training to recognise signs of abuse amongst children with disabilities and to provide appropriate support that addresses the specific barriers these children face, including communication barriers, social isolation, and dependency on caregivers who may themselves be perpetrators.
- Strengthening partnerships with FBOs through their leaders, and to champion positive and empowering cultural practices that align with church teachings that promote the dignity and rights of women and condemn violence against women and girls.

(f) Engaging civil society in the prevention of violence against women and girls within the Kiribati context requires a variety of diverse and participatory activities and programs that meaningfully involve Island Councils, Urban and Town Councils and non-government groups such as the Kiribati Women Federation (AMAK) and their affiliates, the Kiribati Association of NGOs (KANGO), the Farmers Organisation, the Kiribati Chamber of Commerce and Industry (KCCI), the Kiribati Council of Churches and all Faith-Based Organisations, Kiribati Family Health Association, Kiribati Red Cross Society, Alcoholic Awareness and Family Recovery, Kiribati National Council of Persons with Disabilities, Te Toa Matoi, youth groups, community groups and many others who have prevention programs.

(g) Supporting male behavioural change programs is needed, working with men to change their attitudes and behaviours. This means encouraging men to examine their assumptions about gender roles and masculinity through sensitisation, trainings/workshops, and long-term behavioural change programs. A special effort should be made to encourage men to speak out against violence and challenge its acceptability, providing alternative role models of masculine behaviour.

All the above are important parts of any solution to address the issue of violence against women and girls. Thus, a strong collaboration effort across all sectors is required to strengthen prevention measures through building partnerships with NGOs, OPDs, CSOs, FBOs, CBOs, and national sport federations. This will enable them to be used as a medium for social change and to promote gender equality to avoid stereotypes, mainstreaming gender equality in different levels of schools including the school for people with disabilities. There is also a need to support male advocacy programs including male behavioural change, perpetrators rehabilitation programs, etc. and to engage community leaders in the planning, development and implementation of programs and activities vital to mobilising gender sensitisation and social norm change, in particular, changing the mindset of men and boys.

The active involvement of women and girls at this level is not only empowering but also contributes to the process of amending traditional beliefs and community attitudes to make the necessary changes to eliminate violence against women and girls. A substantial and coordinated effort is required to understand better and to acknowledge contemporary Kiribati culture to not use traditional culture as a reason or excuse for perpetuating violence against women and girls.

### Policy Priority Three: Improving Data Collection on Sexual and Gender-Based Violence and Data Management

The policy recognises the importance of improving data collection and data management to inform decision making. Evidently, there is a fragmentation of data and an inconsistency in data management systems. Interoperability is an issue. In fulfilment of the obligations under Te Rau N Te Mwenga Act 2014, MWYSSA is obliged to report SGBV data to Parliament annually. The lack of data and information has been, and still is, a key challenge to meet this reporting obligation. In addition, there is a poor record of information of the following.

- The way victims apply to the courts for protection orders each year.
- The types of domestic violence incidences received and presented before the courts each year.
- The number of self-referrals and referrals made by the courts and other agencies to counselling services and shelters each year.
- The number and percentage of women and girls with disabilities who experience SGBV, and the types of violence they experience.
- Disability-disaggregated data across all SGBV indicators to identify specific vulnerabilities and service gaps.

The policy recognises that without disability-disaggregated data, it is impossible to understand the true extent of SGBV experienced by women and girls with disabilities in Kiribati, or to design appropriate and targeted responses. Women and girls with disabilities are at higher risk of SGBV than women without disabilities due to multiple barriers, including communication barriers, inaccessible reporting systems and processes, and attitudinal barriers that lead to women with disabilities not being believed. All SGBV data collection instruments and systems must include standardised questions to identify disability status (such as using the Washington Group Short Set of Questions or similar validated tools). This will enable evidence-based policymaking and resource allocation to address the specific needs of women and girls with disabilities who experience SGBV.

The policy also recognises the need for a coordinating mechanism to be established to harmonise the data collection and management systems, institutional strengthening, capacity building and a dedicated SGBV data officer across all sectors. This coordinating mechanism should include key stakeholders in government and OPDs, CSOs/NGOs, namely the Office of the Attorney General, Office of the People's Lawyer Services, Judiciary, Kiribati Police Services, Ministry of Health and Medical Services, National Statistics Office, MFED, Our Lady of the Sacred Heart Crisis Centre, and Social Welfare office in South Tarawa, Kiritimati and other outer islands.

#### Policy Priority Four: Institutional Strengthening and Capacity Building to SGBV Key Stakeholders

The successful elimination of violence against women and girls will require strengthened government institutions, effective networking and the closer involvement of non-government organisations, communities and collaboration across stakeholder groups.

Capacity development has been defined as “a process of developing competencies and capabilities in individuals, groups, organisations, sectors or countries which will lead to sustained and self-generating performance improvement.” Institutional strengthening, in terms of organisational processes, systems, procedures, policies and laws, is an additional capacity-building potential for stakeholders to meaningfully contribute to the Elimination of Sexual and Gender-Based Violence.

This policy recognises that capacity building and institutional strengthening are long-term processes that require major commitment and the investment of significant resources. The implementation of capacity development and institutional strengthening depends tremendously on the relationships forged between government, civil society, communities, and donor organisations.

There is a need to ensure that capacity building and institutional strengthening approaches are informed by the specific context within which programs are to be designed and delivered. This is particularly significant in the outer islands. This may require a shift away from traditional training activities to more holistic and targeted capacity development initiatives.

In Kiribati, capacity building and institutional strengthening for the Elimination of Sexual and Gender-Based Violence support must combine organisational and technical skills and address the attitudes and beliefs that could help or hinder SGBV service provision and SGBV prevention. Creating a culture supportive of a woman and girl’s right to live free of violence requires long-term, sustained efforts in a community that addresses the root causes of violence against women. It requires moving beyond programs that work with only one sector (e.g., health, police, education, judiciary, prevention net members such as MOE, MWYSSA, MEHR, KMBC, CBOs, Sport etc.) or one group (e.g., policy makers, survivors of domestic violence, youth, etc.). This is because societal change requires building a critical mass of individuals and institutions who believe in and live these beliefs.

This policy recognises the significant social and economic capital and wisdom that already exists in relation to addressing and eliminating violence against women. Resilience approaches identify the resources and adaptive capacity that a community can utilise to overcome the problems that may result from change. This approach builds upon the inherent capacities of a community, rather than relying only on external interventions to overcome vulnerabilities and challenges. To achieve effective, integrated, and coordinated action there must be collaboration, skills, knowledge, training, and high-level support and commitment within all sectors of Kiribati society. There are several levels of capacity building and institutional

strengthening in relation to the goal of eliminating violence against women and girls that can occur.

Public sector capacity development and institutional strengthening are needed with a focus on:

- supporting sector ministries, CBOs, FBOs, sports and communities to identify sound strategies and approaches for sector development and institutional strengthening to implement programs efficiently and cost effectively.
- strengthening and supporting the significant role that local government leadership or councillors can play in cross-sector systems such as public financial management. In this context, non-state actors such as the private sector, community groups, church groups and EAWW advocators are considered as important stakeholders in the wider system that can play key roles in bringing about improvements in public sector performance, for service and prevention delivery and for accountability.
- Civil society/NGO sector capacity development and institutional strengthening. NGOs can play an important coordinating and facilitative role in community mobilisation, yet the effort itself must be owned and ultimately sustained by community members. Activist NGOs can consider playing a catalytic role in inspiring and supporting others to act.
- Faith-based organisations (FBOs) participation: FBO leaders can be trained and empowered to understand the impacts of violence on the rights of women and girls and its role as a development issue for Kiribati, training which can then be translated into church policy and direction from church leaders in their weekly interaction with their congregations, parishes and communities.
- Organisations of Persons with Disabilities participation: OPDs play a critical role in ensuring that SGBV prevention and response efforts are disability-inclusive and accessible to women and girls with disabilities. OPD leaders and members can be trained and empowered to understand the heightened risks of SGBV faced by women and girls with disabilities, the multiple barriers they encounter in accessing services, and their rights to protection and support. This knowledge can then be translated into advocacy, peer support programmes, and partnerships with SGBV service providers to ensure reasonable accommodation, accessible facilities, and disability-inclusive practices. OPDs should be actively engaged in the design, implementation, and monitoring of SGBV policies and programmes to ensure that the voices and experiences of women and girls with disabilities inform all aspects of violence prevention and response. Their participation is essential to challenge harmful stereotypes, promote the rights and agency of women and girls with disabilities, and ensure that no one is left behind in efforts to eliminate violence against women and girls in Kiribati.

- Community Unimwane/Unaine (male/female elders) participation: The Unimwane/Unaine are still very influential leaders, and when tasked by the national government to assist on nationwide problems of import, they assist and have wide influence. Village-based rules, punishments, and rewards relating to domestic violence will enable whole communities to follow clearly defined village rules that outlaw violence against women and children, but which do not breach the human rights of perpetrators.
- Women’s NGOs promote work that allows communities to break out of harmful gender and social norms which perpetuate and exacerbate gender inequality. A rights-based approach to gender equality can be passed to the village level by active women’s NGOs around the country. Further, by assisting women’s NGOs to pursue programs in resilience building, empowerment and to increase income generation for women in non-traditional outlets, women’s NGOs can begin to develop young women to be empowered both economically and socially.
- Local communities strengthened through programs such as family harmonisation which was successfully piloted in other countries in the Pacific. The program involves capacity and skill building for Administrative Social Welfare Officers (ASWOs) in their outer island setting to educate all members of the family on leadership so that everyone can have an organised and non-violent family life informed by a rights-based approach. Ongoing capacity building by relevant regional organisations such as the Fiji Women’s Crisis Centre (FWCC) should also be tapped to provide relevant services.
- The process around the study and the dissemination of the results (of capacity building) has already created the beginnings of an improved capacity amongst a range of stakeholders. These include the capacity building of ASWOs, GBVCA, OLHS, KWCS, KPS, MWYSSA, Healthy Family Clinic and the AAFR at the FWCC capacity building courses.

**Policy Priority Five: Improve SGBV Response Through Providing Accessible and Quality SGBV Support Services**

This policy recognises the significant role of frontline service providers to provide quality services for survivors of gender-based violence. Women experiencing violence in their homes and/or communities have very few alternatives to turn to for support as support services for survivors are either limited or have insufficient capacity to deal adequately with issues of VAW.

In this context, the policy requires the improvement and strengthening of access to quality support services through:

- Strengthening existing and new frontline service providers through capacity building to improve SGBV response systems.
- Strengthening the capacity of service providers to improve partnerships and networks with other key stakeholders.
- Enhancing the capacity of institutions (such as schools) in responding to SGBV cases.
- Upgrading and strengthening GBV data collection (systems and skills upgrading) for frontline service providers.
- Reinforcing the roles and functions of SafeNet.
- Strengthening and supporting the National Counselling Framework.
- Integrating SGBV into Emergency SGBV response plans.
- Providing financial support for training and institutional strengthening to ensure all SGBV issues are effectively addressed.
- Developing measures to address the economic exploitation of girls (Ueen Kiribati).
- Strengthening existing health and other social services and facilities.
- Developing further facilities and targeted support services, particularly in the outer islands.

Strengthening existing and new frontline service providers through capacity building is critical in improving response to SGBV cases. There is a need to expand training to cater for specific SGBV issues such as rape/child rape cases. To improve the capacity of service providers in addressing this issue, specific training is a priority with a need to identify exchange programs to explore what works in other SGBV services in the region.


In addition to the capacity building of SGBV service providers, the availability of enabling environments that are accessible and inclusive is critical to service provision. Accessible environments and facilities are essential to allow women and girls with disabilities equal access to these services. Therefore, institutional capacity through resourcing, training and expansion of the current existing shelters and comfort lounges should be prioritised. Our Lady of the Sacred Heart (OLSH) provides temporary shelter and survivor economic empowerment programs for SGBV survivors. In addition, the current Kiribati Police Services comfort lounge continues to provide overnight accommodation at Police headquarters. With the establishment of the new Kiribati Women and Children’s Support Centre (KWCS), specific support is also provided to GSBV survivors through DV Counselling, case management, psycho-social support, and legal literacy. Despite the existence of crisis centres and comfort lounges, there is still a need to expand these services to Christmas Island and the Line group islands to cater for the needs of SGBV survivors in those areas.

Informing policies through the annual reporting of SGBV data is an important aspect of service programs. However, another gap seems to be the lack of data on women and girls with disabilities, which limits the ability to develop targeted and inclusive interventions. Under section 44 of the Te Rau N Te Mwenga Act, the Ministry of Women, Youth, Sport and Social Affairs is responsible for centralising data collection, monitoring and reporting. There is a gap in data collection, however, which delays reporting at the end of every year. With the provision under the TRNTM act, MWYSSA coordinates data collection through the centralisation of data, the standardisation of data collection templates for all service providers and rolling out these standardized templates for all SGBV services on South Tarawa and the outer islands.

To enhance coordination among service providers, SafeNet has been set up as a committee to coordinate all service provider activities. To strengthen this coordination, the need for meetings and a national symposium for services has been identified. Other key priorities in this area are to improve practice standards and protocols for all service providers. Improvement in practice standards and service provider protocols should regard provision of these services to all women and girls, including those with disabilities. The National OPD can help inform this development to ensure that services are truly inclusive and accessible to women and girls with disabilities.

As part of improving response to SGBV survivors, DV counselling registration is identified as a key provision under the Te Rau N Te Mwenga Act which led to the establishment of the National Counselling Framework under MWYSSA. Under this framework, DV counsellors are required to register and meet competencies to provide DV counselling. A review of those competencies from a disability equity, rights and inclusion perspective would be useful to ensure that counsellors are adequately prepared to support all survivors. Counsellors will need disability-informed support and training to be able to provide accessible and inclusive services to women and girls with disabilities.

Furthermore, raising awareness and advocacy amongst service providers has been identified as important to improve responses for SGBV survivors. For the public to have access to SGBV services, it is a priority to raise awareness and advocate SGBV services to the public through the media, the development of IEC materials and provision of community outreach programs. These initiatives must be accessible to all, including through public information being provided in a range of formats such as easy-to-understand diagrams and pictures to illustrate processes, media with subtitles and audio formats, and other accessible communication methods to ensure that women and girls with disabilities can access and understand available services.



Other important aspects of SGBV responses include the development of specific measures to address the exploitation of girls (Ueen Kiribati). To ensure access to quality support services, protocols need to align with international standards in addressing SGBV issues such as survivor centered and rights-based approaches.

Networking is a critical aspect of working in gender-based violence. Very often there is not one agency that can deal with any one case at a given time but rather the concerted efforts of several agencies or organisations. Thus, it is important that all agencies work together with the same intention of ensuring that the victim/survivor is empowered through the intervention. Improved networks and partnerships help ensure that quality service and empowerment is provided to SGBV survivors.

However, there are some instances, particularly on isolated islands, where there is only one agency or individual, or sometimes up to two officials (e.g., ASWO and a Police officer) working to provide support and intervention. This limitation makes it difficult to provide support for victims/survivors, however there are opportunities that can be utilised in small island communities and the concept of a network for survivors can be created that draws upon existing social networks. Privacy and confidentiality are also critical to provision of SGBV services, particularly in small island communities where anonymity is challenging.

Discussions during training that have already been delivered showed that ASWOs will be able to identify individuals whom they could work with who would be more sensitive to gender-based violence. Concerns expressed around advocating safety highlighted that a key element of working in SGBV is ensuring that all steps are taken towards ensuring the safety of those intervening. This is an important aspect and a minimum standard. The option of getting people in positions of authority (e.g., village leader, island leader) involved is an ideal way of offering protection to the survivors and ASWOs as well as when it comes to carrying out future interventions.

It is also essential that women and organisations working with and for women are actively engaged in the planning, development and implementation of programs and activities aiming to eliminate violence against women. The active involvement of women at this level is not only empowering but also contributes to the process of challenging traditional views and community attitudes towards gender-based violence.

There is also a need to examine the ways in which culture can be used as a source of resistance against violence against women, rather than a justification for it. This policy recognises that changing attitudes which condone or tolerate violence against women and girls is challenging and requires a commitment to promoting human rights.

Women, Peace, Security and Climate Change are emerging global issues that Kiribati is addressing in this policy. Consultations held in 2019 which had important findings about women's resilience were welcomed by the government to be addressed by a regional women's resilience program. The Women's Resilience to Disaster is a new program that provides opportunities to address women's economic empowerment needs, address safety and security of women against risks of climate change and global health challenges (e.g. COVID-19), and for preparedness, response plans and recovery.

## Section 3: Coordination, Monitoring and Evaluation

### Coordination

The Ministry of Women, Youth, Sport, and Social Affairs is the responsible Ministry to coordinate the implementation of ESGBV Policy. The Ministry will work closely with ESGBV key stakeholders through Steering Committee, Taskforce, and sub-committees and to make recommendations or progress issues to an advisory council through the Advisory Council Secretariat and the Principal Women's Development Officer.

Under this Policy sub-committees have been established under the five Key Strategy Areas. These sub-committees will ensure that activities stipulated in the Action and Implementation Plan will be implemented as intended. Members of the sub-committee are the taskforce members, but they are separated into specific areas of specialisation to ensure the effective implementation of a national plan and implementation plan. Members of the sub-committees, together with their responsibilities, are detailed in their terms of reference (TOR). Each sub-committee will report their progress together with

other recommendations that each sub-committee considers important and a priority during the ESGBV Taskforce meeting.

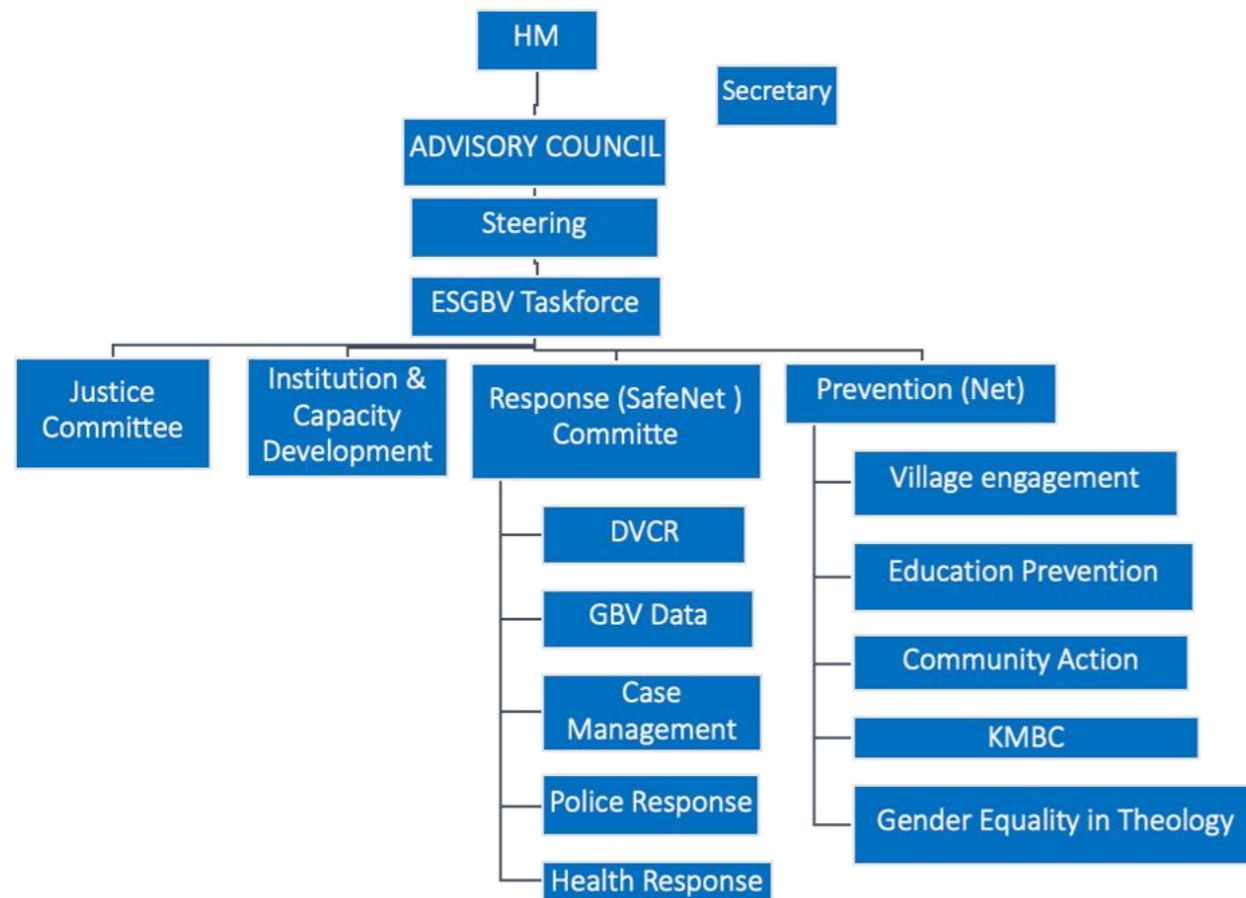
The Steering committee will review progress and the recommendations from the sub-committees (taskforce) and make further recommendations to the Advisory Council through the Council Secretariat. The committee is also responsible for initiating and taking the lead in reviewing the Act and policies and drafting required documents on behalf of the Ministry.

The Advisory Council is to note, to make rulings or make endorsements if required and make recommendations to the Minister responsible to take it to Parliament, particularly the report on data for violence against women and girls.

Any funding provided by donors, in line with National Action Plan and the implementation plan of this Policy will channel through the Ministry of Women, Youth, Sport and Social Affairs.

## Reporting Structure

To ensure the effective coordination of the policy's Action Plan and implementation plan, a reporting structure has been established to guide the established bodies or committees to ensure that reporting is effective without overlapping responsibilities. The reporting structure is as follows:



## Monitoring and Evaluation

For monitoring purposes, each key stakeholder will submit a progress report on a bi-annual basis through their respective sub-committee (taskforce members). It is the responsibility of the steering committee to review, analyse and endorse the progress report submitted by taskforce. It is the responsibility of the secretariat of the steering committee to prepare a consolidated progress report and information paper on the steering committee's recommendations and submit it for Advisory Council endorsement.

A standard progress report template (linked to Annex 4) will be used across implementing stakeholders/or partners. For evaluation purposes, a mid-term review meeting will be conducted among all key stakeholders to ensure the consistency of the policy's implementation plan by highlighting strengths and weaknesses of the policy and recommended ways forward.

If the construction of a building is involved, a site visit will be conducted by the Ministry of Women, Youth, Sport and Social Affairs, MISE to ensure that any construction is done according to the approved design and costing, and in accordance with Universal Design (UD) principles. UD principles ensure that all new and renovated infrastructure, and communications products and systems, are designed in such a way as to enable participation by everyone, with and without disabilities. This approach guarantees that SGBV service facilities are accessible and inclusive from the outset.

The development of a Monitoring and Evaluation Framework (MELF) is highly recommended for better monitoring and appraisal of the implementation of the Policy's NAP and implementation plan.

## Section 4: ESGBV 2023-2032 National Action Plan

The rationale behind developing a comprehensive National Action Plan is to consolidate and map out the various projects and activities being implemented or planned into a cohesive and integrated national approach to eliminating sexual and gender-based violence.

This can bring together key government departments, civil society organisations, private sector interests, and other stakeholders to associate issues related to sexual and gender-based violence and gender equality directly with socio-economic development planning and policies, increasing opportunities for more evident political commitment and sustained action.

Such a strategic approach with harmonised policies has several advantages for all stakeholders, for governments. This approach:

- Enables better coordination and management,
- Improves the efficiency of resource allocation and utilisation through clearly defined objectives, activities, and outputs in one integrated programme,
- Builds monitoring and evaluation for several projects and related activities into an overarching and consistent framework and programme with a single executing organisation within government being accountable,
- Enables multi-donor, multi-year funding, with several implementing partners placed under single management control within relevant ministries, and
- Contributes to common understanding, knowledge, awareness and appreciation of gender-based violence and its impact for all involved actors within Kiribati

### Purpose

The National Action Plan (NAP) has been developed to facilitate the implementation of the Eliminating of Sexual and Gender-Based Violence Policy.

The National Action Plan (NAP) to Address Sexual and Gender-based Violence in Kiribati provides the framework within which all major activities related to the prevention and response of violence against women and children are outlined.

The goal of the National Action Plan is to eliminate sexual and gender-based violence (SGBV) in holistic, systematic, complementary, and comprehensive manners through a multi-sectoral, and multi-dimensional approach.

This Plan of Action sets out strategies and specific activities that aim to facilitate widespread awareness for the prevention of gender-based violence, to develop and strengthen prevention initiatives and service provision, and to ensure that there is a strategic and coordinated response to gender-based violence in Kiribati.

The NAP is a 'living' document created through a participatory, inclusive, and consultative bottom-up process. It is not exhaustive but allows for the identification and addressing of additional needs outside the identified priorities highlighted within the document.

The Plan sets direction for the ensuing ten (10) years and will be reviewed annually alongside the annual reporting process and updated every five years if required.

The implementation period is designed to include short- medium-, and long-term outcomes to cater to the requirements of the Kiribati context and the needs and concerns of a diversity of actors.

The underlying approach to the development of the Policy and Plan recognises that the struggle to end SGBV entails a combined effort of men, women, boys and girls, and all state institutions and thus calls upon different parties / stakeholders to jointly work together to eradicate all forms of gender-based violence and to take appropriate measures for empowerment and equal representation of women and girls.

The National Action Plan demands a broad multi-sectoral approach at all stages - formulation, implementation, and monitoring - and will be implemented within the context of Kiribati's present socio-economic, cultural, political, and environmental situation.

Outcomes	Action
<b>KSA 1: Strengthen and Support Legal Frameworks to Eliminate Sexual and Gender-Based Violence</b>	
<b>A Justice System that works toward the elimination of Sexual and Gender-Based Violence.</b>	<p>1.1 Strengthen legal frameworks and systems that protect and promote a survivor's human rights through the review of all related laws of the Family Peace Act/protection of survivor's human rights.</p> <p>1.1a Ensure that the review process leads to substantive reform and recommend increased penalties in cases of SGBV, with disability added as an aggravating factor in sentencing to reflect the heightened vulnerability and impact on women and girls with disabilities.</p> <p>1.2 Establish a specialized and separate Family Court.</p> <p>1.3 Conduct training, workshops and public awareness on current laws, policies, and practices related to SGBV, maintenance and custody to police, prosecutors, lay magistrates, and single magistrates.</p> <p>1.4 Strengthen the capacity of police, prosecutors, lay magistrates, and single magistrates in executing their roles related to the protection of women and girls against violence</p> <p>1.5 Explore and implement options for strengthening religious and traditional justice systems on the outer islands.</p> <p>1.6 Create and improve rehabilitation processes for sexual and gender-based violence offenders.</p>
<ul style="list-style-type: none"> <li>➤ <b>Performance Output</b></li> <li>➤ The number of related laws for the protection and safety of women, girls and children against violence reviewed and reformed.</li> <li>➤ The number of family courts established across Kiribati.</li> <li>➤ The number of trainings, workshops and awareness on laws related to the protection of women, girls and children against violence conducted.</li> </ul>	
<b>KSA 2: Strengthen Efforts to Improve SGBV Prevention</b>	
<b>Attitudes and behaviours that perpetuate violence against women and children are eradicated.</b>	<p>2.1 Establish and increase accessible to support prevention coordination mechanisms at WDD to coordinate all prevention programs at the national level.</p> <p>2.2 Increase accessible SGBV prevention public awareness and advocacy.</p> <p>2.3 Faith; Facilitate the safeguarding and safe church programming within Kiribati churches.</p> <p>2.4 : Male advocacy programming/engaging men and boys; Support the advancement of engaging men and all young people and their families, to allow for inclusion of youth with disabilities, who are otherwise excluded from such training due to attitudinal barriers and assumptions about the sexuality of people with disabilities.</p> <p>2.6 Education; Expand healthy relationships, life skills and comprehensive sexuality education programs to support all young people and families, including young people and families with disabilities. All educational activities and materials must be delivered in accessible formats to ensure meaningful participation by all learners.</p> <p>2.7. Sports; Utilise the influence and power of sport to shift attitudes and behaviours to prevent VAWG.</p> <p>2.8 Community-based intimate partner violence prevention; Strengthen peaceful villages programs.</p> <p>2.9 SGBV mainstreaming; Provide support to ministries to mainstream the elimination of gender-based violence against women and girls, including those with disabilities, in their current SOP, guides, MSP, protocols. etc.</p> <p>2.10. Strengthen and support island council strategic plans to enhance peace in their respective islands. (pillar on peace only)</p> <p>2.11 Support perpetrators rehabilitation programs.</p> <p>2.12 Strengthen and support MOE's program to prevent VAQ within schools.</p> <p>2.13 : Strengthen protection, gender and inclusion (PGI) mainstreaming in all programs</p>
<p><b>Performance Output</b></p> <ul style="list-style-type: none"> <li>➤ Coordinate Prevention Net established within Women's Division, MWYSSA including OPDs.</li> <li>➤ Accessible IEC materials for SGBV prevention programs developed.</li> <li>➤ Strengthened partnerships with FBO, OPDs, CSO, and male advocates to undertake awareness and advocacy programs.</li> </ul>	
<b>KSA 3: Improve Gender-Based Violence Data Collection and Management</b>	

<b>3.1 Improve coordination and management of SGBV data collection</b>	<p>3.1.1 Establish an online system database centralised within the MWYSSA related to women and children disaggregated by nature of cases, age, gender, and disability.</p> <p>3.1.2. Provide training on new system and database.</p> <p>3.1.3. Maintain and support networking-based systems.</p> <p>3.1.4. Equip users of system with relevant tools to maintain system and networking.</p> <p>3.1.5 Support key stakeholders including MWYSSA staff to attend in-country and overseas short-term training on data entry and database management</p>
<ul style="list-style-type: none"> <li>➤ <b>Performance Output</b></li> <li>➤ A standardised online database for data collection on sexual and gender-based violence developed and centralised within WDD, MWYSSA.</li> <li>➤ The number of key ESGBV stakeholders trained on the data system and actively using it.</li> <li>➤ The number of users equipped with appropriate tools for collecting and managing GBV data.</li> <li>➤ Dedicated officers appointed within the magistrate and high courts to record SGBV cases and judgements.</li> <li>➤ The number of SGBV cases recorded, tracked, and reported by magistrate and high courts annually.</li> <li>➤ The number of reflection meetings conducted to track progress of data collection.</li> <li>➤ A consolidated report of disaggregated data on SGBV produced and tabled in Parliament annually. The percentage of SGBV data disaggregated by key indicators (age, location, disability status, type of violence, relationship to perpetrator).</li> <li>➤ The number of key stakeholders sharing data through connected systems.</li> </ul>	
<b>KSA 4: INSTITUTIONAL STRENGTHENING AND CAPACITY BUILDING FOR ALL STAKEHOLDERS</b>	
<b>4.1 Strengthen key institutions on preventive and response mechanisms to eliminate SGBV</b>	<p>4.1.1 Capacity building for women's development officers and key relevant partners in SGBV prevention and response.</p> <p>4.1.2 Strengthen partnerships with NGOs, OPDs, FBOs and CSO in the implementation of the National Action Plan of the ESGBV Policy.</p> <p>4.1.3 Institutional Strengthening for key stakeholders ensuring they are equipped with the right tools to undertake responsibilities and roles to eliminate gender-based violence.</p> <p>4.1.4 Convene national and district prevention symposiums to enhance coordination and implementation of all prevention programmes at all levels.</p> <p>4.1.5 Develop national prevention framework to guide and inform all programs implemented by partners.</p> <p>4.1.6 : Hold Prevention Net monthly meetings to coordinate all programs and reporting mechanisms nationally, regionally and internationally.</p>
<b>4.2 Enhance the capacity of ESGBV and gender stakeholders to execute their roles more effectively on prevention and response to gender-based violence</b>	<p>4.2.1 Hold trainings and workshops for all stakeholders on ESGBV and gender-related policies, laws, and conventions, etc.</p> <p>4.2.2: Ensure wider awareness of SGBV study findings and understanding of gender and SGBV data (continue and increase efforts for effective prevention and response in responding to the current study and survey findings and understanding the intersection of SGBV and disability).</p>
<b>4.3 Promote gender equality and enhance protection and safety from the impact of disasters in all situations</b>	<p>4.3.1 Develop programs and tools to empower SGBV survivors before, during and after disasters.</p> <p>4.3.3. Strengthen support to working parents.</p>
<ul style="list-style-type: none"> <li>➤ <b>Performance Output</b></li> <li>➤ Training needs analysis for key stakeholders of SGBV conducted. This analysis will adopt an intersectional SGBV framework to include training on SGBV issues faced by women and girls with disabilities, as well as other marginalised groups such as those experiencing hardship, geographic isolation, or multiple forms of discrimination.</li> <li>➤ Report on the training needs analysis produced.</li> <li>➤ Human resource plan for gender-based violence key stakeholders developed and endorsed.</li> <li>➤ Partnerships with local institutions are strengthened, with customised courses developed to address SGBV.</li> <li>➤ Key stakeholders including CSO, OPDs, FBOs and government ministries participate in in-country, overseas training, regional and international learning exchange schemes.</li> <li>➤ Key stakeholders including CSO, OPDs, FBOs, and government ministries are better equipped with appropriate tools to improve the delivery of legal services, prevention programs and response services.</li> <li>➤ Concept paper developed for a one-stop-shop and endorsed by Cabinet.</li> <li>➤ MOU with key stakeholders to operationalise the one-stop-shop is developed and signed by stakeholders.</li> <li>➤ Nation-wide advocacy campaign on gender, disability and SGBV is conducted with higher level authorities including parliamentarians.</li> <li>➤ Safety and protection policy and plan for SGBV survivors and other vulnerable groups in the community developed to prepare, respond and adapt to the impact of climate change and disasters.</li> </ul>	

## Section 5: Kiribati ESGBV Shared Implementation Plan (Ship) 2023-2027

### KSA 5: Strengthening and Improving SGBV Response and Inclusivity of Women Peace Security and Climate Change Security

<p><b>5.1 Improve and Strengthen access to Quality Support Services</b></p>	<p>5.1.1 Strengthen existing/new frontline service providers through capacity building to improve SGBV responses.</p> <p>5.1.2 Conduct Service Provider Institutional strengthening</p> <p>5.1.3 Improve disaggregated SGBV data collection for frontline service providers (CEDAW 54 recommendations)</p> <p>5.1.5 Strengthen and support National Counselling Framework</p> <p>5.1.6 Strengthen and support service providers in gender-based violence for Emergency/Disasters/Pandemic/Covid-19 outbreaks.</p> <p>5.1.7 Strengthen SGBV partnerships and responses.</p> <p>5.1.8 : Improve awareness and advocacy of SGBV services, including through improved accessibility.</p> <p>5.1.9 : Develop measures to address sexual harassment including through improved accessibility at workplaces and the economic exploitation of girls (Ueen Kiribati)</p>
<p><b>5.2 More countries, regional initiatives, and UN agencies use prevention, preparedness, and recovery policy frameworks, systems, processes, and tools, which are gender-responsive and implemented as a result of local women's and girls' advocacy</b></p>	<p>5.2.1 DRR decision makers and practitioners have increased knowledge of the gender dimensions of risk, including how disasters and climate emergencies increase women's and girls' vulnerability to SGBV, and have access to tools and expertise on gender-responsive DRR, climate and COVID-19 resilience, including on sex age, and disability disaggregated data collection and reporting.</p> <p>5.2.2 Women's organisations have enhanced capacity to advocate, lead and engage in disaster risk reduction and resilience building, including addressing the heightened risks of SGBV in emergency and post-disaster contexts.</p> <p>5.2.3 DRR and gender equality institutions and stakeholders have improved capacity to ensure gender-responsive disaster risk reduction laws, regulations, strategies, policies, plans, programmes and budgets are in place, which include specific provisions for preventing and responding to SGBV in emergencies.</p> <p>5.2.4 DRR and climate resilience practitioners have access to a global community of practice on women's resilience, including strategies for preventing and responding to gender-based violence in disaster and climate emergency contexts, and to strategic networking opportunities to champion women's agency and leadership in DRR.</p> <p>5.2.5 DRR and recovery coordination mechanisms and partnerships are strengthened to integrate the gender and disability dimensions of disasters, including protection from SGBV and ensuring safe access to services for women and girls during and after emergencies.</p>
<p><b>5.3 More women and girls in WRD countries have the voice and agency to withstand multiple hazards, recover from disasters and increase their resilience to current and future risks.</b></p>	<p>1. 5.3.1 Government, local DRR stakeholders, and women's organisations are enabled to develop inclusive and gender-responsive preparedness and early warning systems that ensure women and girls' safety and protection from SGBV during climate emergencies.</p> <p>2. 5.3.2 Women have access to and can shape locally appropriate mechanisms, assets, services, and products that build resilience (e.g. self-help groups, psycho-social services, social protection services, financial products, and safe spaces) and ensure protection from SGBV during and after climate-related disasters.</p> <p>3. 5.3.3 Partnerships established between WRD and new/existing livelihood and resilience programmes, including integration of SGBV prevention and response services, and partnerships brokered between women's organisations/agencies with livelihood and business actors and experts.</p> <p>4. 5.3.4 Women engaged in formal and informal business have increased capacity on climate and disaster resilient businesses and safe economic opportunities that reduce vulnerability to exploitation and SGBV.</p> <p>5. 5.3.5 Targeted and innovative climate and disaster resilient livelihood opportunities are made accessible for women, including survivors of SGBV, in selected communities covered by WRD.</p> <p>5.3.6</p> <p>5.3.7 Women engaged in formal and informal business have increased capacity on climate and disaster resilient businesses.</p> <p>5.3.8 Targeted and innovative climate and disaster resilient livelihood opportunities are made accessible for women in selected communities covered by WRD.</p>

#### Performance output

- GBV service providers participate in GBV national and regional trainings and exchange programs.
- Crisis centres and comfort lounges are accessible and fully capacitated to respond to GBV cases.
- Accessible Safer homes with FBOs on the outer islands are established and a MOU is signed.
- GBV data tools are finalised and rolled out by service providers to provide annual reports.
- SafeNet as a coordinating body is fully functional to support frontline service providers.
- National Counselling framework is rolled out and DV counsellors are trained and able to demonstrate competencies in their work.
- Responses to GBV in emergencies are integrated into GBV response plans.
- Funding is available to support inclusive GBV awareness and advocacy programs.
- Measures to address economic exploitation of girls (Ueen Kiribati) are well developed.
- Women and girls are able to withstand climate change crises and disasters through inclusive awareness, campaigns and capacity building activities on DRR, gender equality and income generating activities that enhanced their resilience in the future.

### Background

The Kiribati ESGBV Shared Implementation Plan (SHIP) is a strategic 5-year planning document designed to operationalise the *National Approach to Eliminating Sexual and Gender-Based Violence in Kiribati – Policy and Strategic Action Plan 2011 –2021 (NAP)*.

During comprehensive consultations held in April 2013, the Government of Kiribati (GoK) and stakeholders identified the need for an overarching implementation plan aligned to the NAP and so began the development of the first SHIP. Stakeholders recognised that a cohesive and well-designed long-term implementation plan would help ensure that governments and donors' efforts to end sexual and gender-based violence were achieved. The first SHIP lifespan was for five years, from 2014 to 2018. After endorsement by cabinet, the plan became a guiding document used by stakeholders, service providers and donor partners on EVAW activities in Kiribati.

Under the first ESGBV SHIP (2014-2018) these development outcomes were envisaged:

- **Outcome 1: Leadership and Coordination.** A national policy framework and coordinating mechanisms should be strengthened to create an integrated approach to the prevention and response to sexual and gender-based violence (SGBV).
- **Outcome 2: Access to Justice.** Victims/survivors of SGBV should have increased access to a quality rights-based justice system in both formal and informal legal systems to increase the safety of victims/survivors and the accountability of perpetrators and justice agencies.
- **Outcome 3: Capacity Building.** GoK and partner agencies responsible for implementing the NAP should have the capacity to do so effectively.
- **Outcome 4: Access to quality support services and advocacy.** Victims/survivors of SGBV should have increased access to quality essential GBV support services that meet the minimum standards as established through the Fiji Women's Crisis Centre (FWCC) Regional Training Program.
- **Outcome 5: Prevention and Advocacy.** A systematic and coordinated approach to the evidence-based primary prevention of SGBV should be undertaken across all relevant sectors.

In 2022, the ESGBV Policy and its 10-year National Action Plan were reviewed. Alongside the review of the ESGBV policy and NAP was the development of a second 5-year Shared Implementation Plan (SHIP). This second SHIP was developed by key stakeholders, ESGBV taskforce members and donor partners. The development process was coordinated under the Ministry of Women, Youth, Sport and Social Affairs.

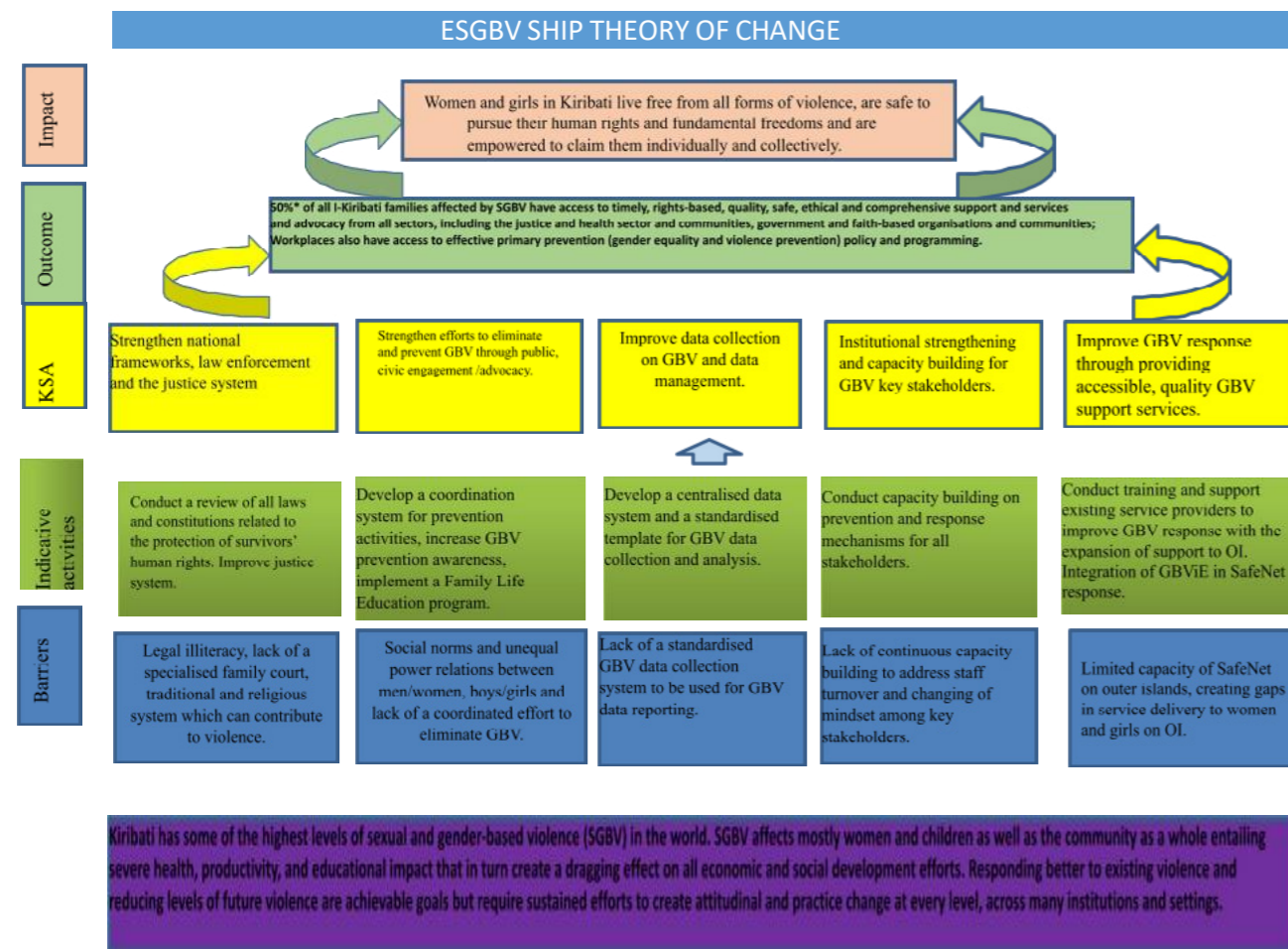
Under the second ESGBV SHIP (2023-2027) the outcomes include:

- **Outcome 1: Strengthen National Frameworks, Law Enforcement, and the Justice system.**
- **Outcome 2: Strengthen efforts to improve SGBV prevention.**
- **Outcome 3: Improve data collection on gender-based violence and data management.**
- **Outcome 4: Improve institutional strengthening and capacity building of SGBV key stakeholders.**
- **Outcome 5: Strengthen and improve SGBV response and be more inclusive of women peace, security and climate change security.**

The current SHIP has five key priorities which reflect the same priorities of the 2014-2018 SHIP. Improvement of data collection for SGBV and data management was identified as a new outcome under the current SHIP. Leadership and Coordination were removed as a priority since the coordination system was well in place. However, more emphasis needed to be aimed at strengthening the coordination system and structure in place. The second ESGBV SHIP covers the 5-year period from 2023 to 2027. The total estimated financial commitment for all activities outlined in the second SHIP is **\$17, 776,147**.

## SHIP Theory of Change model

The SHIP Theory of Change model identifies the expected result of the SHIP to support GoK and the SHIP Theory of Change identifies that Kiribati has an extremely high rate of sexual and gender-based violence which affects mostly women and children, and this had a negative impact not only on individuals but on communities and society. The long-term impact of the SHIP is for women and girls in Kiribati to live free from all forms of violence, to be safe to pursue their human rights and fundamental freedoms and be empowered to claim them both individually and collectively. This will be achieved by addressing key strategic areas which include strengthening of national frameworks and law enforcement, changing social norms, institutional strengthening, and capacity building of frontline service providers



## Annex 1: Abbreviations

AAFR	Alcohol Awareness and Family Recovery
AC	Advisory Council
AMAK	Aia Mwaea Ainen Kiribati
ASWO	Administrative Social Welfare Officer
CEDAW	Convention on the Elimination of all forms of Discrimination against Women
CMM	Case Management Meeting
CRC	Convention on the Rights of a Child
CRPD	Convention on the Rights of Persons with Disabilities
CSO	Civil Society Organisation
DCSU	Domestic Violence Child Abuse Sexual Abuse Unit
DPP	Director of Public Prosecution
DV	Domestic Violence
DVCR	Domestic Violence Counselling Registration
ESGBV	Eliminating Sexual and Gender-Based Violence
FPA	Family Peace Act
GBV	Gender-Based Violence
GBV IE	Gender-Based Violence In Emergencies
GoK	Government of Kiribati
HFC	Healthy Family Clinic
HIU	Health Information Unit
HR	Human Rights
HYC	Humanitarian Youth Club
IEC	Information Education Communication
KFHA	Kiribati Family Health Association
KIT	Kiribati Institute of Technology
KPS	Kiribati Police Services
KRCS	Kiribati Red Cross Society
KSA	Key Strategic Area
KSDIS	Kiribati Social Development Indicator Survey
KWCSC	Kiribati Women and Children Support Cent

MA	Medical Assistant
MHMS	Ministry of Health and Medical Services
MISP	Minimum Initial Service Package
MOE	Ministry of Education
MOU	Memorandum of Understanding
MWYSSA:	Ministry of Women, Youth, Sport and Social Affairs
NGO	Non-Government Organisation
OAG	Office of the Attorney General
OB	Office of Te Beretitenti
OCDs	Officer Commanding Districts
OCS	Officer Commanding Station
OLSH	Our Lady of Sacred Heart
OPDS	Organisations of Persons with Disabilities
OPLS	Office of the Public Legal Service
PCR	Polymerase Chain Reaction
RMNCAH	Reproductive, Maternal, Neo-natal, Child, Adolescent Health
RTP	Regional Training program
SGBV	Sexual and Gender-Based Violence
SOGIESC	Sexual Orientation, Gender Identity and Expression and Sex Characteristics
SOP	Standard Operation Procedures
SP	Strategic Plan
SRHR	Sexual Reproductive Health Right
SSF	Survivor Support Fund
SSO	SafeNet Support Officer
SW	Social Welfare
TA	Technical Adviser
TF	Task Force
TOR	Terms of Reference
TOT	Training of Trainers
TRNTMA	Te Rau N Te Mwenga Act
WDD	Women's Development Division

## Annex 2: List of Consultations

Date	Venue	Purpose	Outcomes
11/4/22	Dreamer Ambo	Workshop Meeting: Participants & Key Sectors Attending: 12 participants – MWYSSA – Secretary SAS, OICWDD, (SSO), (OICSW),(Coordinator DCSO), (HROMOJ),(KMBC rep), (OLSH), (OICYD), (UNW): Introducing the Review & Presentation of the 2011-2021 Policy Key Strategy Areas Sharing of Key NAP and SHIP activities under sectors on which progress will be provided. Establishment of sub-Working Committee against 5 key Strategy Areas to work on the review for the Policy. Review and endorsement of draft TOR for proposed Sub-Working groups	Stakeholders' agreement to activities. -TOR of Sub Working Committee approved Date of inputs agreed. Participants are allocated into their working Committee are tasked for each working Committee are allocated to work on progress activities. Date of inputs or updated progress against each activity of NAP and SHIP are agreed
23/6/22	Koakoa's Corner, Antebuka	Workshop Meeting: #participants&sectors attending: (SASMWYSSA),(WDDMWYSSA),(KMBC),(Youth MWYSSA), (HROMOJ), (AAFR),(OAG), - Checking on updates by Stakeholders -Introducing proposed ESGBV coordination structure for increased gender mainstreaming and coordination	Few updates shared. Agreement by stakeholders on proposed ESGBV structure with memberships
14-17 /7/22	Tarabuka, Buariki	Offsite Retreat: # participants & sectors attending: MWYSSA – Admin, WDD, - Introducing and agreeing on key ESGBV policy priorities - Development of key policy documents by key policy sectors from Justice & Police, Prevention, Response, Data, Capacity Building & Institutional Strengthening (...outputs, outcomes, activities, indicators & targets, implementation plan with budget)	- Prioritization of sector agreed by all - Agreed outputs, outcomes, activities, indicators & targets - Agreed to let sectors work to complete inputs for key policy docs - MWYSSA will do follow up with sectors for completed inputs and to compile all and share back to members
21/10/23	Boardroom, MWYSSA	# participants & sectors attending: - Confirming the revised TOR of ESGBV taskforce and subcommittees TORs - presentation the consolidated Workplan and implementation plan to key stakeholders to ensure that their inputs are well reflected	- Recommended that Toamatoa, OHSB, Teitoiningaina and OPLS The Revised TOR for ESGBV Taskforce confirmed. - Action and implementation plan's KSAs, Outcomes and activities confirmed with recommendation of hosting another offsite for members input to complete the budget components and final inputs to key policy document

	<b>Tabontekeke, Abatao</b>	Offsite Retreat # participants & sectors attending: - Progressing sectors final inputs to key policy documents including outputs, outcomes, activities, indicators & targets, implementation plan with proposed budget, M&E and Commitments	Offsite Retreat # participants & sectors attending: - Progressing sectors final inputs to key policy documents including outputs, outcomes, activities, indicators & targets, implementation plan with proposed budget, M&E and Commitments
	<b>Tabontekeke, Abatao</b>	Offsite Retreat # participants & sectors attending: MWYSSA – SAS, OIC WDD, GBV Prevention Officer, UNWomen representative- - Progressing Drafting of the ESGBV Policy 2022 – 2027 based on information gathered from previous meetings and offsite retreat Drafting of Cabinet paper	First draft of ESHBV Policy Produced Cabinet paper for endorsement of ESGBV policy 202-2027 produced

### GENDER STEERING COMMITTEE

#### Terms of Reference

##### Background

The Steering Committee is an overarching body that has been established to administer, oversee, and monitor the implementation of gender related legislations particularly Te Rau N Te Mwenga Act 2014 and policies such as Gender Equality and Women Empowerment (GEWD) Policy and Eliminating of Sexual and Gender Based Violence (ESGBV) and other new gender related policies.

The establishment of this committee stems from past experiences as evident by the lack of progress report produce annually on the implementation of both GEWD and ESGBV policy due to the absence of mechanism tools put in place for monitoring purposes.

The aim for establishment of the committee is to coordinate, administer, monitor and evaluate collaboration efforts made by key stakeholders in the implementation of legislation and policies related to gender as well as endorsing any proposals from the gender taskforces/committees for the smooth and effective implementation of the NAPs and implementation plans.

The Committee plays a major role in reviewing and endorsing progress on the implementation of the GEWD and ESGBV policy's Action and implementation plan proposed through the established taskforces and committee and to make recommendations on a way forward for ESGBV programs to the Advisory Committee and Gender Equality and Women Empowerment program and other gender related program to the Honourable Minister for MWYSSA.

##### Structure and Membership

The Steering Committee consists of the Chairperson – Secretary for MWYSSA, Secretariat – Women Division Officer and Secretary for MHMS, MOE, OB, MELAD, MIA, MFED, MISE, MFMRD, MTCIC, MICTD, MHER, MFED, Attorney General for OAG, Chief Registrar for Judiciary, Director for Office of the People's Lawyers Services and Commissioner of the Kiribati Police Services.

##### Chairperson

The Chair for the Steering Committee will be the Secretary for MWYSSA.

They will be responsible for

- Oversee the conduct of the committee meeting.
- The Chair, on the advice of the committee, may invite other institutions to join the meeting when required.
- determine the time of the meeting.
- Call a special meeting when needed.

##### Secretariat

The Representative from the Women Division within the Ministry of Women, Youth and Sport will act as the Secretariat.

##### The Secretariat will:

- Provide support for the recording of minutes of the meeting sessions and to circulate the first draft of the meeting minutes for members within 5 days after the meeting commenced.
- Circulate the final draft of the last meeting minutes together with the next meeting documents to committee members.
- Arrange the meeting venue for committee meetings and ensure that meeting venues are booked in a timely manner.
- Provide administrative support for the committee (correspondence, meeting arrangements. etc.);
- Coordinate the preparation of required documentation for scheduled meetings.
- Liaises with the chairperson regarding the meeting's agenda and provides assistance to the chairperson from time to time as required.

##### Functions of the Coordination Committee

The Main Functions of the Committee are to:

- Administer and oversee the implementation of ESGBV policy
- Consider and endorse recommendations made by the taskforce.

Make further recommendations based on Taskforce's recommendation and strategic advice to the Advisory Council including the need for strengthening the implementation of NAP and SHIP, resource required, data collection and coordination in relation to the policy and legislation, strategic partnership to be pursued and monitoring and evaluation system.

In discharging its function, the committee will be guided by direction of policy as well as the Minister responsible.

##### Method of Work and Roles

- a. The Committee will meet two times a year at a location agreed to by the committee members.
- b. Special meetings will be convened if urgent issues arise and require a committee decision to address the issue; c. Communication via other modes (email, zoom) can take place in between the regular annual meeting as required;
- d. The secretariat is responsible for ensuring that the agenda of the meeting is made available to the members within a reasonable time before the meetings.
- e. Recommendations shall be decided by agreement where possible.
- f. A quorum will be constituted by the attendance of no less than 70% of members of the committee.
- g. Report bi-annually to the Advisory Council on progress made.
- h. Report annually to the Advisory Council on final report GBV statistics.

##### Amendments

This TOR is a working document and may be amended to reflect the current circumstances considering new developments and updates when needed.

##### Budget

The budget will be planned and sought through the normal channels, through the Ministry of Women, Youth, Sport, and Social Affairs following Government's existing system and the donor partner's requirements.

The allowance payment and other logistics payments to support the committee will undergo similar standard procedures.

## THE JUSTICE COMMITTEE

### Terms of Reference

#### Background Information:

The Justice Committee has been established to oversee the implementation of ESGBV Policy Key Strategic Area 1: “Strengthen Legal Frameworks, Law Enforcement and the Justice System,” to ensure that survivors rights are protected through national laws and policies and to ensure that the justice system is safe and upholds the confidentiality of information for survivors through the implementation of the referral pathway for GBV cases.

The ESGBV Policy recognises that legislation, national and legal frameworks, law enforcement and the justice system play critical roles in eliminating violence against women in which Key Strategic Area 1 will ensure that the implementation thereof is effective and efficient.

#### Objectives of the Justice Committee

Access to justice for women who have experienced gender-based violence by:

1. Protecting women by improving laws and policies and raising awareness of women’s rights.
2. Providing redress by strengthening institutional responses to gender-based violence.
3. Raising the cost to men for engaging in gender-based violence by establishing or increasing criminal sanctions and mandating participation in treatment programs.

#### Functions of the Committee

- i. All activities under ESGBV Policy KSA 1 are addressed and implemented in a timely manner.
- ii. Ensure that the traditional justice systems may be strengthened to ensure there is improved justice for women and children subjected to violence.
- iii. Ensure legislation on violence against women must protect and respond to women and children who are subjected to violence.
- iv. Ensure that legal systems are closely examined to improve and strengthen justice for survivors whether in formal, religious or customary laws.

#### Administration

##### 1. Membership

- Ministry of Justice
- Attorney General Office
- Judiciary
- Office of the People’s Lawyer
- Kiribati Police Service
- Ministry of Women, Youth, Sport and Social Affairs

#### Members’ key roles and qualities:

##### Essential

- Understanding the dynamics, types, prevalence, causes and impacts of domestic violence.
- Knowledge of the fundamentals of a survivor-centered approach.;
- Knowledge of the risk and safety issues associated with domestic violence for clients and service providers;
- Knowledge of basic counselling.

##### Other potential qualities:

- Exercise discretion and maintain confidentiality
- Commitment to gender equality and women’s rights

##### 2. Meeting Procedures

- a. A meeting of the committee is to be presided over by:
  - i. the chairperson; or
  - ii. in the absence of the Chairperson, the deputy chairperson subject to the chairperson’s approval.
- b. The quorum for a meeting of the Committee is met when the chairperson or deputy chairperson and 2 other members are present.
- c. The committee will meet quarterly, i.e. any Thursday in a quarterly period.
- d. The secretariat must keep a record of the council meetings.
- e. Urgent meetings may be called by the chairperson, upon the request of the ESGBV Taskforce when necessary.
- f. Draft agendas will be disseminated to Committee members at least three days prior to the meeting date for any suggestions to be added to the final agenda.
- g. Draft minutes will be disseminated within three working days after the meeting for justice committee members’ comments and opinions. The final minutes will be disseminated at least three days prior to the meeting date.

##### 3. Chairperson

The chairperson’s role is to confirm and approve the meeting times and agendas for every meeting. The chairperson ensures that meetings progress as expected and that all justice committee members contribute in the meeting outcomes.

The chairperson, in discussion with the Secretariat, will ensure and confirm that meeting outcomes are well reflected in the minutes recorded.

##### 4. Secretariat

The Women Division staff within the Ministry of Women, Youth Sport and Social Affairs will provide secretariat services to the committee, including but not limited to:

- a. Provide administrative and logistic support.
- b. Assist the justice committee’s chairperson to record meeting minutes.
- c. Report and provide updates on committee meetings.
- d. Assist the justice committee in implementing actions agreed to during the meetings.

#### Reporting:

- The chairperson must as soon as practicable at end of every quarter prepare and furnish to the ESGBV Taskforce a report of their committee's progress on the key strategic focus area and provide a copy of the report to the Secretary, MWYSSA.

#### Amendments

This TOR is a working document and may be amended to reflect any current circumstances considering new developments and updates when needed.

#### Budget:

The budget will be planned and sought through the normal channels, including through the Ministry of Women, Youth, Sport and Social Affairs following Government's existing system.

The allowance payment and other logistical payments to support the Justice Committee will undergo similar standard procedures.

#### THE PREVENTION NET COMMITTEE.

##### Terms of Reference

##### Purpose

This committee is to develop and implement a comprehensive and multi-faceted approach to prevent gender-based violence (GBV) in all forms.

##### 1. Interpretation

The UN Declaration on the Elimination of Violence Against Women defines gender-based violence (GBV) as, "Any act... that results in, or is likely to result in, physical, sexual, or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private life."

Te Rau N Te Mwenga,(2014) definitions of all types of violence as

**Physical abuse:** "means any act or conduct which is of such a nature as to cause bodily pain harm or danger to life and impair the health or development of the complainant and includes assault, criminal intimidation, and criminal force; Examples include slapping, punching, kicking, etc".

**Psychological abuse:** "a pattern of degrading and humiliating conduct towards the complainant, including name-calling, manipulating, repeated insults, etc."

**Sexual abuse:** "any conduct of a sexual nature that abuses, humiliates, degrades, or otherwise violates the dignity of a person."

**Economic abuse:** "withhold access to all or any economic or financial resources"

##### 2. Objectives

- To coordinate ESGBV programmes within the Prevention Sector
- To ensure and mainstream a uniform understanding of GBV among the members of the Prevention committee.
- To ensure the smooth and effective implementation of Prevention activities through stakeholders' collaboration in addressing issues that will hinder the progress of prevention committee work in a timely manner.
- Identify root causes of GBV and advocate gender equality to ensure a safe and inclusive environment.  
Raise awareness of GBV and its impact on individuals, communities, and societies

##### 3. Functions

- ii. Developing Prevention SOP/framework and ensuring the effective implementation of prevention programmes and support initiatives that contribute to the prevention of GBV.
- iii. Providing education and training on GBV, gender equality and related topics to Government Ministries, NGOs, FBOs, OPDs, Communities and individuals.
- iv. Collaborating with relevant organizations and institutions to address the root cause of GBV and to promote gender equality.
- v. Ensuring that all activities and programmes are informed by data, and evidence base and are gender responsive.
- vi. Monitoring and evaluating the implementation of Prevention programmes to ensure its effectiveness in preventing GBV.
- vii. Supporting and coordinating the implementation of the National Approach to Eliminating Sexual and Gender Based Violence in Kiribati: Key Strategic Area 2 on Prevention
- viii. To provide support on any prevention programme at the national level.

#### 4. Composition

The Committee consists of:

##### Core Members

ix. **Key line Ministries such as**

1. MWYSSA through (Youth, Sport, NGO, SWD, DID, WDD Divisions)
  2. Ministry of Justice- Human Right
  3. Ministry of Health and Medical Services (Health Promotion)
  4. Kiribati Police (Community Policing)
  5. Ministry of Education (SIU-IE)
  6. Ministry of Internal Affairs-(island councils)
  7. Ministry of Employment and Human Resource (MEHR)
  8. Office of Attorney- General
    - *NGOs, OPDs, FBOs and CSOs*
  9. Kiribati Alcoholic Awareness and Family Recovery (AAFR)
    10. Te Toa Matoa (TTM)
    11. Kiribati Red Cross Society (KRCS)
    12. Kiribati Family Health Association (KFHA)
    13. Gender Equality in Theology (GET)
    14. Kiribati Men Behavioral Change (KMBC-WDD)
  - *Support members*
  15. Support members include advocacy club, Women's group, and Church group who affiliated to Prevention umbrella bodies.
    - *Ad hoc Members*
  16. The Chair, on the advice of the Prevention Committee, may invite other institutions for their participation when required.
5. **Administration/Meeting Procedures**
- i. The Meeting will be convened 4 times per year (quarterly basis) by the Chairperson in consultation with the Secretariat.
  - ii. A special meeting can be convened if deemed necessary.
  - iii. The meetings will be held at a place determined by the Chairperson.
  - iv. Meeting documents will be circulated to all members at least 3 calendar days before the meeting.
  - v. A quorum consists of the Chairperson (or Acting Chairperson) and 8 other Members.

#### 6. Chairperson

- i. The MWYSSA Administration Officer/Senior Officer from Women Development Division is the chairperson who will determine the time of the meetings/special meetings of the committee.
- ii. Oversee the conduct of the committee meeting.
- iii. The Chair, on the advice of the committee, may invite other institutions to attend the meeting when required.
- iv. Determine the time of the meeting.
- v. Call a special meeting when needed.
- vi. In absence of the Chair, then the Vice Chair will be selected among the representatives of the committee.
- vii. Present a biannual update on the prevention programmes to the ESGBV taskforce meeting.

#### 7. Secretariat

The secretariat shall be WDD prevention officer.

- i. Secretariat shall take minutes during the meeting and circulate the draft minutes to members 3 days after the meeting.
- ii. Secretariat is responsible for circulating the meeting notice and the final draft minutes of the previous meetings 3 days before the next meeting.

#### 8. Allowances

- i. Members of the committee are entitled to receive a working fee for each meeting that is held outside of the Government's working hours.

#### 9. Amendment

- i. The TOR will be amended if any changes or any new programmes related to the prevention arise or need to be reflected.
- ii. Any amendment shall be directed to the chair in writing and to be considered and endorse by 75% of the committee.

## Annex 4: National Workplan with Budget 2023 - 2032

Activities	Target	Timeframe	Budget	Responsible Agencies
<b>KSA 1: Strengthen and Support Legal Frameworks to Eliminate Sexual and Gender-Based Violence</b>				
<b>Outcome 1: A justice system that works toward the elimination of sexual and gender-based violence.</b>				
NAP Activity 1.1: Strengthen legal frameworks and systems that protect and promote survivors' human rights	1 law revision committee established; TOR developed and endorsed; at least two related laws for protection of women and girls against violence reviewed and passed and endorsed in parliament; ESGBV post established within OAG, judiciary	2023-2032	\$915,636.00	MWYSSA, OAG, Judiciary, MOJ, KPS, KWCS, MEHR, OPLS, AG, TA, responsible ministry for amendment bills, responsible ministry for legislation, House of Parliament, OB, ministries and justice committee
NAP Activity 1.2: Establish an accessible specialised and separate family court	At least 4 separate family courts constructed each year; pathway system for mediation for custody and maintenance developed; capacity building training conducted on mediation for ASWO and counsellor; establishment of the data officer within judiciary at Magistrate's Court and High Court.	2023-2032	\$711,200	Judiciary, MISE, MWYSSA, MIA, OPLS, KWCS, Service Providers
NAP Activity 1.3: Provide accessible training, workshops and public awareness on current laws, policies and practices related to SGBV, maintenance and custody	Training on current laws, policies, and practices; benchbook and process on maintenance and custody of children; FPA protection order conducted on 2 islands per year; 2 refresher training courses on the prosecution of cases conducted each year; 2 training/refresher training courses for members of Advisory Committee conducted per year; 4 workshops for communities on SGBV conducted per year; 4 - 5 radio programs conducted per year.	2023-2032	\$625,000	Justice Committee, MEHR, OAG, Judiciary, MOJ, MWYSSA, KPS
NAP Activity 1.4 Provide accessible training and education for police, prosecutors, lay magistrates and single magistrates about current laws, policies, and practices (e.g. training for frontline officers on ESGBV and any related DV policy)	4 PCR machines purchased; 5 kits needed for machine operation; 2 laptops and 2 printers (one for OAG and one for Health) procured; 1 health officer and 1 police officer per year attend the training on the use of PCR machine; training for local leaders and church leaders on the justice system conducted on 2 islands per year and referral pathway and SOP for community developed	2023-2032	\$416,000	Health Staff, OAG, KPS

NAP Activity 1.5: Explore and implement options for strengthening religious and traditional justice systems on outer islands	2 islands consulted on identifying gaps in existing justice system per year; gaps on the existing system identified by local and church leaders; recommendations from consultation on existing justice system and local church system are incorporated/integrated; training on existing/integrated system conducted on 2 islands per year; 3 pilot islands selected and a consultation/training conducted on the development of community referral pathway and SOP; 3 training courses conducted on new community referral pathway and SOP	2023-2032	\$550,000.00	Judiciary, KPS, MWYSSA, OPLS, OAG, MEHR
NAP Activity 1.7: Create and improve rehabilitation processes for sexual and gender-based violence offenders	Rehabilitation manual for SGBV offenders developed; rehabilitation centre for young offenders established	2023-2032	\$835,200.00	MWYSSA, prevention and service providers, program development (NGOs, AAFR, etc.)
<b>KSA 2: Strengthen efforts to eliminate and prevent GBV through public, civil engagement and advocacy</b>				
<b>Outcome 1: Attitudes and behaviours that perpetuate violence against women and children are eradicated</b>				
NAP Activity 2.1 Establish and support prevention coordination mechanisms at WDD to coordinate all prevention programs at the national level		2023-2032	\$666,250.00	MWYSSA, MOE, KPA, AAFR, KFHA, KRCS, AMAK, youth expanded networks, MEHR
NAP Activity 2.2: Increase GBV prevention public awareness and advocacy		2023-2032	\$147,500.00	MWYSSA, MOE, KPS, AAFR, KFHA, KRCS, AMAK
NAP Activity 2.3 Faith: Facilitate safeguarding and safe church programming within Kiribati churches		2023-2032	\$52,000	MWYSSA, MOE, KPS, AAFR, KFHA, KRCS, AMAK, KWCS, KNCC, MIA
NAP Activity 2.4: Male Advocacy Programming/Engaging Men and Boys: support the advancement of engaging men and boys programming in Kiribati		2023-2032	\$1,002,920.00	MWYSSA, KMBC, UNWOMEN, DFAT
NAP Activity 2.5. Establish new and strengthen existing male advocacy networks across Kiribati		2023-2032	502,500	MWYSSA, MOE, KPS, AAFR, KFHA, KRCS, AMAK

NAP Activity 2.6 Education: Expand healthy relationship, life skills and comprehensive sexuality education programs to support young people and families		2023-2032	\$1,170,000	MWYSSA, MOE, KPS, AAFR, KFHA, KRCS, AMAK, KIT,
NAP Activity: 2.7. Sports: Utilise the influence and power of sport to shift attitudes and behaviours to prevent VAWG (UNW)		2023-2032	\$450,000	MWYSSA, MOE, KPS, AAFR, KFHA, KRCS, AMAK
NAP Activity 2.8 Community-based intimate partner violence prevention: strengthening peaceful villages program		2023-2032	\$475,000	MWYSSA, MOE, KPS, AAFR, KFHA, KRCS, AMAK
NAP Activity 2.9 GBV mainstreaming: Provide support to ministries to mainstream gender-based violence against women and children in their current SOP, guides, MSP, protocols, etc.		2023-2032	\$240,000	MWYSSA, MOE, KPS, AAFR, KFHA, KRCS, AMAK
NAP Activity 2.10. Strengthen and support island councils' strategic plans to enhance peace in their respective islands (pillar on peace only)		2023-2032	\$412,500	MWYSSA, MOE, KPS, AAFR, KFHA, KRCS, AMAK
NAP Activity 2.11 Support perpetrators rehabilitation programme		2023-2032	\$235,000	MWYSSA, MOE, KPS, AAFR, KFHA, KRCS, AMAK, WDD (KMBC), Social Welfare
Activity 2.12 Strengthen and support MOE's program to prevent VAQ within the school level		2023-2032	\$500,000	MWYSSA, MOE, KPS, AAFR, KFHA, KRCS, AMAK
Activity 2.14: Strengthen protection, gender and inclusion (PGI) mainstreaming in all programs		2023-2032	\$245,000	MOE, MWYSSA, KPS, KRCS, AAFR, KFHA, AMAK

<b>KSA 3: Gender-based violence data management</b>				
<b>Outcome: Improve the coordination and management of GBV data collection</b>				
NAP ACTIVITY 3.1 Establish a system in the MWYSSA that centralises data related to women and children disaggregated by nature of cases, age, gender and disability	By the end of 2023 the standardised database established and used by GBV key stakeholders; by 2023, data will be centralised at MWYSSA and MWYSSA will be able to compile, analyse and produce sexual and gender-based violence reports annually; by early 2024, a report of sexual and gender-based violence disaggregated data by nature of case, age, gender and abilities tabled in parliament	2023-2032	\$60,000	Justice, MWYSSA, TA, data Management Committee, all stakeholders
NAP Activity 3.2 Provide training on new system and database	By mid 2023, training on new system and database carried out	2023-2032	\$112,616	MYWSSA, MHMS, MOE, OAG, judiciary, OPLS
NAP Activity 3.3 Maintain and support networking-based systems	By end of 2024 networking - based system on data management maintained and improved; reflection meeting on track to improve the system	2023-2032	\$10,000	MYWSSA, MHMS, MOE, OAG, judiciary, OPLS
NAP Activity 3.4 Equip users of system with relevant tools to maintain system and networking	By early 2024, users of system are well equipped with relevant tools and well-trained on the use of the system	2023-2032	\$276,000	MYWSSA, MHMS, MOE, OAG, judiciary, OPLS
NAP Activity 3.5 Support key stakeholders including MWYSSA staff to attend in-country and overseas short-term training on data entry and database management		2023-2032	\$480,000	MYWSSA, MHMS, MOE, OAG, judiciary, OPLS, all stakeholders
<b>KSA 4: Institutional strengthening and capacity building for all stakeholders</b>				
<b>Outcome 1: Strengthen key institutions on preventive and response mechanisms to eliminate GBV</b>				
NAP Activity 4.1 Capacity building for women development officers and key relevant partners in GBV prevention and response		2023-2032	\$440,000	
NAP Activity 4.2 Strengthen partnerships with NGOs, OPDs, FBOs and CSO in the implementation of the National Action Plan of the ESGBV		2023-2032	\$5,000	

NAP Activity 4.3 Institutional strengthening for key stakeholders by equipping them with the right tools to undertake responsibilities and roles to eliminate gender-based violence		2023-2032	\$256,825	MWYSSA, OAG, OPL, police, MOE, MHMS, KWCS, Red Cross, MISE, MELAD, KHFA, KHC
Outcome 2: Enhance the capacity of ESGBV and gender stakeholders to execute their roles on preventive and response to gender-based violence		2023-2032		
NAP Activity 4. 2.1: training for all stakeholders on ESGBV and gender-related policies, laws, and conventions		2023-2032	\$100,000	MWYSSA, KPS, MHMS, OPL, AGS, MOE, KWCS
NAP Activity 4.2.2: Wide awareness of GBV study findings and understanding of gender and GBV data (continue and increase efforts for effective prevention and response as a result of the current study and survey findings)		2023-2032	\$450,000	MWYSSA, Ags, OPL, MOE, MHMS, KWCS, MERH, KHFA, Red Cross, Air Kiribati
Outcome3: Promote gender equality, and enhance protection and safety from the impact of disasters in all situations		2023-2032		
NAP Activity: 4.3.1 Develop program and tools to empower GBV survivors before, during and after disasters		2023-2032	\$151,000	OB,MWYSSA, ECD, MFMRD, MET, BPA
NAP Activity: 4.3.2 Eliminate GBV and gender stereotypes at all levels of the society		2023-2032	\$70,000	PSO, PSC, MERH, OPL,Ags, MWYSSA, police, 1 from each ministry, SOEs, government companies
NAP Activity: 4.3.3. Strengthen support for working parents		2023-2032	\$30,000	Police, MOE, MWYSSA,Key stakeholders, MISE, institutions, MEHR

KSA 5: Strengthening and improving GBV response				
Outcome 1: Improve and strengthen access to quality and inclusive support services				
NAP Activity: 5.1 Strengthen existing/new frontline service providers through capacity building to improve GBV response		2023-2032	\$1,629,000	MWYSSA, SafeNet members, OLSH, KWCS/FBOs, KPS, MHMS, KFHA, frontline agencies, Health, AAFR
NAP Activity 5.2 Service provider institutional strengthening		2023-2032	\$1,770,000	MWYSSA, KWCS, OLHS, KPS, HEALTH, FBOs, MHMS, SafeNet, KMBC
NAP Activity 5.3 Improve GBV data collection for frontline service providers (CEDAW 54 recommendations)		2023-2032	\$244,000	KWCS, SafeNet
NAP Activity 5.4: Strengthen the roles and functions of SafeNet		2023-2032	\$780,000	SafeNet, MHMS, Health, KPS, OLSH
NAP Activity 5.5 Strengthen and support the national counselling framework		2023-2032	\$130,000	MWYSSA (SafeNet)
NAP Activity 5.6 Gender-based violence in emergencies/disasters/pandemic/Covid-19 outbreak		2023-2032	\$110,000	SafeNet, OB
NAP Activity 5.7 Strengthen GBV partnerships and responses		2023-2032	\$90,000	MWYSSA (SafeNet)
NAP Activity 5.8: Awareness and advocacy of GBV services		2023-2032	\$180,000	MWYSSA (SafeNet), KWCS
NAP Activity 5.9: Develop measures to address economic exploitation of girls (Ueen Kiribati)		2023-2032	\$70,000	MWYSSA, MHER, KWCS

**OUTCOME 2: More countries, regional initiatives and UN agencies use prevention, preparedness and recovery policy frameworks, systems, processes, and tools, which are gender-responsive and implemented as a result of local women’s and girls’ advocacy**

NWP Activity 1.1.1: Provide capacity-building, awareness and campaign support on gender dimensions of disaster risk and resilience to government and traditional decision makers and leaders (at national, island and community levels), DRR practitioners, NGO, OPDs and FBOs, women’s organisations, youth and LGBTQ groups		2023-2025		MWYSSA is the leading agency
NWP Activity 1.1.3: Build an efficient and inclusive effective communication and advocacy tool for improving accessibility and strong/active participation of local women’s groups in WRD portals for learning exchanges and capacity building opportunities		2023-2025		
NWP Activity 1.3.1.1 Improve gender-responsive DRR and resilience in national laws, policies, NWP strategies, plans, budgets, processes, projects, and programs at the national and sub-national levels		2023-2025		
			\$819,455.00 (USD)	

**Outcome 3: More women and girls in WRD countries have voice and agency to withstand multiple hazards, recover from disasters, and increase their resilience to current and future risks.**

NWP Activity 2.2.1 Improve the accessibility to and reliability of social protection and psycho-social services for women and other vulnerable groups during disasters		2023-2025		
NWP Activity 2.2.3: Provide capacity building opportunities on resilient and innovative IGA (income generating activities) for single mothers to enhance their resilience		2023-202		
			\$433,154.00 (USD)	

## Annex 5: Implementation Plan with Budget 2023 - 2032

Activities	Sub-Activities	Performance Indicator	Baseline	Targets	Leading/ Responsible Institution	Tentative Cost Total Cost
<b>KSA 1: Strengthen and Support Legal Frameworks to Eliminate Sexual and Gender-Based Violence</b>						
<b>Outcome 1: A justice system that works toward the elimination of sexual and gender-based violence.</b>						
<b>NAP Activity 1.1: Strengthen legal frameworks and systems that protect and promote survivors' human rights</b>						
1.1.1 Review all laws related to the Family Peace Act or laws that relate to the protection of survivors' human rights	1.1.1.1 Set up the review committee law revision and development of TOR	Law revision committee established	0	1 review committee established, 1 TOR Developed	MWYSSA, OAG, Judiciary, MOJ, KPS, KWCS, MEHR	\$150,000.00
	1.1.1.2 Conduct Meeting for law revision Committee to endorse the TOR, agree on the process and procedure for the law revision including the actual implementation plan for the review and the list of laws to be reviewed in the order of priority; monitoring the progress of the law revision	A. Number of meetings convened per year. B. the number of recommended laws to be reviewed produced in the order of Priorities C; the number of process and procedure produced	0	2 meetings convened per year; 1 list of laws to be reviewed produced in the order of priorities; 1 process and procedure for undertaking the review developed and endorsed,	MWYSSA, OAG, Judiciary, MOJ, KPS, KWCS, MEHR	\$12,500.00
	1.1.1.3; Engage a TA to work with law revision committee on the review of the 5 top priority laws as identified	Number of TAs engaged and participating in the review of laws; the number of related law reviewed	0	1 Advertisement to invite potential TA for facilitation of the review each year; 1 TOR for TA developed each year; 1 TA engaged to facilitate the review of the 1 selected priority laws/legislation per year; 1 related law/legislation reviewed each year	MWYSSA and members of the Law Revision Committee, MEHR	\$250,000.00
	1.1.1.4 Prep meeting of the review committee; meet to identify related clauses for each selected law/legislation to be reviewed	Number of meetings conducted, and the number of recommended clauses to be reviewed	0	2 meetings conducted per year; clauses for the selected law/legislation for revision are identified	AG, TA, MWYSSA, members of the Law Revision Committee, MEHR	\$50,000.00

	1.1.1.5 Offsite event for the actual review of the concerned law with key stakeholders	Number of Laws reviewed/ the number of amendment bill produced, the number of recommended clauses to be reviewed	0	2 related Act to GBV amended and appropriated in Parliament [per year	OAG, TA, MWYSSA and members of Review Committee, MEHR	\$100,000.00
	1.1.1.6 Seek Cabinet endorsement for undertaking the review for each law - through development and submission of Cabinet paper	the number of paper developed and endorsed per year, the number of Legislation endorsed by Cabinet to be reviewed each year	0	At least 1 Cabinet paper develop for the selected Legislation and submitted to Cabinet, at least 1 Legislation endorsed by Cabinet to be reviewed each year	OAG, MWYSSA, Judiciary, MOJ, KPS, MEHR	\$-
	1.1.1.7 Consultation meeting with key stakeholders or parties related to the Act on the recommended Amendment - at the ministry, community, selected outer islands from the 4 island groups	the number of consultation conducted, the number of island visited for consultation, the number outcome document for the consultation produced	0	1 consultation workshop on South Tarawa, 2 consultations workshop on the Outer island conducted per year,	OAG, MWYSSA, Judiciary, MOJ, KPS, MEHR	\$250,000.00
	1.1.1.8 Drafting of the amendment bill for each law	the number of amendment bill produced per year	0	at least 2 amendment bill produced per year-Family Peace Act, Magistrate Court Ordinance, Evidence Act, Criminal Procedures Code, Police power and Duties Act, Children and Young Peoples Act Welfare Act, Penal Code, Juvenil Justice	AG, TA,, responsible Ministry of amendment bill	\$-

	1.1.1.9 Workshop bill with parliamentarians on each law bill	the number of workshop bill with Parliament members conducted per year	0	At least 2 amendment bill. Family Peace Act, Magistrate Court Ordinance, Evidence Act, Criminal Procedures Code, Police power and Duties Act, Children and Young Peoples Act Welfare Act, Penal Code, Juvenil Justice	AG, MWYSSA TA	\$20,000.00
	1.1.1.10 Amendment bill related to the protection of women, girls and children against violence tabled in Parliament	Number of amendment bill tabled in the Parliament session	0	At least 1 amendment bill tabled and passed the first reading each year	AG, Responsible Ministry of Legislation, House of Parliament	\$-
1.1.2. Review Constitution to eliminate all discriminatory clauses, languages and to provide equal protection to women.	1.1.2.1 Identify clauses to be reviewed and undertaking the review to the selected clauses 1.1.2.1 Consultation on the review	Number of human rights issues in the Constitution addressed and resolved, number of clauses related to the protection and right of women, girl and children reviewed,	0	All sections of the Constitution reviewed	AG, OB, MWYSSA TA, KWCS	\$125,000.00
1.1.3 Streamline the front counter services and systems (processes and procedures) to prioritise SGBV case recording for OAG; maintenance and custody cases for OPLS; create a focal point for ESGBV.	1.1.3.1 Established a post within OAG, OPLS specifically for ESGBV	Number of accessible front counter services and systems changed to facilitate with priority: SGBV, Maintenance and Custody cases focal point for SGBV	0	One Focal Officer from OAG(1), OPLS(1), and Judiciary	Ministries and Justice Committee	\$93,000.00
<b>NAP 1.2; Establish a accessible and specialised and separate Family Court</b>						

	1.1.1.9 Workshop bill with parliamentarians on each law bill	the number of workshop bill with Parliament members conducted per year	0	At least 2 amendment bill. Family Peace Act, Magistrate Court Ordinance, Evidence Act, Criminal	AG, MWYSSA TA	\$20,000.00
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Establish and support family courts and mediation	Planning, negotiation and design of the Family Court	the number of island selected to established a family court, the number of island visited for negotiation, the number of Island Councils approved the construction of the family court on the island, the number of MOU signed by Island Councils, the standard designed of Family Court produced, the number of standard MOU produced	0	at least 2 Outer Island trips for negotiation conducted per year, 1 standard designed of the Family Court Produced, at least 2 Island Councils approved the establishment of the Family Court on the island per year, and at least 2 MOU signed by the Island Council	Judiciary, MISE, MWYSSA, MIA	\$60,200.00
	Selection of contractors for the construction of Family Court	the number of meeting held for tender opening, the number of selected construction contractors, the number of Family Court established	0	At least 2 tender opening meeting conducted each year for the establishment of Family Court, at least 2 outer islands approve establishment of a Family Court, At least 3 Advertisement for tender opening, at least 3 tender opening meeting conducted per year, at least 3 selected contractors per and at least 3 Family Court	Judiciary, MISE, MWYSSA, MIA	\$50,000.00
	Construction of Family Court on South Tarawa and Outer Islands	The number of Island established Family Court, the number of Family court established per island	0	3 Family Court established on South Tarawa and 7 Family Court established on the Outer Islands	Judiciary, MISE, MWYSSA, MIA	\$390,000.00
	Establish pathway system for Mediation for custody and maintenance	Increase in utilization of mediation services for SGBV	0	MOU signed between Responsible Institution	OPLS, MWYSSA, KWCS, Judiciary	\$125,000.00

	Conduct training and capacity building on Mediation	Number of trainings per year, ASWO and Counsellor Advocate undertake training	0	2 training conducted per year. 1 training and 1 refresher training	OPLS, MWYSSA, KWCS	\$50,000.00
1.2.2. Improve the recording of the hearing cases, use of family court/ access to justice by victims of SGBV, maintenance and custody, family court and juvenile/ youth court	Established a SGBV database officer to record SGBV cases hearing with Judiciary(High Court and Magistrate Court) with the Judiciary	Number of cases (SGBV, Maintenance and Custody) hearing at the Family Court		database on SGBV, Maintenance and Custody cases established at magistrate Court and High Court, 2 officer engaged to maintain and update the database	Services Providers, Justice Committee	\$36,000.00
<b>NAP Activity 1.3: Provide training, workshops and public awareness on current laws, policies, and practices related to SGBV, Maintenance and Custody</b>						
1.3.1 Roles of magistrates in SGBV cases; roll-out & training on benchbook, and the process on maintenance and custody of children (cases should go through mediation then to Social Welfare before going to court)	Conduct training to all Lay magistrates and Single Magistrates about current laws, policies, and practices, benchbook and process on maintenance and custody of children and FPA protection order	Number of training, per year, the number of lay and single magistrate undertake training, the % decrease in the number of complaint reported from the Public	0	2 islands per year commencing with (1) Betio, S-Tarawa/North Tarawa, (2) Makin/Arorae, (3) Butaritari/Tamana, (3) Abaiang/ Nikunau, (4) Marakei/Beru (5) Maiana/Onotoa, (6) Aranuka/ TabSouth, (7) Kuria/TabNorth, (8) Abemama/ Nonouti, (9) Banaba/Kiritimati, (10) Tabuaeran/ Teraina	Justice Committee, MEHR	\$150,000.00
1.3.2 SGBV to police, prosecutors and investigators, OAG (DPP) training.	Conduction training/refresher training to current/new Police, prosecutors and investigator, OAG (DPP) on the process of case prosecution.	the number of training conducted per year, the number of police, investigators, OAG undertake training, the record % increase in the number of SGBV cases hearing	0	2 training/ refresher training conducted annually	OAG, Judiciary, MOJ, MWYSSA, KPS, MEHR	\$100,000.00
Training and refresher training to members of Advisory Council	Conduct training/refresher training to new/older members of the Advisory Council annually	the number of training conducted, the number of members of Advisory council undertake training	0	2 training/fresher training conducted annually	OAG, Judiciary, MOJ, MWYSSA, KPS, MEHR	\$100,000.00

1.3.4 Public awareness to communities on SGBV and related laws, policies and practices	Conduct workshop to Communities on SGBV and related laws, policies and practice	the number of workshop conducted, the number of communities reach out for awareness	0	4 workshop conducted with communities annually	OAG, Judiciary, MOJ, MWYSSA, KPS, MEHR	\$250,000.00
	Radio Awareness through 5-0 program	the number of 5-0 program on air	0	45-program on air per year	OAG, Judiciary, MOJ, MWYSSA, KPS, MEHR	\$25,000.00
<b>1.4 Provide training and education for police, prosecutors, lay magistrates and single magistrates about current laws, policies, and practices (e.g. training for front line officers on ESGBV and any related DV Policy)</b>						
1.4.2 Create separate rooms for survivors and perpetrators		see Activity 1.2.	0			
1.4.3 Equip services with proper and latest working tools (prosecutors and investigators, health)	Purchase of PCR machines and laptops, a printer	Percentage increase in quality and timely services	0	Year 1-2: 4 PCR machine. Year 3-5 purchase of necessary kits needed for machine operation.	Health, KPS	\$260,000.00
	Purchase of laptops and printer		0	2 laptops and 2 printers one for OAG and one for Health	OAG and Health	\$6,000.00
	Training for use of PCR machines in New Zealand	Number of officers trained per year	0	1 health Officer and 1 Police Officer per year.	KPS, Health Staff	\$150,000.00
<b>NAP Activity 1.5: Explore and Implement options for strengthening religious and traditional justice systems on outer islands</b>						

1.5.1 Explore gaps in existing religious and traditional justice systems on outer islands.	Conduct consultation with local heads at the mwaneaba or local community and church leaders to identify gaps or integrate traditional justice systems into the government system	the number head of villages, church attend the consultation, the number of recommendations adopted during the consultation, the number of outcome document produced per year, the number of gaps of the existing justice system identify by local leaders and church leader, the number of integrated system adopted	0	2 islands consulted per year commencing with (1) Betio, S-Tarawa/North Tarawa, (2) Makin/Arorae, (3) Butaritari/Tamana, (3) Abaiang/ Nikunau, (4) Marakei/Beru (5) Maiana/Onotoa, (6) Aranuka/ TabSouth, (7) Kuria/TabNorth, (8) Abemama/ Nonouti, (9) Banaba/Kiritimati, (10) Tabuaeran/ Teraina; gaps on the existing system identified by local, and church leaders, recommendation from consultation on existing justice system and local and church system are incorporated/ integrated	Justice Committee	\$150,000.00
1.5.2 Provide capacity building to church leaders and unimwane to enhance the existing justice systems	Provide training to church leaders and unimwane to enhance the existing justice systems	the number of training on existing justice system conducted, the number of local and church leaders attending the training and the number of outcome/training report produced	0	training conducted on 2 islands per year commencing with (1) Betio, S-Tarawa/North Tarawa, (2) Makin/Arorae, (3) Butaritari/Tamana, (3) Abaiang/ Nikunau, (4) Marakei/Beru (5) Maiana/Onotoa, (6) Aranuka/ TabSouth, (7) Kuria/TabNorth, (8) Abemama/ Nonouti, (9) Banaba/Kiritimati, (10) Tabuaeran/ Teraina	Justice Committee	\$150,000.00

1.5.3. Establish more effective and efficient system utilising current traditional and religious systems	Develop referral pathways, SOP for the local community	the number of SGBV cases addressed and resolved by traditional and religious systems, consultation on the development of referral pathway and SOP for community conducted at 3 selected piloted islands	0	3 islands for all existing local community and church groups	Justice Committee	\$250,000.00
<b>NAP Activity 1.6: Create and Improve Rehabilitation Processes for Sexual and Gender Based Violence Offenders</b>						
1.7.1 Explore and develop rehabilitation program	1.7.1.1 Study tour or undertake learning exchange on rehabilitation program with regional organisation	regional rehabilitation program are contextualise into Kiribati and rehabilitation program manual developed	0	knowledge and experience learnt through learning exchange program are contextualised into Kiribati context and adapted, Current rehabilitation program with rehabilitation Centre are improved, and manual developed.	MWYSSA, Prevention and Service Providers, Program Development (NGOs: AAFR, etc.)	\$100,000.00
	1.7.1.2.3 Develop rehabilitation program manual	Number of manuals produced	0	Bi-annual meeting by Responsible Institutions for finalizing manual MWYSSA, Prevention and Service Providers, Program Development (NGOs and OPDs: AAFR, etc.) Manual to be produced by end of year two	MWYSSA, Prevention and Service Providers, Program Development (NGOs and OPDs: AAFR, etc.)	\$60,000.00
	1.7.1.3 Conduct training on rehabilitation manuals	see Activity 1.3.	0	2 training per year, one training and one refresher training	MWYSSA, Prevention and Service Providers, Program Development (NGO and OPDs: AAFR, etc.)	\$100,000.00
	1.7.1.4 Support and empower the rehabilitation service providers to diversify its services	Improve rehabilitation services	0	Rehabilitation services. Bi-annual reflective meeting conducted by responsible institution	MWYSSA, Prevention and Service Providers, Program Development (NGOs and OPDs: AAFR, etc.)	\$75,000.00

	1.7.1.5 Visit the rehabilitation services	Number of visits	0	MWYSSA, MOJ, Prevention and Service Providers, Program Development	MWYSSA, Prevention and Service Providers, NGOs: AAFR, etc.	\$100,000.00
	1.7.1.6 Establish and support the rehabilitation system in relation to behavioural changing of perpetrators	Number of rehabilitation institutions targeting behaviour of perpetrators	0	Perpetrators	MWYSSA, Prevention and Service Providers, Program Development (NGOs and OPDs: AAFR, etc.)	\$100,000.00
	1.7.1.7 Establish a system (by court order) of referral to rehabilitation services	Number of referrals to Rehabilitation Services	0	Perpetrators release from cell, condition of the bail is to attend rehabilitation and survivors for recovery. Bi-annual meeting for system developments.	Judiciary, OAG, OPLS, MWYSSA	\$50,000.00
1.7.2 Create additional rehabilitation centres to address all issues regarding SGBV including young offenders	Plan, negotiate and design the rehabilitation centre	Standard designed of Rehabilitation Centre produced	0	Negotiation conducted, A standard designed of the Rehabilitation Centre produced	MWYSSA, MISE, MELAD	\$60,200.00
	Select contractors for the construction of rehabilitation centre	the number of meeting held for tender opening, the number of selected construction contractors, established	0	At least 1 tender opening meeting conducted each year for the establishment of Rehabilitation Centre, At least 2 Advertisement for tender opening, at least 1 tender opening meeting conducted per year, at least 1 selected contractors per year	MWYSSA, MISE	\$50,000.00
	Construction of rehabilitation centre on South Tarawa	The number of established Rehabilitation Centre, number of varieties of Rehab Centre	0	1 Rehabilitation Centre established on South Tarawa	MWYSSA, MISE	\$140,000.00

<b>KSA 2: Strengthen efforts to eliminate and prevent GBV through public, civil engagement and advocacy.</b>						
<b>Outcome 1: Attitudes and behaviours that perpetuate violence against women and children are eradicated.</b>						
<b>NAP Activity 2.1 Establish and support prevention coordination mechanism at WDD to coordinate all prevention programs at the national level.</b>						
Establishment of prevention coordination mechanism/ strengthening GBV prevention	2.1.1 Endorse a GBV PreventionNet terms of reference with roles, responsibilities, decision-making, priorities and membership	ToR endorsed	0	establishment of GBV prevention net endorsed	MWYSSA/MOE/KPS/AAFR/KFHA/KRCS/AMAK/MEHR	\$3,000.00
	2.1.2 Convene quarterly national GBV PreventionNet meetings including 2 joint meetings per year with SafeNet to ensure linkage to services	Number of meetings conducted	0	four meeting conducted for prevention net, and 2 joint meeting conducted each year	MWYSSA/MOE/KPS/AAFR/KFHA/KRCS/AMAK/MEHR	\$12,500.00
	2.1.3 Establish outer island GBV PreventionNet mechanisms starting in year 3 in close coordination with the outer island extension of SafeNet	Number of prevention coordination mechanisms established	0	3 island per year established a prevention Net	MWYSSA/MOE/KPS/AAFR/KFHA/KRCS/AMAK	\$150,000.00
	2.1.4 Utilise existing resources (such as the Warwick Principles), promising practice, evidence and knowledge on prevention in the Pacific to develop evidence-based GBV primary prevention guidelines and standards; standards of procedures with an evidence base of key messages and approaches, information on key principles, accountabilities and standardised approaches on how to deliver primary prevention programming in Kiribati. Accompany the guidelines and standards with a training and capacity-building package.	A training package and standards guideline/manual on mentoring developed	0	1 guideline/manual developed	MWYSSA/MOE/KPS/AAFR/KFHA/KRCS/AMAK	\$125,000.00
	2.1.5 Train, capacitate and create a cadre of prevention experts in Kiribati with the roll out of the aforementioned GBV primary prevention guidelines and standards with a training package to key stakeholders in primary prevention and how to link to available services through SafeNet. Include mentoring and accompaniment services to support prevention experts.	Number of people trained (disaggregated by agency, sex, age etc.); Number of trainings conducted		1 Training pool of trainers on GBV Primary Prevention established, 3, training on GBV prevention guideline and standard procedures conducted each year	MWYSSA/MOE/KPS/AAFR/KFHA/KRCS/AMAK	\$52,000.00

2.1.6 Facilitate a national prevention forum every 2 years to discuss and convene about prevention approaches.	number of forum conducted	0	1 national prevention forum conducted every 2 years	MWYSSA/MOE/KPS/AAFR/KFHA/KRCS/AMAK	\$90,000.00
2.1.7 Design an outcomes-based monitoring and evaluation framework for PreventionNet to facilitate planning, reporting and monitoring of prevention progress	number of planning, reporting and M&E	0	1 Monitoring and evaluation framework for prevention Net developed	MWYSSA/MOE/KPS/AAFR/KFHA/KRCS/AMAK	\$40,000.00
2.1.8 Resource and allocate dedicated staff within WDD to convene GBV prevention awareness and advocacy	number of prevention data manage	0	Established a communication officer within MWYSSA undertake awareness program on GBV prevention	MWYSSA/MOE/KPS/AAFR/KFHA/KRCS/AMAK	\$-
2.1.9 In partnership with SafeNet, develop a contingency plan for emergencies, such as COVID-19, to ensure continuity of prevention messaging in times of crisis	number of contingency plans developed	0	1	MWYSSA/MOE/KPS/AAFR/KFHA/KRCS/AMAK	\$37,500.00
2.1.10 Explore specific aspects of prevention of technology-informed/cyber/online gender-based violence with key messages and approaches				MWYSSA/MOE/KPS/AAFR/KFHA/KRCS/AMAK	\$10,000.00
2.1.11. Training and capacity building to PreventionNet stakeholders				MWYSSA/MOE/KPS/AAFR/KFHA/KRCS/AMAK	\$25,000.00
2.1.12. Develop and implement community policing/new crime prevention approaches to prevent violence against women and children			4	MWYSSA/MOE/KPS/AAFR/KFHA/KRCS/AMAK	\$129,750.00
2.2.13. Provide ESGBV campaigns/advocacy support to youth expanded network	No. of ESGBV campaigns promoted by the young people through video clips, etc..	2 video clips produced,	5 video clips completed	MWYSSA, Youth Expanded networks	\$50,000.00
2.2.14. Conduct orientation training with PreventionNet stakeholders and youth volunteers on ESGBV policy				MWYSSA/MOE/KPS/AAFR/KFHA/KRCS/AMAK/MEHR	\$42,500.00

NAP Activity 2.2: Increase GBV Prevention Public Awareness and Advocacy						
Population-level awareness raising: scale-up population-wide public awareness campaigns on gender equality, inclusion (disabilities, SOGIESC), SRHR and human rights during key national days (e.g. International Women's Day, 16 Days of Activism, National Youth and Children's Day, World Population Day, international days for girls, Independence Day, etc.)	2.2.1 Develop a suite of standardised IEC materials and key messages through PreventionNet based on evidence, survivor-centered principles and human rights with responsibilities (including content below)				MWYSSA/MOE/KPS/AAFR/KFHA/KRCS/AMAK	\$50,000.00
	2.2.3 Develop and roll out a radio program with short stories representing diverse communities in Kiribati and prevention of VAWG	Number of people reached, the number of islands	0	3000%	MWYSSA/MOE/KPS/AAFR/KFHA/KRCS/AMAK	\$17,500.00
	2.2.4. Develop social media content adapted for diverse population groups (e.g. video clips with key messages on the prevention of GBV, adapted/tailed to young girls and boys, children, young adults, women, men, etc with and without disabilities.)	Number of video clip develop	3	10	MWYSSA/MOE/KPS/AAFR/KFHA/KRCS/AMAK	\$30,000.00
	2.2.5 Develop a program for competitions and age-appropriate games to host and engage communities during national events in partnership with SafeNet (bingo, singing, children's games)	Percentage of population	50%	30%	MWYSSA/MOE/KPS/AAFR/KFHA/KRCS/AMAK	\$50,000.00
	<b>NAP Activity 2.3 Faith: Facilitate safeguarding and safe church programming within Kiribati churches</b>					
Strengthen partnerships with FBOs in GBV prevention	2.3.1. Continue engagement with faith leaders (currently a part of SPV) and women's fellowships/faith leaders to identify strategies on how to engage and utilise the influence and respect for the church in Kiribati as a platform for attitude and behavioural change	number of consultation conducted	0	8	MWYSSA/MOE/KPS/AAFR/KFHA/KRCS/AMAK	\$12,000.00
	2.3.2. In partnership with the Pacific Conference of Churches, facilitate a review of Church mechanisms using the recently launched gender status card ( <a href="https://www.pacificconferenceofchurches.org/pacific-gender-status-card-safe-just-pacific-communities-for-women-and-men/">https://www.pacificconferenceofchurches.org/pacific-gender-status-card-safe-just-pacific-communities-for-women-and-men/</a> )	number of participants			MWYSSA/MOE/KPS/AAFR/KFHA/KRCS/AMAK	\$80,000.00

	2.3.3. Explore current practice on gender equality theology and the ability to roll out the approach in churches				MWYSSA/MOE/KPS/AAFR/KFHA/KRCS/AMAK	\$25,000.00
	2.3.4 Expand the regional "Break the Silence" church service campaign in Kiribati with videos, key messages and conversations undertaken within faith settings nationally				MWYSSA/MOE/KPS/AAFR/KFHA/KRCS/AMAK	\$25,000.00
SASA Faith	Explore SASA Faith through exchange program				MWYSSA/KNCC	\$400,000.00
	Contextualisation of SASA Faith program, piloting SASA Faith on 3 islands				MWYSSA/KNCC/MIA	\$-
<b>NAP Activity 2.4: Male Advocacy Programming/Engaging Men and Boys: support the advancement of engaging men and boys programming in Kiribati</b>						
Support and Establish Men Behavioural Change programme	2.4.1. Facilitate a comprehensive stock taking and review of the KMBC programme to identify lessons learned, what is working, areas of strengthening and areas of alignment to regional best practices on engaging men and boys with the production of an outcome document with key recommendations	number of stock taking and review conducted	0	5	MWYSSA	\$18,000.00
	2.4.2. Linked to 2.4.1. provide a comprehensive training to MWYSSA staff and KMBC networks including personnel in South Tarawa, Betio and the outer islands	Number of trainings conducted	0	5	MWYSSA	\$101,920.00
	2.4.3 Revise the KMBC program/methodology based on recommendations in 2.4.1.1 with a focus on rolling out the training in South Tarawa		0		MWYSSA	\$125,000.00
	2.4.4 Support the roll out of the KMBC programme and outer island activities	Number of men undergone the training	0	20	MWYSSA, KMBC	\$80,000.00
		Number activities conducted	10	30		\$-
		Number of percentage of funds	20%	50%		\$-

	2.4.5 coordinate and support KMBC quarterly meetings both on South Tarawa and outer islands	Number of meetings conducted on South Tarawa	10	25	MWYSSA	\$25,000.00
		Number of meetings conducted in the outer islands	10	15		\$30,000.00
	2.4.6 Site visit, trainings and attachment to regional male programs.	Number of men undergone exchange program	0	15	MWYSSA, UNWOMEN, DFAT	\$100,000.00
	2.4.7. Conduct monitoring and evaluation to the program	Number of M&E conducted.	0	20		\$28,000.00
	2.4.8 Provide capacity trainings to KMBC members in the outer islands.	Number of men undergone capacity building training.	0	23	MWYSSA	\$50,000.00
		Number of Islands conducted capacity building training on.	0	23		\$-
	2.4.9. Establish and roll out the KMBC program to outer islands including the Line and Phoenix Islands	Number of KMBC body established	5	10	MWYSSA	\$120,000.00
		increased number of men attended KMBC training.	100	100		\$-
	2.4.10. TOT to KMBC advocate on perpetrator counseling	number of male advocate who have undergone counseling training.	0	50	MWYSSA	\$125,000.00
	2.4.11. Training of men on South Tarawa, Betio including decision makers such as Members of the Parliament	Number of men undergone KMBC trainings	100	100	MWYSSA	\$150,000.00
		Number of decision makers undergone KMBC training.	0	50	MWYSSA.	\$50,000.00
<b>NAP Activity 2.5. Establish new and strengthen existing male advocacy networks across Kiribati</b>						
Strengthening Male Advocacy Network	2.5.1. Provide cross-country learning within the Pacific to participate in learning exchanges with other countries engaging in male advocacy programming (e.g. Fiji and Tonga through the Pacific Women's Network to End Violence Against Women) - inclusive of KMBC networks	Number of members who have undergone the program	0	15	MWYSSA/MOE/KPS/AAFR/KFHA/KRC/AMAK	\$100,000.00

	2.5.2 Develop a Male Advocacy Program Approach with a code of ethics and a training/capacity-building plan for male advocates	number of code of ethic	0	1	MWYSSA/MOE/KPS/AAFR/KFHA/KRC/AMAK	\$85,000.00
	2.5.3. Facilitate dedicated training and capacity building for male advocacy programmes	number of trainings conducted	0	5	MWYSSA/MOE/KPS/AAFR/KFHA/KRC/AMAK	\$41,500.00
	2.5.4. Establish new networks of male advocates in 2 geographic regions	number of new male advocacy/programs established	0	2	MWYSSA/MOE/KPS/AAFR/KFHA/KRC/AMAK	\$36,000.00
	2.5.5 Facilitate a community of practice / space for support with male advocates' quarterly community meetings (KMBC, DADAP, School Boys-JSS, etc.)	number of meetings	0	20	MWYSSA/MOE/KPS/AAFR/KFHA/KRC/AMAK	\$40,000.00
	Establishment of male advocacy centre		0	Established male advocacy office.	MWYSSA	\$200,000.00
<b>NAP Activity 2.6 Education: Expand healthy relationship, life skills and comprehensive sexuality education programmes to support young people and families</b>						
Support and Promote lifeskills programmes	2.6.2. Resource and support existing programs in and out of school such as the social citizenship education program and Family Life Education programs (SPC and UNFPA)	number of youths trained	2%	10%	MWYSSA/MOE/KPS/AAFR/KFHA/KRC/AMAK	\$200,000.00
		number of disengaged youth conducted	0%	5%	MWYSSA,MOE,Red Cross,KFHA,KIT	\$50,000.00
	2.6.3. Provide support for AAFR program (financial & TA)	number of support programs provided	0	35	MWYSSA/MOE/KPS/AAFR/KFHA/KRC/AMAK	\$100,000.00
	2.6.4. Conduct TOT family & youth lifeskills trainings	number of TOT trainings conducted	5	10	MWYSSA/MOE/KPS/AAFR/KFHA/KRC/AMAK	\$80,000.00
		number of participants trained	500	1000		\$-
	2.6.5. Roll out of family lifeskills program to outer islands	number of trainings conducted at the outer Islands	5	10	MWYSSA/MOE/KPS/AAFR/KFHA/KRC/AMAK	\$175,000.00
	2.6.6. South AAFR programs to strengthen current program	number of trainings	0	30	MWYSSA/MOE/KPS/AAFR/KFHA/KRC/AMAK	\$100,000.00
	2.6.8. Monitoring and evaluation on trained youth	number of M&E conducted	0	5	MWYSSA/MOE/KPS/AAFR/KFHA/KRC/AMAK	\$40,000.00
	2.6.9. Conduct ambush operation to proactively prevent illegal exploitation of girls in sexual and economic operations (e.g. Ueen Kiribati and Uee in Kava Bars)	number of operation conducted	0	3	MWYSSA/MOE/KPS/AAFR/KFHA/KRC/AMAK	\$200,000.00

	2.6.10. Conduct training on MISP with IDC and HVC to all outer islands.	number of youth trained	0	75	MWYSSA/MOE/KPS/AAFR/KFHA/KRC/AMAK	\$225,000.00
<b>NAP Activity: 2.7. Sports: Utilise the influence and power of sport to shift attitudes and behaviours to prevent VAWG (UNW)</b>						
Increase sport participation and engaging sport to build good relationships, gender equality and support prevention of VAWG	2.7.1 Provide cross-country learning within the Pacific to participate in learning exchanges with other countries engaging in sport and GE/prevention of VAWG programming	number of learning exchange participation shared	0	4	MWYSSA/MOE/KPS/AAFR/KFHA/KRC/AMAK	\$100,000.00
	2.7.2 In partnership with national sporting organisations such as rugby, support the establishment and roll out of evidence-based, tailored VAWG prevention and gender equality sports programming with young people	number of Roll out activity	0	8	MWYSSA/MOE/KPS/AAFR/KFHA/KRC/AMAK	\$75,000.00
	2.7.3 Facilitate a national dialogue on safeguarding and safe sport with the sport sector (e.g. KNOC, Kiribati National Paralympic Committee, Kiribati Athletics Association, national sporting organisations, etc.) to advance the conversation on safeguarding and safe sport with an outcomes document on recommendations and way forward such as putting it into their policy	n/umber of national dialogue made to Sport organizations	2	8	MWYSSA/MOE/KPS/AAFR/KFHA/KRC/AMAK	\$75,000.00
	2.7.4 Financial support to sport programs/tournaments which lead to good relationships, gender equality and support prevention of EVAWG	number of Sport programs and national tournament	3	10		\$200,000.00
<b>NAP Activity 2.8 Community-based intimate partner violence prevention: strengthening peaceful villages program</b>						
Community mobilisation in changing social norms	2.8.1 Undertake a dialogue in South Tarawa with the findings of the impact evaluation to assess where to put efforts in the next iteration of SPV, including modality, approach, geographic scope and impact	Number of dialogues undertaken with findings from impact evaluation			MWYSSA/MOE/KPS/AAFR/KFHA/KRC/AMAK	\$200,000.00

	2.8.2 Catalyse on the lessons learned and best practices of the current iteration of SPV, alongside findings from the impact evaluation, to deepen and focus efforts on intensive attitude and behaviour change in specific geographic areas in order to shift the incidence/prevalence of intimate partner violence				MWYSSA/MOE/ KPS/AAFR/KFHA/ KRC/AMAK	\$100,000.00
	2.8.3 Implement the next iteration of SPV based on the aforementioned activities, which will include a readjustment of methodology and approach				MWYSSA/MOE/ KPS/AAFR/KFHA/ KRC/AMAK	\$175,000.00

**NAP Activity 2.9 GBV mainstreaming: Provide support to ministries to mainstream gender-based violence against women and children in their current SOP, guides, MSP, protocols, etc.**

Promoting gender mainstreaming	2.9.1 Utilise and support line Ministries across whole of government to integrate gender mainstreaming approaches using SASA! Together's institutional strengthening strategy. Establish and support ministries to implement institutional strengthening strategy	number of ministries engaged in institutional strengthening strategies	0	2	MWYSSA/MOE/ KPS/AAFR/KFHA/ KRC/AMAK	\$115,000.00
	2.9.2 Support the integration of SGBV mainstreaming efforts in key line ministry policies and documents	Number of policies and documents that integrate GBV			MWYSSA/MOE/ KPS/AAFR/KFHA/ KRC/AMAK	\$125,000.00

**NAP Activity 2.10. Strengthen and support island councils' strategic plans to enhance peace in their respective islands (pillar on peace only)**

Support island council peace plans	2.10.1 Provide financial support for island councils to implement peace pillar	number			MWYSSA/MOE/ KPS/AAFR/KFHA/ KRC/AMAK	\$165,000.00
	2.10.2 Island councils to support prevention coordination programme at island level	number of island councils support coordination			MWYSSA/MOE/ KPS/AAFR/KFHA/ KRC/AMAK	\$165,000.00
	2.10.3 Liaison with MIA to lobby island councils to integrate prevention components in their strategic plan/bylaws	number of island councils	0	3	MWYSSA/MOE/ KPS/AAFR/KFHA/ KRC/AMAK	\$82,500.00

**NAP Activity 2.11 Support perpetrators rehabilitation programme**

Strengthen partnerships for perpetrator programmes	2.11.1 Joint support for the implementation of court orders for perpetrators with SafeNet and PreventionNet	number of court orders implemented	0	15	MWYSSA/MOE/ KPS/AAFR/KFHA/ KRC/AMAK	\$140,000.00
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	2.11.2 Facilitate a dialogue to review perpetrator program approaches and integrate key interventions to support attitude and behaviour change for non-violent relationships and reduction in the likelihood of future perpetration				MWYSSA/MOE/ KPS/AAFR/KFHA/ KRC/AMAK	\$50,000.00	
	2.11.3. Development of rehabilitation modules for prisoners/perpetrators from different rehabilitation programs such as AAFR, KMBC & social affairs	Module guide developed	0		Produce the final module	AAFR, WDD (KMBC), Social Welfare.	\$20,000.00
	2.11.4. In partnership with frontline service programs support and implement programs for unreported perpetrators (withdrawn cases)	number of unreported perpetrators supported	0	10		MWYSSA/MOE/ KPS/AAFR/KFHA/ KRC/AMAK	\$25,000.00

**Activity 2.12 Strengthen and support MOE's program to prevent VAQ within school levels**

Mainstream gender within the area of teaching and learning, students' wellbeing, school environment and MoE as a whole.	2.12.1 MoE ESGBV coordination quarterly meetings	number of quarterly meetings	23	15		MOE	\$12,500.00
	2.12.2 Support school GBV perpetrator programs		0	5		MOE	\$25,000.00
	2.12.3 Capacity building for school gender equality advocates	number of capacity building conducted	3	10		MOE	\$75,000.00
	2.12.4 Financial support to school JSS gender equality advocacy activities	Percentage of funds utilised	29%	70%		MOE	\$25,000.00
	2.12.5 M&E for school gender equality advocacy activities	Number of M&E conducted	0	30%		MOE	\$20,000.00
	2.12.6. Conduct refresher training on basic counselling to all teachers at school levels	Number of trained teachers who have undergone counselling	0			MOE	\$32,500.00
		Number of refresher training for counselling	0	3			\$120,000.00
	2.12.6. Provide and facilitate ongoing technical support of mainstreaming gender to all pre-service and in-service teachers	number of islands visited and number of teachers who have undergone training.	7	10		MOE	\$120,000.00
	2.12.7. Gender awareness for MoE staff	number of awareness	2	5		MOE/MWYSSA	\$70,000.00

Activity 2.13: Strengthen protection, gender and inclusion (PGI) mainstreaming in all programs						
Development of KRCS PSEA policy and system	Training on PGI at all levels (volunteers, staff, branches, communities) for South Tarawa and outer islands	#trainings conducted, # people trained	0	750 trained people, 10 trainings conducted	KRCS/MWYSSA	\$100,000.00
	Strengthen PSEA system at all sectors/levels (organisational policy, organisational management, human resource systems, mandatory training, reporting, assistance and referral, investigations)	Policy, # training, system established	0	PSEA system developed	KRCS/MWYSSA	\$50,000.00
	Review of existing GBV policy, integration into human resources policy	number of trainings	1	2	MOE, MWYSSA, KPS.	\$-
	PSEA system developed	system developed	0	1		\$5,000.00
	Workshop	PSEA policy	0	1		\$10,000.00
Support community activities on ESGBV for branches	Meeting with targeted communities, planning/ monitoring	# of meetings	0	20	MWYSSA/MOE/ KPS/AAFR/KFHA/ KRC/AMAK	\$5,000.00
	Implementation of planned community activities	# of activities	0	5	MWYSSA/MOE/ KPS/AAFR/KFHA/ KRC/AMAK	\$20,000.00
	Evaluation survey	# of monitoring survey.	0	1	MWYSSA/MOE/ KPS/AAFR/KFHA/ KRC/AMAK	\$10,000.00
Expanding KMBC networking to KRCS volunteers	Committee meetings	committee established	0	4	MWYSSA/KRCS	\$5,000.00
	Training to this group and activities to enable behavioural change	# of trainings	0	2	MWYSSA/KRCS	\$10,000.00
	Community outreach activities	# of people reached with the services	0	50	MWYSSA/KRCS	\$20,000.00
Volunteers conducting promotion activities	Community promotion, road shows, messaging, radio program	# promotion activities	0	20	MWYSSA/KRCS	\$10,000.00
<b>KSA 3: Gender-Based Violence Data Management</b>						
<b>Outcome: Improve coordination and management of GBV data collection</b>						
<b>NAP Activity 3.1: Strengthening and improving database system and networking on gender-based violence</b>						

3.1.1 Establish a system in the MWYSSA that centralises data related to violence against women, girls and children disaggregated by nature of cases, age, gender, and disability	3.1.1 Strengthen the data coordination mechanism within the MWYSSA	Data management committee established and TOR endorsed; the number of meetings held; the number of minutes and progress reports produced; data management system within MWYSSA improved	1	1 committee, 1 TOR produced, 4 meetings held annually, 1 data administration report produced and tabled in Parliament annually,	Justice Committee, MYWSSA	\$10,000.00
	3.2 Design, develop and adapt the standard online database for GBV data to be accessible to stakeholders for data inputs with the assistance of a TA	the number of online databases developed; the number of stakeholders increased to adapt/ use/access the database; the number of databases installed at the relevant stakeholder office	0	1 TA engaged to develop an online database, 1 standard online database developed, access a database all stakeholders both on South Tarawa and Outer islands access and used the database	MWYSSA, TA, Data Management Committee, all stakeholders	\$50,000.00
3.1.2. Provide training on new system and database	Install the database and conduct 10 days training on processes and procedures to use and access the database for all stakeholders on South Tarawa and outer islands	Number of people trained		all key focal point or stakeholders for data collection and users of database	MYWSSA, MHMS, MOE, OAG, JUDICIARY, OPLS	\$112,616.00
3.1.3. Maintain and support networking-based systems	Conduct mid-review reflection workshop for all data management with all focal points across stakeholders	Number of reflection outcome documents produced; the number of challenges and success stories shared by members	0	2 review reflection meeting conducted per year	MYWSSA, MHMS, MOE, OAG, judiciary, OPLS	\$10,000.00
3.1.4. Equip users of system with relevant tools to maintain system and networking	Purchase computer, printer, router and other tools for all data management stakeholders	Number of tools purchased	0	Purchase 99 desktop computers, printer, ups, for all data management focal points both on South Tarawa and outer islands - 10 sets of equipment to be purchased per year	MYWSSA, MHMS, MOE, OAG, judiciary, OPLS	\$276,000.00
3.1.5 Support key stakeholders including MWYSSA staff to attend in-country and overseas short-term training on data entry and database management	3.1.5.1 Participation of key stakeholders and MWYSSA staff in learning exchange	Number of staff work attached	0	At least 2 staff to attend the learning exchange program each year on database management	MYWSSA, MHMS, MOE, OAG, judiciary, OPLS	\$80,000.00

	3.1.5.2. Attend the Regional Training (RTP) Program with Fiji Women's Crisis Centre	Number of staff attending RTP training	1	At least 2 staff to attend the learning exchange program each year	MWYSSA, all stakeholders	\$80,000.00
	3.1.5.3. In country training on ToT on gender, multi-sectoral procedures, referral pathway, human rights, etc.	Number of staff participating in the gender training	1	15	MWYSSA, all stakeholders	\$120,000.00
	3.1.5.4. South-South training with SafeNet Solomon Islands	Number of staff participating in the training	0	At least 2 staff to attend the learning exchange program each year		\$80,000.00
	3.1.5.5 In-country GBV prevention and response training	Number of staff participating in the training	0	15		\$120,000.00
<b>NAP Activity 1.6: Strengthening and Improving Database system and networking on Sexual and Gender Based Violence</b>						
1.6.1. Establish a system in the MWYSSA that centralises data related to women and children disaggregated by age, disability, and nature of cases	Design and create online database for SGBV cases.	Number of systems centralised in the MWYSSA	0	A centralised online database for SGBV at MWYSSA established	Users of new system and database	\$100,000.00
	Established a SGBV database officer to record SGBV cases	Number of cases (SGBV, Maintenance and Custody) hearing at the Family Court	Disaggregated database	One database officer at KPS for recording SGBV cases recruited	Justice Committee,	\$29,068.00
1.6.2. Provide training on new system and database	Conduct training for stakeholders for data entries and the use of online database	Number of people IT and data entries	0	2 trainings on data entry and the use of online databases conducted per year; one training and one refresher training	Users of new system and database	\$150,000.00
1.6.3. Maintain and support network-based systems	Conduct reflective quarterly meetings for sharing of data between stakeholders and data entries	Percentage increase in sharing of data entries	0	3 reflective meetings conducted and attended by all frontline service providers and data officers per year	ESGBV data	\$250,000.00
1.6.4. Equip users of system with relevant tools to maintain system and network	Purchase of relevant equipment, including laptop and desktop	Number of tools	0	Data officer for OPLS, health, OAG and KPS have their own equipment for recording data	Users of new system and database	\$-

<b>KSA 4: Institutional Strengthening and Capacity Building for all Stakeholders</b>						
<b>Outcome 1: Strengthen key institutions on preventive and response mechanisms to eliminate GBV</b>						
<b>NAP 4.1 Capacity building for women development officers and key relevant partners in GBV prevention and response</b>						
4.1.1 Develop a GBV Human Resource Development Plan for all stakeholders both in-country and overseas (long term and short term training)	4.1.1.1. Conduct a training needs assessment with all stakeholders on GBV in Government and other organisations/advocators	Number and type of training needed identified, training need assessment reports produced	0	1		\$10,000.00
	4.1.1.2 Design a five-year SGBV Human Resource Development Plan for all stakeholders with training costs	Number of meetings held for the design of GBV Human Resource Development Plan				
	4.1.2.1 Engage a TA (regional GBV specialist) to work with local institutions such as KIT and USP to develop and design customised short courses on inclusive SGBV prevention and response programs	Number of customised courses held in-country with KIT and USP	0	1		\$150,000.00
4.1.2 Support Key stakeholders including MWYSSA staff to attend in-country and overseas long and short-term training	Provide funding support for key stakeholders including MWYSSA staff enrollment for in-country accreditation			4		
	4.1.3.1 Participation of key stakeholders and MWYSSA staff in learning exchange with women's mechanism Fiji/UNWomen Fiji or other international organisations	Number of staff work attached		4		\$90,000.00
	4.1.3.2 Attend the regional and south-south training	Number of staff attending the RTP training		19		\$95,000.00
	4.1.3.3. GBV in-country training (inline GBV HRP)	Number of staff who complete training on TOT in gender training/SOP/referral/human rights, etc.				\$95,000.00

<b>KSA 4: Institutional Strengthening and Capacity Building for all Stakeholders</b>						
<b>Outcome 1: Strengthen key institutions on preventive and response mechanisms to eliminate GBV</b>						
<b>NAP 4.1 Capacity building for women development officers and key relevant partners in GBV prevention and response</b>						
4.1.1 Develop a GBV Human Resource Development Plan for all stakeholders both in-country and overseas (long term and short-term training)	4.1.1.1. Conduct a training needs assessment with all stakeholders on GBV in Government and other organisations/advocators	Number and type of training needed identified, training need assessment reports produced	0	1		\$10,000.00

NAP 4.2 Strengthen partnerships with NGOs OPDs, FBOs and CSO in the implementation of the National Action Plan of the ESGBV policy						
4.2.1. Establish and strengthen partnerships with NGOs, OPDs FBOs, CSOs, and advocates to join efforts on the implementation of the NAP	4.2.1.1. Conduct partnership workshop to promote NGOs, FBOs, OPDs, CSOs/CBOs' interest to contribute to the elimination of GBV and to address gender inequality and disability equity.	Number of partnerships workshop conducted	0	1		\$5,000.00
	4.2.1.2 Provide support to FBO, CSOs, OPDs, advocates on awareness on prevention and response programs, safe houses	Number of reflection meetings undertaken	0	2		
NAP : 4.3 Institutional strengthening to key stakeholders equipped with appropriate tools to undertake responsibilities and roles to eliminate gender-based violence						
4.3.1 Establish a one-stop-shop organisation (secure land & office)	4.3.1.1 Develop proposal/ concept note and seek approval (land; concept of one-stop-shop; staffing)	Land space identified/approved; new office and staff approved	0	1	MWYSSA, OAG, OPL, police, MOE, MHMS, KWCS, Red Cross, KHFA, MELAD	\$250,000.00
	4.3.1.2 Develop design of office for approval by key stakeholders (meetings X 2)	Design office plan; approval	0		MWYSSA, OAG, OPL, police, MOE, MHMS, KWCS, Red Cross, KHFA, MELAD, MISE, KHC	\$2,000.00
	4.3.1.3 Conduct meeting with key stakeholders to operationalise the one-stop-shop	1 outcome document produced for consultation meeting; MOU developed and validated, MOU signed by key stakeholders		1 consultation meeting; 1 meeting to identify operational stakeholders; 1 offsite meeting for the development/ validation of the proposal/ design; 1 signing of MOU with key stakeholders	MWYSSA, OAG, OPL, Police, MOE, MHMS, KWCS, Red Cross, KHFA	\$4,825.00
4.3.2 Equip key stakeholders with required tools to execute GBV preventive and responsive roles	Conduct needs assessment for key stakeholders on the tools required	Report produced on the analysis of stakeholders' needs assessment	0	1	MWYSSA, OAG, OPL, police, MOE, MHMS, KWCS, Red Cross, KHFA	
	Procurement of key stakeholders' tools and equipment					
Outcome 2: Enhance the capacity of ESGBV and gender stakeholders to execute their roles on prevention and response to gender-based violence						
NAP Activity 4.2.1: Training for all stakeholders on ESGBV and gender-related policies, laws, and conventions						
Refresher training on policies, laws and conventions	4.2.1.1 Conduct in-country refresher trainings on gender, laws, conventions and policies related to GBV for all	Number of trainings conducted		10	MWYSSA, KPS, MHMS, OPL, AGS, MOE, KWCS,	\$100,000.00

NAP Activity 4.2.2: Wide awareness of GBV study findings and understanding of Gender and GBV Data (continue and increase effort for effective Prevention and Response in responding to the current study and survey findings)						
4.2.2.1 Data preparation for prevention and services GBV findings	Coordinate meetings for prevention and services for all GBV findings	Number of coordination meetings for prevention and service	2	10	MWYSSA, Ags, OPL, MOE, MHMS, KWCS, MERH, KHFA, Red Cross, Air Kiribati	\$100,000.00
4.2.2.2 NGOs/OPDs/CBOs prevention and response GBV workshop	Coordinate awareness workshop with NGOs/OPDs/CBOs for prevention and response work for EGBV	Number of awareness workshops with NGOs/OPDs/CBOs	1	10	MWYSSA, Ags, OPL, MOE, MHMS, KWCS, MERH, KHFA, Red Cross, Air Kiribati	\$100,000.00
4.2.2.3 High level support by key decision makers	Conduct a nationwide advocacy campaign on gender and disability and GBV, targeting key decision makers, including parliamentarians, high level government officials, mayors, islands councils and community elders (uniwmane and unaine)	Number of nationwide advocacy campaigns conducted		5	MWYSSA, Ags, OPL, MOE, MHMS, KWCS, MERH, KHFA, Red Cross, Air Kiribati	\$250,000.00
Outcome 3: Promote gender equality, and enhance protection and safety of women, girls and children from the impact of disasters in all situations						
NAP Activity: 4.3.1 Develop programs and tools to empower GBV survivors before, during and after disasters						
4.3.1.1 Safety and protection policy and plan for GBV survivors and other vulnerable groups in the community	Meeting with stakeholders to develop TOR					
	Establishment of the safety and protection committee; engage the TA specialist support.					
	Validation for approval					
	Conduct public awareness programs in the communities					\$100,000.00
	4.3.1.2 Develop key messages;	Standard key messages developed				
4.3.1.2 Early warning of climate and weather conditions	conduct public awareness through media (5-0 program)	Number of radio programs on air			OB, MWYSSA, ECD, MFMRD, MET, BPA	\$8,000.00
	4.3.1.3 Conduct awareness programs on available services during and after disasters	Number of outreach awareness done; number of sites reached; number of participants reached	0	25		\$40,000.00
	4.3.1.3 Collaborate and coordinate with key relevant stakeholders to develop empowerment, response and resilient programs (OB, MWYSSA, ECD, MET, MFMRD)	Number of coordination meetings; empowerment/ training programs developed; finalisation and validation (off-site)	0	3	OB, MWYSSA, ECD, MFMRD, MET, BPA	\$3,000.00

NAP Activity: 4.3.2 Elimination of GBV and gender stereotypes at all levels of society							
4.3.2.1 Develop and endorse Code of Ethics (CoC) at the ministry/organisational level	4.3.2.1.1 Workshop meeting to develop CoC	.2 workshop meetings .CoC completed	0	5	PSO, PSC, MERH, OPL, AGS, MWYSSA	\$30,000.00	
	4.3.2.2.2 Finalisation and validation (off-site)	CoC finalised and validated					
4.3.2.2 Review laws/policies for safety and protection of employees (in GBV) incorporate protection and safety for civil servants (for GBV) in the existing laws and policies related to employment (MERH, PSO)	4.3.2.2.3 Lead ministry to consult stakeholders to establish review committee (employers)	Invitation letter; meeting of stakeholders; TOR developed; number of existing laws, policies review and incorporate protection and safety clauses for civil servants		4	PSO, PSC, MERH, OPL, AGS, MWYSSA, Police	\$30,000.00	
	4.3.2.2.4 Conduct 3 review meetings	3 meetings conducted; number of key stakeholders; policies identified for review/reviewed; laws identified for review/reviewed				\$10,000.00	
	4.3.2.2.5 Finalize/validation	Policies/laws finalised					
	4.3.2.2.6 Seek approval of higher authority (Secretary's meeting; cabinet paper)	Reviews approved					
	4.3.2.3 Establish sub-committee with employers for the protection of employees in the workplace		Number of meetings outcomes; number of agencies developing protection and safety guidelines/policies for employees in the workplace		10	1 from each ministry, SOEs, government companies	
NAP Activity: 4.3.3. Strengthen support to working parents							
4.3.3.1 Provide child incentives during maternal period	4.3.3.1.1 Establish/adopt standard policy for all employers in private and public sector	Number of mothers receiving child incentives	0	1	Police, MOE, MWYSSA,	\$1,500.00	
	4.3.3.1.2 Develop TOR for local/TA and recruit TA to review/standardise CoC for all employers to adopt following TOR	TOR agreed; TA recruited	0	1	MWYSSA, PSO, MEHR	\$2,000.00	
	4.3.3.1.3 Review all CoC by employers with support of local TA	CoCs of employing organisations standardised	0	25+	MWYSSA/PSO/MEHR	\$10,000.00	

4.3.3.2. Establish comfort room/lounge for breastfeeding mothers at every government ministry/institution/organisations in Kiribati	4.3.3.2.1 Design standard lounge	Standard plan agreed (blue print)	0	1	Key stakeholders, MISE, Institutions	\$1,500.00
	4.3.3.2.2 Organisations implement through own budget	Lounge established in organisations	1	25+	Stakeholders	\$10,000.00
	4.3.3.2.3 Develop standard policy for use	Proper use and controlled use; standard maintained	0	1	MWYSSA/PSO/MEHR	\$5,000.00
KSA 5: Strengthening and improving GBV response and inclusive women's peace, security and climate security						
Outcome 1: Improve and strengthen access to quality support service						
NAP Activity: 5.1 Strengthening existing/new frontline service providers through capacity building to improve GBV response						
5.1.1 Provide capacity building through in-country and overseas training to all frontline service providers	5.1.1(a) GBV counselling (in-country)	Number of trainings, no of service providers trained	3	30	MWYSSA, KWCS	\$100,000.00
	5.1.1b) FWCC RTP training	Number of service providers have been trained	15	40	MWYSSA, SAFENET MEMBERS	\$100,000.00
	5.1.1c) GBV training (in-country)	Number of trainings on GBV conducted	5	25	MWYSSA/SAFENET MEMBERS	\$50,000.00
	5.1.1d) Training on how to operate and manage safe houses (in-country/overseas)	Number of in-house training conducted, no of participant attending inhouse in-country/overseas safehouse training	0	20 people (OSLH, FBOs)	MWYSSA, OSLH, KWCS/FBOs	\$80,000.00
	5.1.1e) Work attachment at national and regional organisation	Number of people attached	0	24 people (Social welfare Officers, KPS, MHMS)	MWYSSA, SAFENET MEMBERS	\$100,000.00
	5.1.1f) Forensic evidence training and tools	Number of forensic officers trained	2	10 staff (KPS, MHMS)	MWYSSA, KPS/ MHMS	\$160,000.00
	5.1.1g) Training on prosecution, investigation on GBV cases	Number of people; number of trainings conducted	60 ppl for prosecution, 0 for investigation	100 prosecutors	KPS	\$40,000.00
	5.1.1h) Training on victim management for front-liner	Number of frontliners trained	0	100 officers (KPS, frontliner)	MWYSSA, KPS, Frontline agencies	\$80,000.00
	5.1.1(i) Training on clinical management of rape to medical assistance, nurses and doctors	Number of trainings conducted	10	25 medical officers	Health, KFHA	\$40,000.00
	5.1.1(j) Training on supervision and de-briefing	Number of trainings conducted	0	33 staff (KWCS, Social Welfare Officers, Registered	MWYSSA, KWCS	\$120,000.00

5.1.2 Training on GBV forensic evidence to health workers (such as Postmortem, etc.)	5.1.2 (a) Training for MA and outer island nurses on GBV forensic evidence; training for O&G interns and registrars on GBV forensic evidence	Number of health staff trained on forensic evidence	10	20 Medical Officers	MHMS	\$30,000.00
5.1.3 Training on rape, child abuse, trauma case counselling	5.1.3(a) Training for DV counsellors on specific skills on rape survivors, child abuse survivors and trauma case survivors	Number of staff trained	1	43 staff (KWCS, social welfare officers, registered counsellors)	MWYSSA, KWCS,	\$120,000.00
5.1.4 Feminism, women's rights	5.1.4 (a) TOT training on feminism and women's rights	Number of staff trained	1	50	KWCS	\$40,000.00
5.1.5 TOT Training on DV counselling, GBV, human rights and the law	5.1.5 Conduct specific training on DV counselling, GBV, human rights and the law	Number of staff trained	1	10 officers	MWYSSA	\$45,000.00
5.1.6 Support self-care sessions and trainings	5.1.6 (a) Mentoring DV counsellors as part of self-care training	Number of staff trained/involved	12	60 (Counsellors, KWCS, ASWO)	MWYSSA, KWCS	\$120,000.00
5.1.7 Support training on sign language	5.1.7. (a) Training on sign language through KIT/special school.	Number of staff trained	0	50 safenet members	MWYSSA	\$50,000.00
5.1.8 Couple counselling	5.1.8(a) Training of counsellors on couple counselling skills	Number of service providers with couple counselling program	0	30	MWYSSA	\$60,000.00
	5.1.8(b) Capacity building on anger management	Number of staff training on anger management	0	20	SafeNet	\$40,000.00
5.1.9 Rehabilitation program	5.1.9. (a) Support to perpetrator's program (partnership with AAFR)	Number of exchange programs, MOU with AAFR & Prison (MOJ & judiciary)	0	20 PEOPLE (KMBC,	MWYSSA, KWCS, AAFR,	\$40,000.00
	5.1.9.(b) De-briefing for registration	Number of de-briefings for registered DV counsellors	0	30	MWYSSA, KWCS,	\$64,000.00
	5.1.9. (c) GBV counsellor refresher training	Number of refresher trainings for DV counsellors	0	20 DV registered Counsellor	MWYSSA, KWCS	\$60,000.00
5.1.10 Support training on GBV in emergency to service providers	5.1.10(a) Trainings for emergency general doctors; ongoing refresher trainings on GBV SOP	Number of staff trained	4	12	,MHMS	\$40,000.00
5.1.11 Addressing sexual and reproductive health needs	5.1.11.(a) Support for forensic examination tools; awarenesses on SRH in relating to GBV outreach programs for SRH needs	Number of materials and tools to address sex and reproduction; number of awareness programs conducted	1	4	MHMS	\$50,000.00

NAP Activity 5.2 Service provider institutional strengthening						
5.2.1 Establish new and strengthening existing shelters/comfort lounge (inclusive shelters)	5.2.1.(a) Develop and standardise criteria and procedures for establishing safe houses/shelters	Standardise criteria; procedures developed and launched	0	4	MWYSSA, KWCS, OLHS	\$20,000.00
	Establish partnership agreement with FBOs on outer islands for establishment of safe house on outer islands	MOU developed; number of MOUs signed between MWYSSA and church leaders on outer islands	0	21 MoU signed	MWYSSA	\$50,000.00
	5.2.1.(b) Establish KPS comfort lounge (Kiritimati Island)	Comfort lounge establish on Christmas Island	0	1	KPS	\$40,000.00
	5.2.1.(c) Strengthen the KPS and Healthy Family Clinic comfort lounge	Service improved and expanded	2	6	KPS, Health	\$40,000.00
	5.2.1.(d) Support resources to existing comfort lounges	Existing comfort lounge needs identified and well set up	2	4	KPS, Health	\$200,000.00
	5.2.1.(e) Establishment of orange door in Kiritimati Island	Standardise shelter with regional criteria and procedures	1	1	KWCS	\$200,000.00
	5.2.1.(f) Establish new shelter with church base organisation in outer islands	Number of new safe shelters established	0	21	MWYSSA, FBO	\$400,000.00
5.2.2 Support expansion to Christmas Island	5.2.2.(a) KWCS and OLSH expansion to Christmas Island	Expansion of office staff; number of staff recruited; number of services provided	1	1 KWCS, 1 OLSH	MWYSSA, KWCS, OSLH,	\$500,000.00
5.2.3 Establishment of one-stop-shop	5.2.3 (a) Establish a one-stop-shop on South Tarawa and Christmas Island	Improvement of services through a one-stop-shop	0	2	MWYSSA, KWCS	\$50,000.00
	5.2.3.(b) Explore one-stop-shop through exchange program		1	2	MWYSSA	\$50,000.00
5.2.4 Strengthening of Healthy Family Clinic	5.2.4.(a) Quarterly health sub-committee audit; training for SGBV health care providers on GBV milestones and types of abuses to women and children; support on Healthy Family Clinics working tools including furniture and transport for SGBV cases; support on provision of IEC materials on services of GBV in Healthy Family Clinic	Increase human resources and capacity building of Healthy Family Clinic		A well-established and full operational Healthy Family Clinic with standard practice protocols	MWYSSA, MHMS	\$20,000.00

5.2.5 Integrating GBV program in KPS recruitment intake curriculum	5.2.5.(a) Revise police intake curriculum and integrate inclusive SGBV.	Revised KPS intake training manual	0	A revised KPS training curriculum with GBV component	KPS	\$30,000.00
5.2.6 Rolling out of GBV component of Moral education	5.2.6.(a) TOT to teachers on GBV component on moral education	Number of teachers trained on GBV component	0	100	SafeNet	\$50,000.00
5.2.7 Strengthening of KWCS's legal service	5.2.7.(a) Legal officer and legal support for survivors	Training and report submitted	1	100	KWCSC	\$40,000.00
Strengthening outreach programs to communities and outer islands	5.2.7.(b) Mobile counselling and community consultations in outer islands and remote areas (outreach program)	Number of islands visited	1	10000	KWCSC/KMBC	\$80,000.00
<b>NAP Activity 5.3 Improve GBV data collection for frontline service providers (CEDAW 54 recommendations)</b>						
5.3.1 Strengthen national GBV data	5.3.1.(a) Roll out of an agreed standardised/online data collection tool for all SafeNet members and on all islands	agreed standard template/data base	0	23	SafeNet	\$60,000.00
	5.3.1 (b) Centralisation of administration of GBV with MWYSSA	GBV data reports done annually	Centralise SafeNet GBV data	Improve existing SafeNet administration data	SafeNet	\$40,000.00
	5.3.1 (c) Training Of GBV data focal officers (ISP, data analysis)	a) number of trainings conducted, b) number of GBV focal point trained	a) 4, b) 7	a) 8 b) 20	SafeNet	\$50,000.00
	5.3.1 (d) Resources for data collection	Number of computers purchased for GBV data collection	8	30		\$50,000.00
5.3.2 Strengthening of KWCS data collection	5.3.2 (a) Setting up of GBV data system	Data system aligned with SafeNet	1	2	KWCSC	\$9,000.00
5.3.3 Support and development of CEDAW activities	5.3.3 (a) Number of communities trained & reports submitted & trip to Geneva		1	200	KWCSC	\$35,000.00
<b>NAP Activity 5.4: Strengthening the roles and functions of SafeNet</b>						
5.4.1 Improve the coordinating mechanism and strengthening of SafeNet	5.4.1 (a) SafeNet quarterly meetings, services dialogue, case management meetings	Number of SafeNet meetings conducted	6	16	SafeNet	\$40,000.00
	5.4.1.(b) National SafeNet symposium	Number of symposiums held	0	2	SafeNet	\$400,000.00

5.4.2 Improve standard practice guidelines for GBV services		Referral pathways including GBV IE	1	2	SafeNet	\$200,000.00
	5.4.2.(b) Monitoring and evaluation	Number of M&E meetings	1	4	SafeNet	\$20,000.00
	5.4.2 (c) Develop MHMS minimum standard for reporting (external and Internal)	Develop MHMS minimum standard for reporting	0	1	MHMS	\$40,000.00
5.4.3 Support and Strengthening of SafeNet	5.4.3 (a) Strengthening of GBV sub-committee within keyline ministries	Provide support to existing GBV sub-committees	2	6	Health, KPS	\$40,000.00
	5.4.3 (b) Develop survivor empowerment program within Crisis Centre	Provide support to survivor empowerment program	2	6	MWYSSA, OLSH	\$40,000.00
<b>NAP Activity 5.5 Strengthening and support of national counselling framework</b>						
5.5.1 Roll out of DV counselling registration	5.5.1 (a) DV counselling registration includes training of potential applicants on DV counselling, written/role play assessment	Number of DV counselling training; number of registered counsellors; number of registered DV counsellors	2 DV counselling training; 4 registered counsellors	6 DV counselling; 25 registered DV counsellors	MWYSSA, SafeNet	\$80,000.00
5.5.2 support to coordination meeting to registered DV counsellors	5.5.2 (a) Conduct annual meetings for registered DV including Advisory Council and DVCR Taskforce	Number of annual meetings for registered DV counsellors	0	4	MWYSSA, SafeNet	\$50,000.00
<b>NAP Activity 5.6 Gender based-violence in emergency/disasters/pandemic/Covid-19 outbreak</b>						
5.6.1 Support establishment of Gender and Protection Cluster	5.6.1 (a) Conduct coordination meetings for gender and protection cluster; develop the TOR and MOU	TOR/MOU signed	0	4	SafeNet, OB	\$30,000.00
5.6.2 Support the establishment of GBVIE response plan	5.6.2 (a) Establishment of a temporary shelter (orange door) during emergencies; develop GBV IE response plan during disasters such as establishment of a temporary shelter during disasters; referral pathway in emergencies; dignity kits	Accessibility to services during emergencies; number of kits provided to women and children	1	21	SafeNet	\$80,000.00

NAP Activity 5.7 Strengthening of GBV partnerships and responses						
5.7.1 Strengthening partnerships with KPS, MWYSSA, MHMS, OAG, Judiciary, OLSH, Crisis Centre	Development of MOU and partnerships with key partners for referral and trainings	MOU signed	1	5	MWYSSA (SafeNet)	\$30,000.00
5.7.2 Review of strategic plan and development of new strategic plan for service provider NGOs	Development and finalisation of a revised strategic plan	Finalisation of SP	1	5	MWYSSA (SafeNet)	\$60,000.00
NAP Activity 5.8: Awareness and advocacy in GBV services						
5.8.1 Support awareness and advocacy of GBV services to the public	5.8.1 (a) Development and delivery of standardised message for GBV services including awareness during emergencies	Standardise messages and delivery of messages	4	8	MWYSSA (SafeNet)	\$40,000.00
	5.8.1 (b) Develop monthly audio awareness through radio and TV programs	Number of radio/tv programs produced	4	8	MWYSSA (SafeNet)	\$40,000.00
	5.8.1 (c) Awareness during national events (Independence, 16 days of Activism)	Number of awareness programs during national events	4	8	MWYSSA (SafeNet)	\$40,000.00
5.8.2 Development of IEC materials (inclusive materials)	5.8.2 (a) IEC materials development (including materials for deaf & blind)	IEC materials developed, considering people with special needs as well.	4	8	MWYSSA (SafeNet)	\$40,000.00
5.8.3 Strengthening of KWCSA's outreach advocacy programs on CEDAW, women's human rights and community	5.8.3 (a) Development of CEDAW report, outreach programs	Number of reports submitted on time	MHMS SGBV reporting protocol	Improve quality reporting and data management; monitoring and evaluation quarterly	KWCSC	\$20,000.00
NAP Activity 5.9: To develop measures to address economic exploitation of girls (Ueen Kiribati)						
5.9.1 Strengthening legislation & regulations to safeguard women and children at the workplace		Number of amendments and regulations developed relevant to safety of women and children				\$50,000.00
5.9.3 Provide social welfare and benefits for vulnerable women		Number of women given such benefits				\$20,000.00
OUTCOME 2: More countries, regional initiatives, and UN agencies use prevention, preparedness, and recovery policy frameworks, systems, processes, and tools, which are gender-responsive and implemented as a result of local women's and girls' advocacy					outcomes 2 - 4 are funded by DFAT through UNWomen. Funding is in USD currency	

1.1.1.1 Establish the Project Management Unit for WRD program within MWYSSA	a. Recruit a dedicated project manager to administer the implementation of WRD program activities and to coordinate partnership programs with Kiribati line ministries, island councils (local government, NGOs, OPDs, FBOs and CBOs)	TOR for project manager developed; recruitment process carried out; signing of the contract agreement with the dedicated project manager	0	Recruitment of 1 project manager; development of project manager (PM) TOR and service contract agreement; and signing of contract agreement with the elected PM	MWYSSA	\$65,146.88
	b., Recruitment of support and communication officer for WRD	TOR for support and communication officer for WRD developed; recruitment process carried; signing of the contract agreement with the support and communication officer to WRD	0	Recruitment of 1 support and communication officer (SCO); development of TOR and service contract agreement; and signing of contract agreement with the elected SCO	MWYSSA	\$21,253.12
1.1.1.2 Develop and translate IEC materials (video clips, pamphlets, posters, etc.)	a. Establish a coordination committee (NPMC) to oversee the development of WRD IEC materials, and the gender and protection technical working group for the implementation of all WRD activities including IEC materials; i.e, develop and translate IEC materials; hold preparatory and coordination meetings for development of IEC materials	The number of Committee Meetings planned. The number of meetings held	0	Establish 1 national program management committee and 1 technical working group; develop TORs for each committee; convene four regular meetings and 2 special meetings for each committee	MWYSSA	\$3,456.00
	c. Engage TA to assist in the development of IEC materials including tool kits and WRD Policy; i) Develop consultant TOR; ii) advertisement for recruiting TA both international and national; review applications; iii) select the potential TA, and iv) sign the contract/agreement with the selected TA	Number of applications received and reviewed; outcome of pre-evaluation of interested applicants' forms; TA costed; workplan received and considered; contract agreement signed with selected TA	0	1 TOR for consultant produced; advertisement on radio Kiribati; advertisement posted on WRD/ MWYSSA website; 1 meeting conducted for the review of applications by CPMC; 1 interview meeting with shortlisted applicants; signing of contract agreement, engagement of TA	MWYSSA	\$8,285.00

	d. Conduct pre-consultation workshop for development of IEC materials with other stakeholders to stock take existing IEC materials to ensure they are gender responsive and disability inclusive	Number of meetings conducted; number of IEC materials established with key stakeholders; number of existing IEC with key stakeholders that mainstream gender; number of existing IEC materials that need to mainstream gender	0	1 consultation meeting conducted	MWYSSA	\$2,485.47
	e. Conduct off site meeting for development and translation of IEC material and policy	Number of off site meetings/workshops; key messages for awareness and campaign are identified and designed for IEC materials (script for radio programs, script for short clips on preparedness, response and recovery developed; posters designed and pamphlet finalised)	0	3 (1 for development IEC materials, 1 for the development of tool kits, 1 for validation of IEC materials and 1 for validation)	MWYSSA	\$26,995.20
	f. Printing of IEC materials	Number of IEC Materials produced, translated and adapted	0	1200 printed poster, pamphlet, etc.	MWYSSA	\$6,400.00
1.1.1.3 Conduct awareness workshop and training with Parliamentarians/secretaries, island councils, unimwane, NGOs, leaders, church leaders, women's organisations, disability and LGBTQI groups on these IEC materials including WRD program	a. Schedule awareness and training program dates with -parliamentarians/secretaries, island councils, unimwane, NGOs, leaders, church leaders and women's groups; OPDs and LGBTQI+ groups, taking into considerations scheduled parliament meetings, national summits, general/annual meetings and assemblies organised by government, churches and NGOs	Workplan for awareness confirmed and endorsed by NPMC, as well as targeted participants		Program and workplan for South Tarawa and outer island awareness and training finalised; awareness and training team confirmed; logistics for outer island workshop and training developed and confirmed	MWYSSA	\$2,752.00
	b Training/awareness rollout to outer island, women NGO leaders, Unimwane, ASWO, councillors, DMC	Number of islands visited; the number of trainings conducted; the number of island councillors; Unimane; NGOs; reps attend the training		ASWO, members of DMC, Unimane, women NGO reps, church reps, youth reps, OPDs undertake training	MWYSSA	\$18,681.60

NWP Activity 1.1.3: Building an efficient and effective communication and advocacy tool for improving accessibility and strong/active participation of local women's groups in WRD portals for learning exchanges and capacity building opportunities						
1.1.3.1 To support the establishment of the Kiribati women's resilience knowledge platform to use for national forum/ dialogue, learning exchange, campaigns, and awareness on related themes to WRD including DRR, resilient livelihoods and business and environmental management (portal to be included under MWYSSA website)	a. Engage international TA to work with the national support and communication officer to design an accessible WRD communication and advocacy platform or national WRD advocacy hub within the MWYSSA website (i-Kiribati language) for local women to inspire, share, act, react and research knowledge including traditional knowledge that helps them prevent, prepare and recover from the impact of disasters and climate change and to develop a user guide for the information platform	TA engaged, number of designs recommended by TA for communication tools for advocacy to local women; the communication platform established for local women is contextualised, accessible and adaptable by local women	0	1 international TA engaged; 1 national WRD hub established and installed within the MWYSSA website; 1 user guide for the hub develop	MWYSSA	\$8,710.40
	b. Conduct consultation with government women leaders including statutory government bodies and SOEs, women parliamentarians, women island councillors and women's organisation leaders	Number of women that participate in the workshop; priority areas to be formed as part of communication and advocacy platform	0	1 consultation workshop with women holding leadership positions in government including women parliamentarians; 1 consultation with women's organisation leaders and women councillors on the 3 selected islands; 1 national women's hub established within MWYSSA website	MWYSSA	\$5,107.20
	c. Produce video clips for advocacy purposes	Number of videos recorded and produced	0	At least 3 video clips; 1-3 youth groups engaged to perform drama for recording and producing video clips	MWYSSA	\$1,632.00
	d. Conduct offsite event for the validation of a user guide (English version and translation of user guide)	User guide for the knowledge platform translated and adapted	0	1 offsite event conducted	MWYSSA	\$5,120.00

	e. Conduct workshop for validating User guide (Kiribati version)	the number of women attend the validation workshop, User guide validated	0	Validation workshop conducted, Final version of Hub user guide produced	MWYSSA	\$1,088.00
	f. Launching of the Kiribati Women's Resilience Knowledge Platform	Launching of Platform, the number of women access and used the Platform, number of new stories posted and uploaded into the Platform.	0	1 launching ceremony held	MWYSSA	\$1,184.00
1.1.3.2 Improving data and information collection, reporting and communication from Ols (outer islands) to Tarawa on gendered impacts of disaster and general data collection related to women's resilience to disaster	a. Hiring of local TA to develop database for data collection on the number of women, people with disabilities and other vulnerable people to have access to services, information on building resilience to disasters and climate change adaptation before, during and after disasters	Percentage of database established	0	1 TA engaged; database established and adapted by key line ministries	MWYSSA	\$4,992.00
	b. Technical working group meets to review assessment forms and identify database intended content and requirements for all DRR and CCA gender responsive stakeholders with both South Tarawa and Ols reporting	Number of requirements identified and confirmed	0	2 meetings	MWYSSA	\$1,728.00
	c. Procurement of tools (device and materials)	Number of devices and materials available	0	1 camera, 2 headsets, 1 Mic with filter, desktop set, video editing program and other office equipment	MWYSSA	\$25,600.00
	d. Design and develop Survey Monkey questionnaire with key line Ministries	The number of coordination meetings for the design and development of a Survey Monkey questionnaire; the number of questionnaires developed and finalised; the number of women who access, adapt and respond to Survey Monkey	0	Survey Monkey questionnaire endorsed and established; Survey Monkey questionnaire sent to women for response; target women in communities, women's organisations, FBO leaders	MWYSSA	\$1,728.00

	e. Analysis data and information or feedback fro Survey Monkey	The amount of feedback to questionnaires collected/ downloaded and analysed; Report on U report and Survey Monkey produced per year	0	1 report for Survey Monkey produced on a bi-annual basis	MWYSSA	\$1,728.00
1.1.3.3 To carry out capacity building training to women's organisations and users of the database	Conduct awareness and training workshop on the user guide for the hub and database for women's organisations on South Tarawa and 3 selected outer islands	The number of workshops conducted; the number of women who participated; and the number of women accessing and using the hub; the number of women's success stories shared and uploaded onto the hub	0	3 awareness and training workshops conducted on South Tarawa and outer islands	MWYSSA	\$7,782.40

**Outcome 3: More women and girls in WRD countries have voice and agency to withstand multiple hazards, recover from disasters, and increase their resilience to current and future risks**

**NWP Activity 1.3.1.1 Improving gender-responsive DRR and resilience in national laws, policies, NWP strategies, plans, budgets, processes, projects, and programs at the national and sub-national levels**

To engage a consultant to support the gender impact assessment and improve gender and resilience integration into national and sub-national sectors; short-term and long-term development planning and budgetary processes for national laws, policies/guidelines, plans, budgets, projects and programs	a. Develop TOR jointly with NDMO for international/ regional/national consultant to develop WRD policy and gender impact assessment toolkit; and for government officials to ensure gender responsive DRR and CCM are integrated into and aligned national law, policies, plan, budget, processes and guidelines	Recruitment of TA completed; TA costed workplan received and considered; contract agreement signed		1 TA engaged; 1 TOR developed	MWYSSA	\$9,920.00
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	b. Consultation workshop with key stakeholders on mapping existing laws, policies, plans, budgets and processes on disaster risk management and climate change adaptation to ensure gender and people with disabilities' needs are mainstreamed (gender and people with disability responsive)	Mapping consultations conducted; number of national laws, plans, policies, budget, processes, programs mapped for gender-responsive and resilience integration	0	One-to-one consultation meeting on mapping with national laws, plans, policies, budgets, processes and programs with government ministries; 1 consultation workshop with government ministries to confirm the findings of one-to-one consultation mapping meeting	MWYSSA	\$768.00
	C. Carry out gender impact assessments of selected laws, plans and policies including KDP, KJIP and prioritised thematic areas - WASH, food security, energy and infrastructure	The number of existing laws, policies, plans, processes, compliance and non-compliance to gender responsive or gender criteria; the number of laws, policies, plans, budgets, processes and programs that integrate gender-responsive DRR	0	Assessing compliance of identified laws, policies, plans, processes, budgets and programs to gender criteria; 1 report produced	MWYSSA	\$1,408.00
	D. Conduct workshop to finalise and validate gender impact assessment report (outcome of assessment of existing laws, policies, plans, budgets and processes' compliance to be gender responsive and compliant to people with disabilities' needs)	Drafting of DRR and CCA gender-responsive compliance report produced, report on gender impact assessment produced	0	1 report on gender impact assessment report produced, endorsed and validated	MWYSSA	\$3,200.00
	E. Develop gender Impact assessment toolkit for integration of gender and resilience into national and sectors short-term and long-term development planning, and budgeting process	Gender impact assessment toolkit produced	0	1 gender impact assessment toolkit produced		\$4,800.00

Conduct relevant training to improve knowledge, understanding, behaviours and attitudes on gender equality, gender and disability mainstreaming and sensitisation to keyline ministries and NGOs and OPDs	Training of government officials of line ministries, women's NGOs, OPD and FBO leaders on how to use gender impact assessment toolkits for integration of gender and resilience into their laws, policies, plans and budgets	The number of workshop trainings conducted; the number of officials attending the trainings	0	Government officials undertake training; official are be able to use and apply procedures for gender impact assessments into their ministry's acts, policies, plans and budgets		\$4,352.00
	Conduct trainings to government officials, NGOs, OPDs, FBO and traditional leaders (Unimane) on gender roles and responsibilities, gender equality, balancing of power and behavioural change programs on South Tarawa	The number of government officials, NGOs, OPDs, FBO, island councillors and traditional leaders who participate in the training; the number of training conducted; the number of communities and islands visited to carry out the training		1 training workshop conducted on South Tarawa and 1 on an outer island		\$5,504.00
	Conduct trainings for NGOs, OPDs, FBO and traditional leaders (Unimane) on gender roles and responsibilities, gender equality, balancing of power and behavioural change programs in 3 selected outer islands	Number of Unimwane and male mayors engaged and trained on behavioural change and gender equality	0	3 trainings on gender roles and responsibilities, gender equality, balance of power and behavioral change programs		\$6,184.96
	d. Outer Island awareness & training workshops on behavioural change and gender equality, types of power	Number of trainings conducted	1	2		\$8,560.00

**Outcome 4: More women and girls in WRD countries have voice and agency to withstand multiple hazards, recover from disasters, and increase their resilience to current and future risks**

**NWP Activity 2.2.1 Improving the accessibility to and reliability of social protection and psycho-social services for women and other vulnerable groups during disasters**

Develop WRD policy and resilience and disaster management referral pathways and reporting procedures for women and other vulnerable groups as prevention and/or preparedness	a. Conduct meeting of gender and protection group (SafeNet and other secondary service providers not in SafeNet - KRCS, KFHA, OB, etc.)	Number of meetings	0	3	MWYSSA	\$-
	b. Off-site meeting for development and validation of policy and pathway and reporting procedures on emergency communication SOP	Working group formed; referral pathway developed and policy priorities confirmed	0	1 referral pathway developed; 1 policy priority confirmed	MWYSSA	\$-

	c. Second consultation with key stakeholders to present draft referral pathway and reporting procedures	Draft policy and referral pathway and reporting procedure presented	0	1	MWYSSA	\$-
	d. Finalisation and endorsement of pathway and SOP for reporting/emergency communication	Policy and pathway validated	0	1		\$-
Conduct ToT to NGOs, OPDs, and women's organisations on referral pathway and reporting procedures as prevention and/or preparedness	a. Selection of trainers from gender and protection groups	Number of trainers selected and trained; the number of training workshops conducted	0	20	MWYSSA	
	b. Conduct trainings to women organisation's leaders including FBOs	Number of G&P members trained	0	20 selected trainers from NGOs, OPDs, CSO, CBOs and FBOs	MWYSSA	
Awareness workshop on the referral pathway and reporting procedures to women's organisations and other vulnerable groups (youth groups, PWD)	a. Roll out of training workshop to SafeNet members, hotline service providers, members of disaster coordination committee, women's group organisations and local communities at the 4 selected islands	Number of outer islands SafeNets, women's organisations and local communities trained	0	12	MWYSSA	\$100,140.00

**NWP Activity 2.2.3: Provide capacity building opportunities on resilient and innovative IGA (income generating activities) to single mothers for enhancing their resilience**

Capacity building for resilient IGA (income generating activities) innovations to strengthen single mothers to become more self-reliant	a. Coordinate a consultation meeting with KRCS and other line ministries; stakeholders to discuss the training needs and ideas to set up single mother small to medium-scale cooperatives/associations/businesses for income generation and other innovations towards self reliance; to develop IGA and resilience building plan for single mothers	Number of meetings held	0	2	MWYSSA	\$2,072.00
	b. Conduct a workshop with key stakeholders for IGA activities to present at a three day workshop; discussion to set up training plan on main topics around: food crop gardening, cookery & catering; business marketing & project development, and cooperative/community set up opportunities for long-term income generation, sustainability and self reliance	Draft standard agreement developed; priority support items for SP identified	0	1 10		\$2,848.00

	c. conduct an offsite event to develop the training plans and tool kits (training manual) that is tailored to the sustainable livelihoods of single mothers and GBV survivors through identified customised topics by concerned allocated authorities or experts (basically food crop gardening, cookery & catering, setting up a small business, project proposal development, sustainability and self-reliance and other related topics) that help single mothers and GBV survivors during disasters	Number of SM present; number of preparation meetings conducted	0	30 3		\$4,640.00
	d. Finalisation of the training plan and manual together with customised courses to be included in KIT customised courses	Number of needs assessment workshops conducted	0	2		\$1,625.60
	e. Printing of the complete training plan and training manual for single mothers	Standard agreement finalised	0	1		\$1,280.00
	f. Training for single mothers commences	Number of single mothers trained	0	1		\$2,532.80

## Annex 6: Progress Report Template

REPORTING TEMPLATE FOR NATIONAL ACTION PLAN (YEARLY)				
Activities	Target	Timeframe	Budget	Responsible Agencies
<b>KSA 1: Strengthen and Support Legal Frameworks to Eliminate Sexual and Gender-Based Violence</b>				
<b>Outcome 1: A justice system that works toward the elimination of sexual and gender-based violence.</b>				
NAP Activity 1.1: Strengthen legal frameworks and systems that protect and promote survivors' human rights	1 Law revision committee established; TOR developed and endorsed; at least 2 related laws for the protection of women and girls against violence reviewed and passed; endorsed in Parliament; ESGBV post established within OAG, judiciary	2023-2027	\$915,636.00	MWYSSA, OAG, judiciary, MOJ, KPS, KWCS, MEHR, OPLS, AG, TA, responsible ministry of amendment bills, responsible ministry of legislation, House of Parliament, OB, ministries and justice committee
NAP Activity 1.2: Establish a specialised and separate Family Court	At least 4 separate family courts constructed each year; pathway system for mediation for custody and maintenance developed; capacity building training on mediation for ASWO and counsellors conducted; establishment of the data officer within judiciary at Magistrate Court and High Court	2023-2027	\$711,200	Judiciary, MISE, MWYSSA, MIA, OPLS, KWCS, service providers
NAP Activity 1.3: Provide training, workshops and public awareness on current laws, policies, and practices related to SGBV, maintenance and custody	Training on current laws, policies, and practices; benchbook and processes on maintenance and custody of children and FPA protection orders conducted on 2 islands per year; 2 refresher training courses on the prosecution of cases conducted each year; 2 training/refresher training courses for members of Advisory Committee conducted per year; 4 workshops for communities on SGBV conducted per year; 4 - 5 radio programs conducted per year	2023-2027	\$625,000	Justice Committee, MEHR, OAG, Judiciary, MOJ, MWYSSA, KPS,
NAP Activity 1.4 Provide training and education for police, prosecutors, lay magistrates and single magistrates about current laws, policies, and practices (e.g. training for front line officers on ESGBV and any related DV policy)	4 PCR machines; purchase of 5 necessary kits needed for machine operation; 2 laptops and 2 printers, one for OAG and one for Health procured; 1 health officer and 1 police officer trained per year; 1 health officer and 1 police officer attend training on the use of PCR machines per year; training for local leaders and church leaders on the justice system conducted on 2 islands per year; and referral pathway and SOP for community developed	2023-2027	\$416,000	Health staff, OAG, KPS,
NAP Activity 1.5: Explore and implement options for strengthening religious and traditional justice systems on outer islands	2 islands consulted on identifying gaps of existing justice system per year; gaps on the existing justice system identified by local and church leaders; recommendation from consultation on existing justice system and local and church systems are incorporated/integrated; training on existing/integrated system conducted on 2 islands per year; 3 pilot islands selected for conducting a consultation/training on the development of community referral pathway and SOP; 3 training courses conducted on new community referral pathway and SOP	2023-2027	\$550,000.00	Judiciary, KPS, MWYSSA, OPLS, OAG, MEHR

NAP Activity 1.7: Create and improve rehabilitation processes for sexual and gender-based violence offenders	Rehabilitation manual for SGBV offenders developed; rehabilitation centre for young offenders established	2023-2027	\$835,200.00	MWYSSA, prevention and service providers, program development (NGOs, AAFR, etc.)
<b>KSA 2: Strengthen efforts to eliminate and prevent GBV through public, civil engagement and advocacy</b>				
<b>Outcome 1: Attitudes and behaviours that perpetuate violence against women and children are eradicated</b>				
NAP Activity 2.1 Establish and support prevention coordination mechanism at WDD to coordinate all prevention programs at the national level		2023-2027	\$666,250.00	MWYSSA, MOE, KPA, AAFR, KFHA, KRCS, AMAK, youth expanded networks, MEHR
NAP Activity 2.2: Increase GBV prevention public awareness and advocacy		2023-2027	\$147,500.00	MWYSSA, MOE, KPS, AAFR, KFHA, KRCS, AMAK
NAP Activity 2.3 Faith: Facilitate safeguarding and safe church programming within Kiribati churches		2023-2027	\$52,000	MWYSSA, MOE, KPS, AAFR, KFHA, KRCS, AMAK, KWCS, KNCC, MIA
NAP Activity 2.4: Male advocacy programming/engaging men and boys; support the advancement of engaging men and boys programming in Kiribati		2023-2027	\$1,002,920.00	MWYSSA, KMBC, UN Women, DFAT
NAP Activity 2.5. Establish new and strengthen existing male advocacy networks across Kiribati		2023-2027	502,500	MWYSSA, MOE, KPS, AAFR, KFHA, KRCS, AMAK
NAP Activity 2.6 Education: Expand healthy relationships, life skills and comprehensive sexuality education programs to support all young people and families		2023-2027	\$1,170,000	MWYSSA, MOE, KPS, AAFR, KFHA, KRCS, AMAK, KIT,
NAP Activity: 2.7. Sports: Utilise the influence and power of sport to shift attitudes and behaviours to prevent VAWG (UNW)		2023-2027	\$450,000	MWYSSA, MOE, KPS, AAFR, KFHA, KRCS, AMAK
NAP Activity 2.8 Community-based intimate partner violence prevention; strengthen peaceful villages program		2023-2027	\$475,000	MWYSSA, MOE, KPS, AAFR, KFHA, KRCS, AMAK
NAP Activity 2.9 GBV mainstreaming: Provide support to ministries to mainstream elimination of gender-based violence against women and children in their current SOP, guides, MSP, protocols, etc.		2023-2027	\$240,000	MWYSSA, MOE, KPS, AAFR, KFHA, KRCS, AMAK
NAP Activity 2.10. Strengthen and Support Island councils' strategic plans to enhance peace in their respective islands (pillar on peace only)		2023-2027	\$412,500	MWYSSA, MOE, KPS, AAFR, KFHA, KRCS, AMAK

NAP Activity 2.11 Support perpetrators' rehabilitation program		2023-2027	\$235,000	MWYSSA, MOE, KPS, AAFR, KFHA, KRCS, AMAK, WDD (KMBC), Social Welfare
Activity 2.12 Strengthen and support MOE's program to prevent VAQ within the school level		2023-2027	\$500,000	MWYSSA, MOE, KPS, AAFR, KFHA, KRCS, AMAK
Activity 2.14: Strengthen protection, gender and inclusion (PGI) mainstreaming in all programs		2023-2027	\$245,000	MOE, MWYSSA, KPS, KRCS, AAFR, KFHA, AMAK
<b>KSA 3: Gender-based violence data management</b>				
<b>Outcome: Improve the coordination and management of GBV data collection</b>				
NAP ACTIVITY 3.1 Establish a system in the MWYSSA that centralises data related to women and children disaggregated by nature of cases, age, gender, and disability	By the end of 2023 a standardised database to be established and used by GBV key stakeholders; by 2023 data to be centralised at MWYSSA and MWYSSA is able to compile, analyse and produce sexual and gender-based violence reports annually; by early 2024, a report of sexual and gender-based violence disaggregated data by nature of case, age, gender and abilities to be tabled in Parliament	2023-2027	\$60,000	Justice, MWYSSA, TA, data management committee, all stakeholders
NAP Activity 3.2 Provide training on new system and database	By mid-2023 training on new system and database to be carried out	2024-2027	\$112,616	MYWSSA, MHMS, MOE, OAG, Judiciary, OPLS
NAP Activity 3.3 Maintain and support networking-based systems	By end of 2024 networking-based system on data management to be maintained and improved; reflection meeting on tracking progress on improving system	2023-2027	\$10,000	MYWSSA, MHMS, MOE, OAG, Judiciary, OPLS
NAP Activity 3.4 Equip users of system with relevant tools to maintain system and networking	By early 2024 users of system to be well equipped with relevant tools and well trained on the use of the system	2023-2027	\$276,000	MYWSSA, MHMS, MOE, OAG, Judiciary, OPLS
NAP Activity 3.5 Support key stakeholders including MWYSSA staff to attend in-country and overseas short-term training on data entry and database management		2024-2027	\$480,000	MYWSSA, MHMS, MOE, OAG, Judiciary, OPLS, all stakeholders
<b>KSA 4: Institutional strengthening and capacity building for all stakeholders</b>				
<b>Outcome 1: Strengthen key institutions on preventive and response mechanisms to eliminate GBV</b>				
NAP ACTIVITY 4.1 Capacity building for women development officers and key relevant partners in GBV prevention and response		2023-2027	\$440,000	
NAP Activity 4.2 Strengthen partnership with NGOs, OPDs, FBOs and CSO in the implementation of the National Action Plan of the ESGBV policy		2023-2027	\$5,000	

NAP Activity 4.3 Institutional strengthening to key stakeholders through being equipped with the right tools to undertake responsibilities and roles to eliminate gender-based violence		2023-2027	\$256,825	MWYSSA, OAG, OPL, police, MOE, MHMS, KWCS, Red Cross, MISE, MELAD, KHFA, KHC
<b>Outcome 2: Enhance the capacity of ESGBV and gender stakeholders to execute their roles on prevention and response to gender-based violence</b>				
NAP Activity 4. 2.1: Training for all stakeholders on ESGBV and gender-related policies, laws, and conventions		2023-2027	\$100,000	MWYSSA, KPS, MHMS, OPL, AGS, MOE, KWCS
NAP Activity 4.2.2 : Wide awareness of GBV study findings and understanding of gender and GBV data (continue and increase efforts for effective prevention and response in responding to the current study and survey findings)		2023-2027	\$450,000	MWYSSA, Ags, OPL, MOE, MHMS, KWCS, MERH, KHFA, Red Cross, Air Kiribati
<b>Outcome3: Promote gender equality and enhance protection and safety from the impact of disasters in all situations</b>				
NAP Activity: 4.3.1 Develop programs and tools to empower GBV survivors before, during and after disasters		2023-2027	\$151,000	OB, MWYSSA, ECD, MFMRD, MET, BPA
NAP Activity: 4.3.2 Elimination of GBV and gender stereotypes at all levels of society		2023-2027	\$70,000	PSO, PSC, MERH, OPL, Ags, MWYSSA, police, 1 from each ministry, SOEs, government companies
NAP Activity : 4.3.3. Strengthen support to working parents		2023-2027	\$30,000	Police, MOE, MWYSSA, key stakeholders, MISE, institutions, MEHR
<b>KSA 5: Strengthening and improving GBV response</b>				
<b>Outcome 1: Improve and strengthen access to quality support service</b>				
NAP Activity: .5.1 Strengthen existing/new frontline service providers through capacity building to improve GBV response		2023-2027	\$1,629,000	MWYSSA, SafeNet members, OLSH, KWCS/ FBOs, KPS, MHMS, KFHA, frontline agencies, Health, AAFR
NAP Activity 5.2 Service provider institutional strengthening		2023-2027	\$1,770,000	MWYSSA, KWCS, OLHS, KPS, Health, FBOs, MHMS, SafeNet, KMBC
NAP Activity 5.3 Improve GBV data collection for frontline service providers (CEDAW 54 recommendations)		2023-2027	\$244,000	KWCS, SafeNet

## Annex 7: Implementation Plan Report Template (Quarterly)

NAP Activity 5.4: Strengthening the roles and functions of SafeNet	2023-2027	\$780,000	SafeNet, MHMS, HEALTH, KPS, OLSH
NAP Activity 5.5 Strengthening and support of national counselling framework	2023-2027	\$130,000	MWYSSA (SafeNet)
NAP Activity 5.6 Gender-based violence in emergencies/disasters/pandemics/Covid-19 outbreak	2023-2027	\$110,000	SAFENET, OB
NAP Activity 5.7 Strengthening of GBV partnership and responses	2023-2027	\$90,000	MWYSSA (SafeNet)
NAP Activity 5.8: Awareness and advocacy in GBV Services	2023-2027	\$180,000	MWYSSA (SafeNet), KWCS
NAP Activity 5.9: To develop measures to address economic exploitation of girls (Ueen Kiribati)	2023-2027	\$70,000	

ACTIVITIES	SUB-ACTIVITIES	PERFORMANCE INDICATOR	BASELINE
<b>KEY STRATEGY AREAS/OUTCOMES/ACTIVITIES</b>			
<b>KSA 1: Strengthen and Support Legal Frameworks to Eliminate Sexual and Gender-Based Violence</b>			
<b>Outcome 1: A Justice system that works toward the elimination of sexual and gender-based violence.</b>			
<b>NAP Activity 1.1: Strengthen legal frameworks and systems that protect and promote survivors' human rights</b>			
1.1.1 Review all laws related to the Family Peace Act or laws that pertain to the protection of survivors' human rights	1.1.1.1 Setting up the review committee, law revision and development of TOR	Law revision committee established	0
	1.1.1.2 Conduct meeting for law revision committee to endorse the TOR; agree on the process and procedures for the law revision, including the actual implementation plan for the review, and the list of laws to be reviewed in the order of priority; monitor the progress of the law revision	a. Number of meetings convened per year b. Number of recommended laws to be reviewed and produced in the order of priority c. Number of processes and procedures produced	0
	1.1.1.3 Engage a TA to work with the law revision committee on the review of the 5 top priority laws as identified	Number of TAs engaged and participating in the review of laws; number of related laws reviewed	0
	1.1.1.4 Hold prep meeting of the review committee; meet to identify related clauses for each selected law/legislation to be reviewed	Number of meetings conducted; number of recommended clauses to be reviewed	0
	1.1.1.5 Hold offsite event for the actual review of the concerned law with key stakeholders; Organise an offsite event for the actual review of the concerned law with key stakeholders	Number of laws reviewed; number of amendment bills produced; number of recommended clauses to be reviewed	0
	1.1.1.6 Seek Cabinet endorsement for undertaking the review for each law - through development and submission of Cabinet paper	Number of papers developed and endorsed per year; number of legislation endorsed by Cabinet to be reviewed each year	0
	1.1.1.7 Conduct a consultation meeting with key stakeholders or parties related to the Act on the recommended amendment at the ministry, community, and selected outer islands from the four island groups	Number of consultations conducted; number of islands visited for consultation; number of outcome documents for the consultation produced	0
	1.1.1.8 Draft an amendment bill for each law	Number of amendment bills produced per year	0
	1.1.1.9 Conduct a workshop with parliamentarians on each law bill		0
	1.1.1.10 Table the amendment bill in Parliament	Number of amendment bills tabled in the Parliament session	0
1.1.2. Review Constitution to eliminate all discriminatory clauses, languages and to provide equal protection for women	1.1.2.1 Identify clauses to be reviewed and undertake the review of the selected clauses.	Number of human rights issues in the constitution addressed and resolved	0

1.1.3 Streamline the front counter services and systems (processes and procedures) to prioritise SGBV case recordings for OAG, maintenance and custody cases for OPLS; create a focal point for ESGBV	1.1.3.1 Establish a dedicated post within OAG and OPLS specifically for ESGBV	Number of front counter services and systems changed to facilitate with priority; SGBV, maintenance and custody cases focal point for SGBV	0
<b>NAP Activity 1.2: Establish an accessible specialised and separate Family Court</b>			
1.2.1 Establish and support Family Courts and mediation	Planning, negotiation and design of the Family Court	Number of islands selected to establish a Family Court; number of islands visited for negotiation; number of island councils who approve construction of the Family Court on the island; number of MOU signed by island councils; the standard design of Family Courts produced; number of standard MOUs produced	0
	Selection of contractors for the construction of the Family Court	Number of meetings held for tender opening; number of selected construction contractors; number of Family Courts established	0
	Construction of Family Court on South Tarawa and outer islands	Number of islands who establish Family Courts; number of Family Courts established per island	0
	Establish a pathway system for mediation for custody and maintenance	Increase in utilisation of mediation services for SGBV	0
	Conduct training and capacity building on mediation	Number of training courses per year; ASWO and counsellor advocate undertake training	0
1.2.2. Improve the recording of the use of the Family Court; provide access to justice by victims of SGBV, maintenance and custody, Family Court and juvenile/youth court	Appoint an SGBV database officer to record SGBV cases heard within the Judiciary (High Court and Magistrate's Court)	Number of cases (SGBV, Maintenance and Custody) being heard at the Family Court	Disaggregated database
<b>NAP Activity 1.3: Provide accessible training, workshops and public awareness on current laws, policies, and practices related to SGBV, maintenance and custody</b>			
1.3.1 Roles of magistrates in SGBV cases, roll-out & training on benchbook and the process on maintenance and custody of children (cases should go through the mediation then to Social Welfare before going to court)	Conduct training to all lay magistrates and single magistrates about current laws, policies, and practices; benchbook and process on maintenance and custody of children and FPA protection order	Number of training courses per year; number of lay and single magistrates who undertake training; the percentage of decrease in the number of complaints reported by the public	0
1.3.2 SGBV to police, prosecutors and investigators, OAG (DPP)	Conduct training or refresher training for current and new police officers, prosecutors, investigators, and the OAG (DPP) on the process of case prosecution	Number of training courses conducted per year; number of police, investigators, OAG who undertake training; record percentage increase in the number of SGBV cases being heard	0
Training and refresher training to members of Advisory Council	Conduct training or refresher training for new and existing members of the Advisory Council annually	Number of training courses conducted; number of members of Advisory Council who undertake training	0

1.3.4 Public awareness to communities on SGBV and related laws, policies and practices	Conduct workshop for communities on SGBV and related laws, policies and practices	Number of workshops conducted; the number of reach outs to communities for awareness	0
	Raise awareness through the "5-0" program on radio	Number of "5-0" programs on air	0
1.4 Provide training and education for police, prosecutors, lay magistrates and single magistrates about current laws, policies, and practices (e.g. training for front line officers on ESGBV and any related DV policy)			
1.4.2 Create separated rooms for survivors and perpetrators		see Activity 1.2.	0
1.4.3 Equip services with the proper and latest working tools (for prosecutors, investigators, and healthcare professionals)	Purchase PCR machines, laptops and a printer	Percentage increase in quality and timely services	0
	Purchase of laptops and printer		0
	Provide training for the use of PCR machines in New Zealand	Number of officers trained per year	0
<b>NAP Activity 1.5: Explore and implement options for strengthening religious and traditional justice systems on outer islands</b>			
1.5.1 Explore gaps in existing religious and traditional justice systems on outer islands	Provide consultations with heads at the local mwaneaba or with local community and church leaders	Increase in church and traditional justice systems	0
1.5.2 Provide capacity building for church leaders and unimwane to enhance existing justice systems	Provide training to church leaders and unimwane to enhance existing justice systems.	Increase in number of SGBV cases addressed by traditional and religious systems	0
1.5.3. Establish more effective and efficient systems utilising current traditional and religious systems	Increase the number of referral pathways; SOPs for the local community	Increase in number of SGBV cases addressed to - and resolved by - traditional and religious systems	0
<b>NAP Activity 1.6: Strengthening and improving database system and networking on sexual and gender-based violence</b>			
1.6.1. Establish a system in the MWYSSA that centralises data related to women and children disaggregated by nature of cases	Design and create an online database for SGBV cases	Number of systems centralised in the MWYSSA	0
	Appoint an SGBV database officer to record SGBV cases	Number of cases (SGBV, maintenance, and custody) heard at the Family Court	Disaggregated database
1.6.2. Provide training on new system and database	Provide training for stakeholders on data entry	Number of people, IT equipment, and data entries	0
1.6.3. Maintain and support networking-based systems	Conduct quarterly reflective meetings for sharing data records among stakeholders and data entry personnel	Percentage increase in data sharing	0

1.6.4. Equip users of system with relevant tools to maintain system and networking	Purchase relevant equipment, including laptops and desktops	Number of tools	0
<b>NAP Activity 1.7: Create and improve rehabilitation processes for sexual and gender-based violence offenders</b>			
1.7.1 Explore and develop rehabilitation programs	1.7.1.1 Study tour on rehabilitation program and survey in the region	Develop manual on rehabilitation services	0
	1.7.1.2.3 Finalise manual on rehabilitation Service	Number of manuals produced	0
	1.7.1.3 Conduct training on rehabilitation manuals	see Activity 1.3	0
	1.7.1.4 Support and empower rehabilitation service providers to diversify its services	Improve rehabilitation services	0
	1.7.1.5 Visit the rehabilitation services	Number of visits	0
	1.7.1.6 Establish and support rehabilitation systems in relation to behavioural change of perpetrators	Number of rehabilitation institutions targeting behaviour of perpetrators	0
	1.7.1.7 Establish a system (by court order) of referral to rehabilitation services	Number of referrals to rehabilitation services	0
1.7.2 Create additional rehabilitation centres to address all issues regarding SGBV	Planning, negotiation and design of the rehabilitation centre	Standard design of rehabilitation centre produced	0
	Selection of contractors for the construction of rehabilitation centre	Number of meetings held for tender opening; number of selected construction contractors established	0
	Construction of rehabilitation centre on South Tarawa	Number of established rehabilitation centres; number of varieties of rehab centres	0
<b>KSA 2: Strengthen efforts to eliminate and prevent GBV through public, civil engagement and advocacy</b>			
<b>Outcome 1: Attitudes and behaviours that perpetuate violence against women and children are eradicated</b>			
<b>NAP Activity 2.1 Establish and support prevention coordination mechanism at WDD to coordinate all prevention programs at the national level</b>			
Establishment of prevention coordination mechanism/ strengthening GBV prevention	2.1.1 Endorse a GBV PreventionNet terms of reference with clearly defined roles, responsibilities, decision-making processes, priorities, and membership	ToR endorsed	0
	2.1.2 Convene quarterly national GBV PreventionNet meetings, including 2 joint meetings per year with SafeNet, to ensure linkage to services	Number of meetings conducted	0
	2.1.3 Establish outer island GBV PreventionNet mechanisms commencing in year 3, in close coordination with the extension of SafeNet to the outer islands	Number of prevention coordination mechanisms established	0

	2.1.4 Utilise existing resources (such as the Warwick Principles), promising practices, evidence, and knowledge on prevention in the Pacific to develop evidence-based GBV primary prevention guidelines and standards, including standard operating procedures, supported by an evidence-based set of key messages and approaches; Provide information on key principles, accountabilities and standardised approaches for delivering primary prevention programming in Kiribati; package the guidelines and standards with training and capacity-building materials	Collate and establish a package of standards	0
	2.1.5 Train, capacitate and create a cadre of prevention experts in Kiribati with the roll out of the aforementioned GBV primary prevention guidelines and standards with a training package to key stakeholders in primary prevention and how to link to available services through SafeNet; include mentoring and accompaniment services to support prevention experts  Train and capacitate a cadre of prevention experts in Kiribati with the rollout of the aforementioned GBV primary prevention guidelines and standards, along with a training package for key stakeholders in primary prevention and how to connect to available services through SafeNet; Include mentoring and accompaniment services to support these prevention experts.	Number of people trained (disaggregated by agency, sex, age, etc.); number of trainings conducted	
	2.1.6 Facilitate a national prevention forum every two years to foster discussions and collaboration on prevention approaches	Number of fora conducted	0
	2.1.7 Design an outcomes-based monitoring and evaluation framework for PreventionNet to facilitate planning, reporting and monitoring of prevention progress	Number of planning, reporting and M&E	0
	2.1.8 Resource and allocate dedicated staff within WDD to convene PreventionNet and facilitate data management	Number of prevention data manage	0
	2.1.9 Collaborate with SafeNet to develop a contingency plan for emergencies, such as COVID-19, to ensure the continuity of prevention messaging during crises	Number of contingency plans developed	0
	2.1.10 Explore specific aspects of technology -informed/cyber/online gender-based violence prevention - with key messages and approaches		
	2.1.11 Provide training and capacity building to PreventionNet stakeholders		
	2.1.12 Develop and implement new community policing approaches to prevent violence against women and children		

	2.2.13 Provide support for ESGBV campaigns/ advocacy to the expanded youth network	Number of ESGBV campaigns promoted by young people through video clips, etc.	2 video clips produced
	2.2.14. Conduct orientation training with PreventionNet stakeholders and youth volunteers on ESGBV policy.		
<b>NAP Activity 2.2: Increase GBV prevention, public awareness and advocacy</b>			
Population-level awareness raising; scale-up population-wide public awareness campaigns on gender equality, inclusion (disabilities, SOGIESC), SRHR and human rights during key national days (e.g. International Women's Day, 16 Days of Activism, National Youth and Children's Day, World Population Day, international days for girls, Independence Day, etc.)	2.2.1 Develop a suite of standardised IEC materials and key messages through PreventionNet based on evidence, survivor-centered principles and human rights, along with associated responsibilities (including content below)		
	2.2.3 Develop and launch a radio program featuring short stories that represent diverse communities in Kiribati and focus on preventing VAWG	Number of people reached, the number of islands	0
	2.2.4. Develop social media content adapted for diverse population groups (e.g. video clips with key messages on the prevention of GBV, adapted/ tailored to young girls and boys, children, young adults, women, men, etc.)	Number of video clips develop	3
	2.2.5 Develop a program for competitions and age-appropriate games to host and engage communities during national events, in partnership with SafeNet (bingo, singing, children's games)	Percentage of population	50%
<b>NAP Activity 2.3 Faith: Facilitate safeguarding and safe church programming within Kiribati churches</b>			
Strengthening partnerships with FBOs in GBV prevention	2.3.1 Continue engagement with faith leaders (currently a part of SPV) and women's fellowships/ faith leaders to identify strategies for engaging and utilising the influence and respect of the church in Kiribati as a platform for attitude and behaviour change	Number of consultations conducted	0
	2.3.2. In partnership with the Pacific Conference of Churches, facilitate a review of church mechanisms using the recently launched Gender Status Card (accessible at: <a href="https://www.pacificconferenceofchurches.org/pacific-gender-status-card-safe-just-pacific-communities-for-women-and-men/">https://www.pacificconferenceofchurches.org/pacific-gender-status-card-safe-just-pacific-communities-for-women-and-men/</a> )	Number of participants	
	2.3.3. Explore current practice on gender equality theology and the ability to roll out the approach in churches		
	2.3.4 Expand the regional Break the Silence church service campaign to Kiribati, incorporating videos, key messages, and conversations held within faith settings at the national level		

SASA Faith	Explore SASA Faith through exchange program		
	Contextualise SASA Faith program; piloting SASA Faith on 3 islands		
<b>NAP Activity 2.4: Male advocacy programming/engaging men and boys: support the advancement of engaging men and boys' programming in Kiribati</b>			
Support and establish men's behavioural change program	2.4.1. Facilitate a comprehensive stocktaking and review of the KMBC program to identify lessons learned, what is working, areas requiring strengthening and alignment with regional best practices for engaging men and boys; produce an outcome document with key recommendations.	Number of stocktaking and reviews conducted	0
	2.4.2. In connection with 2.4.1, provide comprehensive training for MWYSSA staff and KMBC networks, including personnel in South Tarawa, Betio, and the outer islands	Number of trainings conducted	0
	2.4.3 Revise the KMBC program/methodology based on the recommendations in 2.4.1 with a specific focus on implementing the training in South Tarawa		0
	2.4.4 Support the roll out of the KMBC program and outer island activities	Number of men who have undergone the training	0
		Number activities conducted	10
		Number of percentage of funds	20%
	2.4.5 Coordinate and provide support for quarterly KMBC meetings, both on South Tarawa and in the outer islands	Number of meetings conducted on South Tarawa	10
		Number of meetings conducted in the outer islands	10
	2.4.6 Conduct site visits, provide training, and facilitate attachments to regional male programs	Number of men who have undergone exchange program	0
	2.4.7. Conduct monitoring and evaluation for the program	Number of M&E conducted	0
	2.4.8 Deliver capacity-building training for KMBC members in the outer islands	Number of men who have undergone capacity building training	0
Number of Islands who have conducted capacity building training		0	
2.4.9. Establish and roll out the KMBC program to the outer islands including the Line and Phoenix Islands	Number of KMBC bodies established	5	
	Increased number of men who have attended KMBC training	100	
2.4.10. Conduct Training of Trainers (TOT) for KMBC advocates on perpetrator counseling	Number of male advocates who have undergone counselling training	0	
2.4.11. Provide training for men on South Tarawa and Betio, including decision-makers such as members of Parliament	Number of men who have undergone KMBC trainings	100	
	Number of decision makers undergone KMBC training.	0	

NAP Activity 2.5. Establish new and strengthen existing male advocacy networks across Kiribati			
Strengthening Male Advocacy Network	2.5.1. Facilitate cross-country learning opportunities within the Pacific region, allowing participation in learning exchanges with other countries engaged in male advocacy programming (e.g., Fiji and Tonga through the Pacific Women's Network to End Violence Against Women), including KMBC networks	Number of members who have undergone the program	0
	2.5.2 Develop a Male Advocacy Program approach with a code of ethics and a training/capacity-building plan for male advocates	Number of code of ethics	0
	2.5.3. Facilitate dedicated training and capacity building for male advocacy programs	Number of trainings conducted	0
	2.5.4. Establish new networks of male advocates in 2 geographic regions	Number of new male advocacy/programs established	0
	2.5.5. Facilitate a community of practice/space for support, including quarterly meetings for male advocates (KMBC, DAD AP, School Boys-JSS, etc.)	Number of meetings	0
	Establish a Male Advocacy Centre		0
NAP Activity 2.6 Education: Expand healthy relationship, life skills and comprehensive sexuality education programs to support young people and families			
Support and Promote life skills programmes	2.6.2. Resource and support existing programs both in and out of school, such as the Social Citizenship Education program and Family Life Education programs (SPC and UNFPA)	Number of youths trained	2%
		Number of disengaged youth conducted	0%
	2.6.3. Provide support for AAFR programme(Financial & TA)	Number of support programs provided	0
	2.6.4. Conduct TOT family & youth life skills trainings	Number of TOT trainings conducted	5
		Number of participants trained	500
	2.6.5. Implement the family life skills program on outer islands	Number of trainings conducted on the outer Islands	5
	2.6.6. Strengthen the current program through South-South AAFR programs	Number of trainings	0
	2.6.8. Monitor and evaluate trained youth	Number of M&E conducted	0
	2.6.9. Conduct ambush operations to proactively prevent illegal exploitation of girls in sexual and economic operations (e.g. Ueen Kiribati and Ueen in Kava Bars)	Number of operations conducted	0
	2.6.10. Conduct training on MISP with IDC and HYC for all outer islands.	Number of youth trained	0

NAP Activity: 2.7. Sports: Utilise the influence and power of sport to shift attitudes and behaviours to prevent VAWG (UNW)			
Increase sport participation and engaging sport to build good relationships, gender equality and support prevention of VAWG	2.7.1. Facilitate cross-country learning opportunities within the Pacific region, allowing participation in learning exchanges with other countries engaged in sport and gender equality/prevention of VAWG programming	Number of learning exchange participation shared	0
	2.7.2. In partnership with national sporting organizations, such as rugby, support the establishment and rollout of evidence-based, tailored VAWG prevention and gender equality sports programming with young people	Number of activities rolled out	0
	2.7.3. Organise a national dialogue on safeguarding and safe sport with the sports sector (e.g., KNOC, Kiribati National Paralympic Committee, Kiribati Athletics Association, national sporting organizations, etc.) to advance the conversation on safeguarding and safe sport; Produce an outcomes document with recommendations and a way forward, including its incorporation into their policies	Number of national dialogue made to sport organisations	2
	2.7.4. Provide financial support to sport programs/ tournaments that promote healthy relationships, gender equality, and contribute to the prevention of EVAWG (Elimination of Violence Against Women and Girls)	Number of sport programs and national tournaments	3
NAP Activity 2.8 Community-based intimate partner violence prevention: Strengthening Peaceful Villages program			
Community mobilisation in changing social norms	2.8.1. Conduct a dialogue in South Tarawa using the findings of the impact evaluation to assess where to direct efforts in the next iteration of SPV. This assessment should consider modality, approach, geographic scope, and impact	Number of dialogues undertaken with findings from impact evaluation	
	2.8.2 Catalyse the lessons learned and best practices of the current iteration of SPV alongside findings from the impact evaluation, to deepen and focus efforts on intensive attitudes and behaviour change in specific geographic areas in order to shift the incidence/prevalence of intimate partner violence		
	2.8.3 Implement the next iteration of SPV based on the aforementioned activities, which will include a readjustment of methodology and approach		
NAP Activity 2.9 GBV mainstreaming: Provide support to ministries to mainstream gender-based violence against women and children in their current SOP, guides, MSP, protocols, etc.			
Promoting gender mainstreaming	2.9.1. Utilise and support line ministries across whole of government to integrate gender mainstreaming approaches using SASA! Together's institutional strengthening strategy; establish and support ministries to implement strengthening Institutional strategy	Number of ministries engaged in institutional strengthening strategies	0

	2.9.2. Support the integration of GBV mainstreaming efforts in key line ministry policies and document	Number of policies and documents that integrate GBV	
<b>NAP Activity 2.10. Strengthening and supporting island council strategic plans to enhance peace in their respective islands (Pillar on Peace only)</b>			
Support island council peace plans	2.10.1. Provide financial support to island councils for the implementation of the peace pillar	number	
	2.10.2. Require island councils to support the prevention coordination program at the island level	Number of island councils who support coordination	
	2.10.3. Collaborate with MIA to lobby island councils to integrate the prevention component into their strategic plans and bylaws	Number of island councils	0
<b>NAP Activity 2.11 Support perpetrators rehabilitation programme</b>			
Strengthening partnership for perpetrators programs	2.11.1. Provide joint support for the implementation of court orders for perpetrators in collaboration with SafeNet and PreventionNet	Number of court orders implemented	0
	2.11.2. Facilitate a dialogue to review perpetrator program approaches and integrate key interventions that promote attitude and behavior change for non-violent relationships and reduce the likelihood of future perpetration		
	2.11.3. Develop rehabilitation modules for prisoners and perpetrators from different rehabilitation programs, such as AAFR, KMBC, and Social Affairs	Module guide developed	0
	2.11.4. In partnership with frontline service programs, implement a program to address unreported perpetrators (withdrawn cases)	Number of unreported perpetrators supported	0
<b>Activity 2.12 Strengthening and supporting MOE's program to prevent VAQ within the school level</b>			
Mainstreaming gender within the area of teaching and learning, students wellbeing, school environment and MoE as a whole	2.12.1. Conduct quarterly MoE ESGBV coordination meetings	Number of quarterly meetings	23
	2.12.2 Provide support to school GBV prevention efforts		0
	2.12.3. Offer capacity-building sessions for school gender equality advocates	Number of capacity building conducted	3
	2.12.4. Provide financial support for school JSS gender equality advocacy activities	Percentage of funds utilised	29%
	2.12.5. Implement M&E for school gender equality advocacy activities	Number of M&E conducted	0
	2.12.6. Conduct refresher training on basic counselling for all teachers at the school level	Number of trained teachers who have undergone counselling	0
		Number of refresher training for counselling	0
	2.12.6. Provide and facilitate ongoing technical support for mainstreaming gender to all pre-service and in-service teachers	Number of islands visited; and number of teachers who have undergone training.	7

	2.12.7. Raise gender awareness among MoE staff	Number of awareness	2
<b>Activity 2.13: Strengthening protection, gender and inclusion (PGI) mainstreaming in all programs</b>			
Development of KRCS PSEA policy and system	Training on PGI at all levels (volunteers, staff, branches, communities) for South Tarawa and outer islands	Number of trainings conducted; number of people trained	0
	Strengthen the PSEA system at all sectors/ levels (organisational policy, organisational management, human resource systems, mandatory training, reporting, assistance and referral, investigations)	Policy; number trained; systems established	0
	Review the existing GBV policy and integrate it into the Human resources policy	Number of trainings	1
	Develop the PSEA system	System developed	0
	Conduct a workshop	PSEA policy	0
	Support for community activities on ESGBV for branches	Hold meetings with targeted communities for planning and monitoring	Number of meetings
	Implement the planned community activities	Number of activities	0
	Conduct an evaluation survey	Number of monitoring surveys	0
Expanding KMBC networking to KRCS volunteers	Hold committee meetings	Committees established	0
	Provide training for this group and implement activities to enable behavioural changes	Number of trainings	0
	Carry out community outreach activities	Number of people reached with the services	0
Volunteers conducting promotion activities	Engage in community promotion, road shows, messaging, and radio programs	Number of promotional activities	0
<b>KSA 3: Gender-based violence data management</b>			
<b>Outcome: Improve coordination and management of GBV data collection</b>			
<b>NAP Activity 3.1: Strengthening and improving database system and networking on gender-based violence</b>			
3.1.1 Establish a system in the MWYSSA that centralises data related to violence against women, girls and children disaggregated by nature of cases, age, gender and disability	3.1.1. Strengthen the data coordination mechanism within the MWYSSA	Data management committee established and TOR endorsed; number of meetings held; number of minutes and progress reports produced; data management system within MWYSSA improved	1
	3.2. Design, develop, and adapt a standard online database for GBV data that is accessible to stakeholders for data inputs, with the assistance of a TA	Number of online database developed; number of stakeholders adapt/use/ access the database; number of databases installed at the relevant stakeholder office	0
3.1.2. Provide training on new system and database	Install the database and conduct a 10-day training on the processes and procedures to use and access the database for all stakeholders on South Tarawa and the outer islands	Number of people trained	
3.1.3. Maintain and support networking-based systems	Conduct a mid-review reflection workshop for all data management with all focal point across stakeholders	Number of reflection outcome document produced; number of challenges and success stories shared by members	0

3.1.4. Equip users of system with relevant tools to maintain system and networking	Purchase computers, printers, routers, and other tools for all data management stakeholders	Number of tools purchased	0
3.1.5 Support Key stakeholders including MWYSSA staff to attend In-Country and overseas short-term training on data entry and database management	3.1.5.1. Ensure the participation of key stakeholders and MWYSSA staff in learning exchanges	Number of staff work attached	0
	3.1.5.2. Attend the regional training (RTP) program with the Fiji Women's Crisis Centre	Number of staff attending the RTP training	1
	3.1.5.3. Conduct in-country training on ToT on gender, multi-sectoral procedures, referral pathway, human rights, etc.	Number of staff who participate in the gender training	1
	3.1.5.4. Facilitate South-South training in collaboration with SafeNet Solomon Islands	Number of staff who participate in the training	0
	3.1.5.5. Organise in-country GBV prevention and response training	Number of staff who participate in the training	0

**KSA 4: Institutional strengthening and capacity building for all stakeholders**

**Outcome 1: Strengthen key institutions on preventive and response mechanisms to eliminate GBV**

**NAP 4.1 Capacity building to women development officers and key relevant partners in GBV prevention and response**

4.1.1 Develop a GBV human resource development plan for all stakeholders both in-country and overseas; long term and short term training	4.1.1.1. Conduct a training needs assessment with all stakeholders on GBV in government and other organisations/advocates	Number and type of training needed identified; training need assessment report produce	0
	4.1.1. 2. Design a five-year GBV human resource development plan for all stakeholders, including training costs	Number of meetings held for the design of GBV human resource development plan	
	4.1.2.1. Engage a TA (regional GBV specialist) to work with local institutions such as KIT and USP to develop and design customised short courses on accessible and inclusive GBV prevention and response programs	Number of customised courses held in-country with KIT and USP	0
4.1.2 Support key stakeholders including MWYSSA staff to attend in-country and overseas long and short-term training	Provide funding support for key stakeholders, including MWYSSA staff enrolment in in-country accreditation		
	4.1.3.1. Ensure the participation of key stakeholders and MWYSSA staff in learning exchanges with organisations such as the Women's Mechanism Fiji and UN Women Fiji, or other international organizations	Number of staff work attached	
	4.1.3.2. Attend regional and South-South training sessions	Number of staff attending the RTP training sessions	
	4.1.3.3. Conduct in-country GBV training, in alignment with GBV HRP guidelines	Number of staff who complete training on TOT in gender training/SOP/referral/human rights etc	

**NAP 4.2 Strengthen partnership with NGOs, OPDs, FBOs and CSO in the implementation of the National Action Plan of the ESGBV policy**

4.2.1. Establish and strengthen partnerships with FBOs, CSOs, and advocators to join efforts on the implementation of the NAP	4.2.1.1. Conduct partnership workshop to promote NGOs, FBOs, CSOs/CBOs interest to contribute to the elimination of GBV and to address gender inequality	Number of partnership workshops conducted	0
	4.2.1.2. Provide support to FBOs, CSOs, and advocators to raise awareness about prevention and response programs, including safe houses	Number of reflection meetings undertaken	0

**NAP : 4.3 Institutional strengthening to key stakeholders through being equipped with the right tools to undertake responsibilities and roles to eliminate gender-based violence**

4.3.1 Establish a one-stop shop organisation (secure land & office)	4.3.1.1. Develop a proposal/concept note and seek approval (land; concept of one-stop-shop; staffing)	Land space identified/approved; new office and staff approved	0
	4.3.1.2. Develop design of office for approval by key stakeholders (meetings 2x)	Design office plan; approval	0
	4.3.1.3. Conduct meeting with key stakeholders to operationalise the one-stop-shop	1 outcome document produced for consultation meeting; MOU developed and validated; MOU signed by key stakeholders	
4.3.2 Equip key stakeholders with required tools to execute GBV prevention and response role	Conduct a needs assessment for key stakeholders on the right tools required	Report produced on the analysis of stakeholders need assessment	0
	Procure tools and equipment for key stakeholders		

**Outcome 2: Enhance the capacity of ESGBV and gender stakeholders to execute their roles on prevention and response to gender-based violence**

**NAP Activity 4. 2.1: Training for all stakeholders on ESGBV and gender-related policies, laws, and conventions**

Refresher training on policies, laws and conventions	4.2.1.1. Conduct in-country refresher training on gender, laws, conventions and policies related to GBV for all stakeholders twice a year	Number of trainings conducted	
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**NAP Activity 4.2.2 : Wide awareness of GBV study findings and understanding of gender and GBV data (continue and increase effort for effective prevention and response in responding to the current study and survey findings)**

4.2.2.1 Data preparation for prevention and services GBV findings	Coordinate meetings for the prevention and services related to all GBV findings	Number of coordination meetings for prevention and service	2
4.2.2.2 NGOs/OPDs/CBOs prevention and response GBV workshop	Coordinate awareness workshops with NGOs/CBOs for prevention and response work related to EGBV	Number of awareness workshops with NGOs/OPDs/CBOs	1
4.2.2.3 High level support by key decision makers	Conduct a nation-wide advocacy campaign on gender and GBV targeting key decision makers, including parliamentarians, high-level government officials, mayors, islands councils and community elders (uniwmane and unaine)	Number of nation-wide advocacy campaigns conducted	

**Outcome 3: Promote gender equality, and enhance protection and safety of women, girls and children from the impact of disasters in all situations**

**NAP Activity: 4.3.1 Develop programs and tools to empower GBV survivors before, during and after disasters**

4.3.1.1 Safety and protection policy and plan for GBV survivors and other vulnerable groups in the community	Hold meetings with stakeholders to develop (TOR)		
	Establish the safety and protection committee and engage the TA specialist for support		
	Validate for approval		

	Conduct Public awareness programs in the communities		
	4.3.1.2. Develop key messages;	Standard key messages developed	
4.3.1.2 Early warning of climate and weather conditions	Conduct public accessible awareness through media (5-0 program)	Number of radio programs on air	
	4.3.1.3. Conduct accessible awareness programs on available services during and after disasters	Number of outreach awareness done; Number of sites reached; Number of participants reached	0
	4.3.1.3. Collaborate and coordinate with key relevant stakeholders to develop empowerment, response and resilient programs (OB, MWYSSA, ECD, MET, MFMRD)	Number of coordination, meetings; empowerment/ training programs developed; finalization and validation (off-site)	0
<b>NAP Activity: 4.3.2 Elimination of GBV and gender stereotypes at all levels of the society</b>			
4.3.2.1 develop, and endorse Code of Ethics (CoC) at the ministry/ organisational level	4.3.2.1.1. Organise a workshop meeting to develop a CoC	2 CoC workshop meetings completed	0
	4.3.2.2.2. Finalise and validate (off-site)	CoC finalised and validated	
4.3.2.2 Review laws/policies for safety and protection of employees (in GBV); incorporate protection and safety for civil servants (for GBV) in the existing laws and policies related to employment (MERH, PSO)	4.3.2.2.3. Lead the ministry in consulting stakeholders to establish a review committee (employers)	Invitation letter; meeting of stakeholders; TOR developed; number of existing laws, policies review and incorporate protection and safety clauses for civil servants	
	4.3.2.2.4. Conduct 3 review meetings	3 meetings conducted; number of key stakeholders; policies identified for review/ reviewed; laws identified for review/ reviewed	
	4.3.2.2.5. Finalise and validate	Policies/laws finalised	
	4.3.2.2.6. Seek approval of higher authority (Secretary's meeting; cabinet paper)	Reviews approved	
4.3.2.3 Establish sub-committee with employers for the protection of employees in the working place		Number of meeting outcomes; number of agencies to develop protection and safety guidelines/policies for employees in the workplace	
<b>NAP Activity: 4.3.3. Strengthen the support for working parents</b>			
4.3.3.1 Providing child incentives during maternal period	4.3.3.1.1. Establish/adopt a standard policy for all employers in the private and public sector	Number of mothers received child incentives	0
	4.3.3.1.2. Develop TOR for local/TA and recruit TA to review and standardise the CoC for all employers, following the TOR	TOR agreed; TA recruited	0
	4.3.3.1.3. Review all CoC by employers with the support of local TA	CoCs of employing organisations standardised	0
4.3.3.2. Establish comfort room/ lounge for breastfeeding mothers at every government ministry/ institution/organisation in Kiribati	4.3.3.2.1. Design standard lounge	Standard plan agreed (blue print)	0
	4.3.3.2.2. Organisations implement comfort lounge through their own budget	Lounge established in organisations	1
	4.3.3.2.3. Develop standard policy for use	Proper use and controlled use; standard maintained	0

<b>KSA 5: Strengthening and improving GBV response</b>			
<b>Outcome 1: Improve and strengthen access to quality support service</b>			
<b>NAP Activity: 5.1 Strengthening existing/new frontline service providers through capacity building to improve GBV response</b>			
5.1.1 Provide capacity building through in-country and overseas training for all frontline service providers	5.1.1(a) Provide GBV counselling (in-country)	Number of trainings, no of service providers trained	3
	5.1.1(b) Conduct FWCC RTP training	Number of service providers have been trained	15
	5.1.1(c) Deliver GBV training (in-country)	Number of trainings on GBV conducted	5
	5.1.1(d) Conduct training on how to operate and manage safe house training (in-country/overseas)	Number of inhouse training conducted; number of participants attending in-house/ in-country/overseas safehouse training	0
	5.1.1(e) Facilitate work attachment at national and regional organisations	Number of people attached	0
	5.1.1(f) Provide forensic evidences training and tools	Number of forensic officers trained	2
	5.1.1(g) Conduct training on prosecution, investigation of GBV cases	Number of people; number of training conducted	60 ppl for prosecution, 0 for investigation
	5.1.1(h) Deliver training on victim management including victims with disabilities to front-liners	Number of frontliners trained	0
	5.1.1(i) Provide training on clinical management of rape for medical assistants, nurses, and doctors	Number of trainings conducted	10
	5.1.1 (j) Conduct training on supervision and debriefing	Number of trainings conducted,	0
5.1.2 Training on GBV forensic evidence to health workers (such as postmortem, etc.)	5.1.2 (a) Provide training for MA and outer islands nurses on GBV forensic evidence; Conduct trainings to O&G interns and registrars on GBV forensic evidence	Number of health staff trained on forensic evidence	10
5.1.3 Training on rape, child abuse, trauma cases counselling	5.1.3(a) Deliver training for DV counsellors on specific skills for rape survivors, child abuse survivors, and trauma cases survivors including survivors with disabilities	Number of staff trained	1
5.1.4 Feminism, women's rights	5.1.4 (a) Conduct inclusive and accessible Training of Trainers (TOT) on feminism and women's rights	Number of staff trained	1
5.1.5 TOT training on DV counselling, GBV, human rights and the law	5.1.5 Conduct specific training on DV counselling, GBV, human rights and the law	Number of staff trained	1
5.1.6 Support self-care sessions and trainings	5.1.6 (a) Mentor DV counsellors as part of self-care trainings	Number of staff trained/involved	12
5.1.7 Support training on sign language	5.1.7. (a) Provide training on sign language through KIT/special school	Number of staff trained	0
5.1.8 Couple Counselling	5.1.8.(a) Conduct training for counsellors on couple counselling skills	Number of service providers with couple counselling program	0
	5.1.8.(b) Provide capacity building on anger management	Number of staff training on anger management	0

5.1.9 Rehabilitation program	5.1.9. (a) Provide support for perpetrators program (partnership with AAFR)	Number of exchange program, MOU with AAFR & prison (MOJ & judiciary)	0
	5.1.9.(b) Conduct de-briefing for registration	Number of de-briefing for registered DV counsellors	0
	5.1.9. (c) GBV counsellor's refresher training Offer refresher training for GBV counselors	Number of refresher training for DV counsellors	0
5.1.10 Support training on GBV in emergency to service providers	5.1.10(a) Conduct inclusive trainings for emergency general doctors; Maintain ongoing refresher trainings on GBV SOP	Number of staff trained	4
5.1.11. Addressing sexual and reproductive health needs	5.1.11.(a) Provide support for forensic examination tools awareness on SRH in relating to GBV outreach programs for SRH needs	Number of materials and tools to address sexual and reproduction; number of awareness programs conducted	1
<b>NAP Activity 5.2 Service provider institutional strengthening</b>			
5.2.1 Establish new and strengthening existing shelters/ comfort lounge (inclusive shelters)	5.2.1.(a) Develop standardised criteria and procedures for establishing of accessible safe houses/shelters	Standardised criteria and procedures developed and launched	0
	Establish a partnership agreement with FBOs on outer islands for the establishment of accessible safe house on outer islands	MOU developed; number of MOU signed between MWYSSA and church leaders on outer islands	0
	5.2.1.(b) Establish KPS comfort lounge (Kiritimati Island)	Comfort lounge established on Christmas Island	0
	5.2.1.(c) Strengthen the KPS and healthy family clinic comfort lounge	Service improved and expanded	2
	5.2.1.(d) Support resources for existing comfort lounge	Existing comfort lounge needs identified and well set up	2
	5.2.1.(e) Establish the accessible and inclusive Orange Door on Kiritimati Island	Standardise shelter with regional criteria and procedures	1
	5.2.1.(f) Establish a new shelter with church-based organisation in an outer Island	Number of new safe shelters established	0
5.2.2 support expansion to Christmas Island	5.2.2.(a) Expand KWCS and OLSH to Christmas Island	Expansion of office staff; number of staff recruited; number of service provided	1
5.2.3 establishment of one stop shop	5.2.3 (a) Establish an accessible and inclusive one-stop shop on South Tarawa and Christmas Island	Improvement of services through a one-stop-shop	0
	5.2.3.(b) Explore the one-stop shop through an exchange program		1
5.2.4 Strengthening of Healthy Family Clinic	5.2.4.(a) Conduct quarterly health sub-committee audits.	Increase human resources and capacity building of healthy family clinic	
	- provide training to SGBV healthcare providers on GBV milestones and types of abuses of women and children. - support healthy family clinics with working tools, including furniture and accessible transport for SGBV cases.		

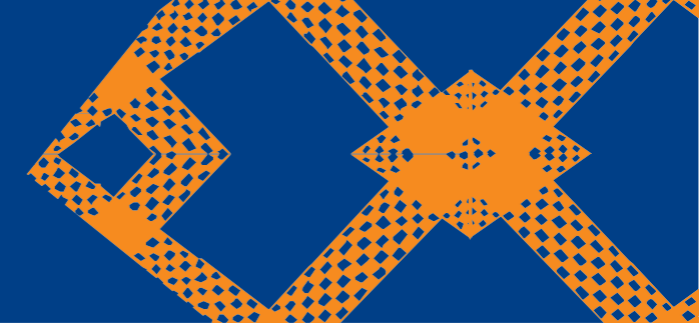
5.2.5 integrating GBV program in KPS recruitment intake curriculum	5.2.5.(a) Revise the police intake curriculum and integrate inclusive SGBV.	Revised KPS intake training manual	0
5.2.6 Rolling out of GBV component of Moral education	5.2.6.(a) Conduct TOT for teachers on inclusive SGBV component on moral education	Number of teachers trained on GBV component	0
5.2.7 strengthening of KWCS's legal service	5.2.7.(a) Provide legal officers and accessible legal support to survivors	Training and report submitted	1
strengthening outreach program to communities and outer islands	5.2.7.(b) Implement mobile counselling and community consultations in outer islands and remote areas (outreach program)	Number of islands visited	1
<b>NAP Activity 5.3 Improve GBV data collection for frontline service providers (CEDAW 54 recommendations)</b>			
5.3.1 Strengthen national GBV data	5.3.1.(a) Roll-out an agreed standardised/online data collection tool for all SafeNet members and on all islands	Agreed standard template/database	0
	5.3.1.(b) Centralize the administration of GBV data with MWYSSA	GBV data reports annually	centralize SafeNet GBV data
	5.3.1.(c) Conduct training for GBV data focal officers (ISP, Data analysis)	a) Number of trainings conducted; b) number of GBV focal points trained	a) 4, b) 7
	5.3.1.(d) Allocate resources for data collection	Number of computers purchased for GBV data collection	8
5.3.2 Strengthen KWCS data collection	5.3.2.(a) Set up GBV data system	Data system aligned with SafeNet	1
5.3.3 support and development to CEDAW activities	5.3.3.(a) Ensure that a number of the community is trained; report is submitted; and a trip to Geneva is organised		1
<b>NAP Activity 5.4: Strengthening the roles and functions of SafeNet</b>			
5.4.1 Improve the coordinating mechanism and strengthening SafeNet	5.4.1.(a) Conduct SafeNet quarterly meetings, services dialogue, case management meeting	Number of SafeNet meetings conducted	6
	5.4.1.(b) National SafeNet Symposium	Number of symposiums	0
5.4.2 improve standard practice guidelines for GBV services	5.4.2.(a) Review SafeNet referral pathways, SOPs (Health, KPS, SafeNet), translation, and roll out	Referral pathway including GBV IE	1
	5.4.2.(b) Monitoring and evaluation	Number of M&E meetings	1
	5.4.2.(c) Develop MHMS minimum standard for reporting (external and Internal)	Develop MHMS minimum standard for reporting	0
5.4.3 Support and Strengthening of SafeNet	5.4.3.(a) Strengthen the GBV sub-committee within keyline ministries	Provide support to existing GBV sub-committees	2
	5.4.3 (b) Develop the survivor empowerment program within the Crisis Centre	Provide support to the survivor empowerment program	2
<b>NAP Activity 5.5 Strengthening and support of national counselling framework</b>			
5.5.1 Roll out of DV counselling registration	5.5.1.(a) Conduct DV counseling registration; train potential applicants on DV counseling; and conduct written/role-play assessments	Number of DV counselling training held; number of registered counsellors; number of those registered for DV counselling	2 DV counselling training; 4 registered counsellors

5.5.2 support to coordination meeting to registered DV counsellors	5.5.2.(a) Conduct an annual meeting for registered DV including Advisory Council and DVCR Taskforce	Number of annual meeting for registered DV counsellors	0
<b>NAP Activity 5.6 Gender-based violence in emergency/disasters/pandemic/COVID-19 outbreak</b>			
5.6.1 Support establishment of Gender and Protection Cluster	5.6.1.(a) Conduct coordination meetings for Gender and Protection Cluster, develop the TOR and MOU	TOR/MOU signed	0
5.6.2 Support the establishment of GBVIE response plan	5.6.2.(a) Establish a temporary shelter (Orange door) during emergencies; develop inclusive GBV IE response plan during disasters such as establishment of a temporary shelter during disasters, including referral pathway in emergencies, and dignity kits	Accessibility of services during emergencies improved; number of kits provided to women and children	1
<b>NAP Activity 5.7 Strengthening of GBV partnerships and responses</b>			
5.7.1 Strengthening partnerships with KPS, MWYSSA, MHMS, OAG, Judiciary, OLSH Crisis Centre	Develop an MOU and partnership with keyline partners for referral and training	MOU signed	1
5.7.2 Review of Strategic Plan and Development of new Strategic Plan for Service Provider NGOs	Develop and finalise a revised Strategic Plan	Finalisation of SP	1
<b>NAP Activity 5.8: Awareness and Advocacy n GBV Services</b>			
5.8.1 Support awareness and advocacy of GBV services to the public	5.8.1.(a) Develop and deliver standardised accessible messages for GBV services, including awareness during emergencies	Standardised message and delivery of messages	4
	5.8.1.(b) Develop a monthly audio awareness program through radio and TV	Number of radio/tv programs completed	4
	5.8.1.(c) Raise awareness during national events (independence, 16 days of activism)	Number of awareness programs held during national events	4
5.8.2 Development of IEC materials (inclusive materials)	5.8.2.(a) Develop accessible IEC materials (including materials for the deaf and blind and other with disabilities)	IEC materials developed that consider people with special needs as well	4
5.8.3 strengthening of KWCSA's outreach advocacy programs on CEDAW, women's human rights and community	5.8.3.(a) Prepare the CEDAW report and conduct outreach programs	Number of reports submitted on time	MHMS SGBV reporting protocol
<b>NAP Activity 5.9: To develop measures to address economic exploitation of girls (Ueen Kiribati)</b>			
5.9.1 Strengthen legislation & regulations to safeguard women and children at the workplace		Number of amendments and regulations developed relevant to safety of women and children	
5.9.3 Provide social welfare and benefits for vulnerable women		Number of women provided with benefits	
OUTCOME 2: More countries, regional initiatives, and UN agencies use prevention, preparedness, and recovery policy frameworks, systems, processes,			

1.1.1.1 Establish the Project Management Unit for WRD programme within MWYSSA	a. Recruit a dedicated project manager to administer the implementation of WRD program activities and to coordinate partnership programs with Kiribati line ministries, island councils (local government, NGOs, FBOs, and CBOs)	TOR for project manager developed; recruitment process carried out; signing of the contract agreement with the dedicated project manager	0
	b. Recruit a support and communication officer for WRD	TOR for Support and Communication officer for WRD Developed; recruitment process carried out; signing of the contract agreement with the Support and Communication officer to WRD	0
1.1.1.2 Develop and translate IEC accessible materials (video clips, Pamphlets, Posters, etc);	a. Establish a coordination committee (NPMC) to oversee the development of WRD IEC materials, and the Gender and Protection Technical working group for the implementation of all WRD activities including IEC materials i.e. develop and translate IEC materials, preparatory and coordination meetings for development of IEC materials	Number of committee meetings planned; number of meetings held	0
	c. Engage a TA to assist in the development of accessible IEC materials, including tool kits and WRD Policy. This involves: i) Developing the TOR for the Consultant. ii) Advertising for the recruitment of TAs, both international and national. iii) Reviewing applications. iv) Selecting the potential TA. v) Signing the Contract/Agreement with the selected TA	Number of applications received and reviewed; outcome of pre-evaluation of interested applicant forms; TA costed work plan received and considered; contract agreement signed with selected TA	0
	d. Conduct pre-consultation workshops for the development of accessible IEC materials with other key stakeholders to assess existing IEC materials for gender responsiveness and disability inclusion	Number of meetings conducted; number of IEC materials established with key stakeholders; number of existing IEC materials with key stakeholders that mainstream gender; number of existing IEC materials that need to mainstream gender	0
	e. Conduct off-site meetings for the development and translation of IEC materials and policies	Number of off-site meetings/workshops attended; key messages for awareness and campaign identified; design of IEC materials (script for radio programs, script for short clips on preparedness, response, and recovery) developed; design of posters and pamphlets finalised	0
	f. Print IEC materials	Number of IEC Materials produced, translated and adapted	0
1.1.1.3 Conduct Awareness Workshop and training with Parliamentarians/Secretaries, Island Councils, Unimwane, NGO leaders, church leaders, women's groups, OPDs, and LGBTQI+ groups, taking into consideration scheduled Parliament meetings, national summits, general/annual meetings, and assemblies organised by the government, churches, and NGOs	a. Schedule awareness and training program dates with parliamentarians/secretaries, island councils, Unimwane, NGO leaders, church leaders, women's groups, OPDs, and LGBTQI+ groups, taking into consideration scheduled Parliament meetings, national summits, general/annual meetings, and assemblies organised by the government, churches, and NGOs	Work Plan for awareness confirmed and endorsed by NPMC, as well as targeted participants	

	b. Roll out training and awareness programs to outer island women's NGO leaders, Unimwane, ASWO, and councillors, DMC	Number of islands visited; number of trainings conducted; number of island councillors, Unimwane, NGOs, representatives attend the training	
<b>NWP Activity 1.1.3: Building an efficient and effective communication and advocacy tool for improving accessibility and strong/active participation of local women's groups in WRD portals for learning exchanges and capacity building opportunities</b>			
1.1.3.1 To support the establishment of Kiribati Women's Resilience Knowledge Platform to use for national forum/dialogue, learning exchange, campaign, and awareness on related themes to WRD including DRR, resilient livelihood and business, and environmental management (portal to be included under MWYSSA website);	a. Engage an international TA to work with the national support and communication officer to design an accessible WRD communication and advocacy platform or national WRD advocacy hub within the MWYSSA website (in i-Kiribati language) for local women to inspire, share, act, react, and research knowledge, including traditional knowledge that helps them prevent, prepare, and recover from the impact of disaster and climate change; also, develop a user guide for the information platform	TA engaged; number of designs recommended by TA for communication tool for advocacy for local women; communication platform established for local women is contextualised, made more accessible and adaptable by local women	0
	b. Conduct consultations with government women leaders, including statutory government bodies and SOEs, women parliamentarians, women island councillors, and women's organisational Leaders	Number of women who participate in the workshop; priority areas form part of communication and advocacy platform	0
	c. Produce video clips for advocacy purposes	Number of videos recorded and produced	0
	d. Conduct an offsite event for the validation of the user guide (English version and translation of user guide)	User guide for the knowledge platform translated and adapted	0
	e. Conduct a workshop for validating the User guide (Kiribati version)	Number of women who attend the validation workshop; user guide validated	0
	f. Launch the Kiribati Women's Resilience Knowledge Platform	Launching of platform; number of women who access and use the platform; number of new stories posted and uploaded into the platform	0
1.1.3.2 Improving data and information collection, reporting and communication from OIs (Outer Islands) to Tarawa on gendered impacts of disaster and general data collection related with women's resilience to disaster	a. Hire a Local TA to develop a database for data collection on the number of women, people with disabilities, and other vulnerable individuals accessing services, as well as information on building resilience to disasters and Climate Change adaptation before, during, and after disasters	Percentage of database established	0
	b. Organise a Technical Working Group meeting to review assessment forms and identify the intended content and requirements for all DRR and CCA gender-responsive stakeholders in both South Tarawa and Outer Islands reporting	Number of requirements identified and confirmed	0
	c. Procure tools (device and materials)	Number of devices and materials available	0

	d. Design and develop a Survey Monkey questionnaire in collaboration with key line ministries	Number of coordination meetings for the design and development of the Survey Monkey questionnaire; number of questionnaires developed and finalised; number of women who access, adapt to, and respond to Survey Monkey	0
	e. Analyse data and information or feedback from Survey Monkey	Number of feedback responses to questionnaires collected/downloaded and analysed; reports on U-report and Survey Monkey produced per year.	0
1.1.3.3 To carry out capacity building trainings to Women Organisation, user of the database	Conduct an awareness and training workshop on user guide for the hub and database for women's organisations in South Tarawa and 3 selected outer islands	Number of workshops conducted; number of women who participated; number of women accessing and using the Hub; number of women's success stories shared and uploaded into the Hub.	0
<b>Outcome 3: More women and girls in WRD countries have voice and agency to withstand multiple hazards, recover from disasters, and increase their resilience to current and future risks</b>			
<b>NWP Activity 1.3.1.1 Improving gender-responsive DRR and resilience in national laws, policies, NWP strategies, plans, budgets, processes, projects, and programmes at the national and sub national levels</b>			
To engage a consultant to support the gender impact assessment and improve gender and resilience integration into national and sectors short term and long term development planning and budgetary processes for national laws, policies/guidelines, plans, budgets, projects and programs	a. Develop TOR jointly with NDMO for International/Regional/National Consultants to develop WRD Policy and Gender impact assessment toolkit. Also, engage Government officials to ensure gender responsiveness in DRR and CCM integration into national laws, policies, plans, budgets, processes, and guidelines	Recruitment of TA completed; TA costed work plan received and considered; contract agreement signed	
	b. Conduct a consultation workshop with key stakeholders to map existing laws, policies, plans, budgets, and processes related to Disaster Risk Management and Climate Change Adaptation to ensure they are gender-responsive and consider the needs of people with disabilities	Mapping consultations conducted; number of national laws, plans, policies, budget, process, programs mapped for gender responsive and resilience integration	0
	c. Perform a gender impact assessment on selected laws, plans, and policies, including KDP, KJIP, and prioritised thematic areas such as WASH, FOOD SECURITY, ENERGY, AND INFRASTRUCTURE	Number of existing laws, policies, plans, processes, compliance and non-compliance with gender responsive or gender criteria; number of laws, policies, plans, budget, processes, programs that integrate gender responsiveness	0
	D. Conduct a workshop to finalise and validate the Gender Impact Assessment Report, which reflects the outcomes of the assessment of existing laws, policies, plans, budgets, and processes for compliance with gender responsiveness and meeting the needs of people with disabilities	Drafting of DRR and CCA gender-responsive compliance report produced; report on gender impact assessment produced	0



	e. Develop a gender impact assessment toolkit for integrating gender and resilience into national and sector-specific short-term and long-term development planning, and budgeting process	Gender impact assessment toolkit produced	0
Conduct relevant trainings to improve knowledge, understanding, behaviours and attitudes on gender equality, gender and disability mainstreaming and sensitization to keyline Ministries and NGO and OPDs	Conduct training for government officials from line ministries, women's NGOs, OPDs and FBO leaders on how to use the gender impact assessment toolkit for integrating gender and resilience into their laws, policies, plans, and budgeting	Number of workshop trainings conducted; number of officials who attended the training	0
	Provide training to government officials, NGOs, FBOs, and traditional leaders (Unimwane) on gender roles and responsibilities, gender equality, balancing of power, and behavioural change programs in South Tarawa	Number of government officials, NGOs, OPDs, FBO, island councillors and traditional leaders participate in the training; the number of training conducted; the number of communities and islands visited to carry out the training	
	Conduct training sessions for NGOs, FBOs, and traditional leaders (Unimwane) on gender roles and responsibilities, gender equality, balancing of power, and behavioural change programs in the three selected outer Islands	Number of unimwane and male mayors engaged and trained on behavioural change and gender equality	0
	d. Organise awareness and training workshops on behavioural change and gender equality, including discussions on different types of power in the outer Islands	Number of trainings conducted	1
<b>Outcome 4: More women and girls in WRD countries have voice and agency to withstand multiple hazards, recover from disasters, and increase their resilience to current and future risks</b>			
<b>NWP Activity 2.2.1 Improving the accessibility to and reliability of social protection and psychosocial services for women and other vulnerable groups during disaster</b>			
Develop WRD Policy and resilience and disaster management referral Pathway and reporting procedures for women and other vulnerable groups as prevention and/ or preparedness	a. Conduct a meeting of Gender and Protection Group (Safenet and other secondary service providers not in Safenet - KRCS, KFHA, OB, etc)	Number of meetings	0
	c. Conduct an off-site meeting for development and validation of Policy and pathway and reporting procedure or Emergency communication SOP	Working group formed; referral pathway developed and policy priorities confirmed	0
	Second consultation with key stakeholders to present draft referral pathway and reporting procedures	Draft Policy, referral pathway and reporting procedures presented	0
	d. Finalise and endorse the pathway and SOP for reporting/emergency communication	Policy and pathway validated	0
Conduct ToT to NGOs, OPDs and women organizations on referral pathway and reporting procedures as prevention and/ or preparedness	a. Select trainers from the gender and protection group	Number of trainers selected and trained; number of training workshops conducted	0
	b. Conduct training for Women's organisation leaders, including FBOs	Number of G&P members trained	0

118

Awareness workshop on the referral pathway and reporting procedures to women organisations and other vulnerable groups (youth groups, PWD)	d. Implement the training workshop for SafeNet members, hotline service providers, members of the disaster coordination committee, women's group organisations, and local communities at the 4 selected islands	Number of outer islands who have introduced SafeNet; women's organisations and local communities trained	0
<b>NWP Activity 2.2.3: Provide capacity building opportunities on resilient and innovative IGA (income generating activities) to single mothers for enhancing their resilience</b>			
	a. Coordinate a consultation meeting with KRCS and other line Ministries and stakeholders to discuss training needs and ideas for setting up small to medium-scale cooperatives/associations/businesses for single mothers to generate income and explore innovations for self-reliance; Develop income-generating activities (IGA) and resilience-building plans for single mothers	Number of meetings held	0
	b. Conduct a three-day workshop with key stakeholders to present IGA activities and facilitate discussions on topics including food crops gardening, cookery & catering, business marketing & project development, as well as cooperative/community setup opportunities for long-term income generation, sustainability, and self-reliance	Draft standard agreement developed; Priority support items for SP identified	0
	c. Conduct an offsite event to develop training plans and toolkits (training manual) tailored to the sustainable livelihoods of single mothers and GBV survivors; identify customised topics with input from relevant authorities or experts, focusing on areas such as food crops gardening, cookery & catering, small business establishment, project proposal development, sustainability, self-reliance, and other related subjects that support single mothers and GBV survivors during disasters	Number of SM present; number of preparation meetings conducted	0
	d. Finalise the training plan and manual, ensuring that customised courses are included in KIT's customised courses	# of needs assessment workshop conducted	0
	e. Print the complete training plan and training manual for single mothers	Standard agreement finalised	0
	f. Commence training for single mothers		0

## Annex 8: Situational Analysis of ESGBV Policy 2011-2021

The ESGBV policy, 2011-2021, and the accompanying NAP and Implementation Plan are strongly influenced by the findings of the KFSS (SPC, 2010). The study provides evidence that the level of violence against women in Kiribati has one of the highest rates found amongst Pacific Island Countries (at 68%), where the study was conducted, using WHO methodology. The study also identified enabling environments evidenced through the existence of policies and legislation which effectively addressed violence against women were either lacking or weak. Urgent national and local action is needed to address violence against women and girls, as very few supportive systems and structures, including laws, policies, and services, are in place in the country to effectively prevent violence and support victims. The very high prevalence of domestic violence in Kiribati and the many long-term, negative consequences for women is simply unacceptable and urgently need to be addressed by the national government, local partners, international donors, and development partners. Hence, the development and implementation of comprehensive multi-sectoral responses is urgently needed to effectively work towards the elimination of all forms of violence against women and girls in society. Under the NAP and the Implementation Plan there are five Key Strategic Areas, five outcomes, 40 actions and 40 sub-activities.

From the inception of the initial policy until the completion of the operational period of the Policy, several developments have been achieved toward the protection of women and girls against violence. Among the 40 sub-activities stipulated under the five-year implementation of the initial policy, 20 activities have been achieved, and 20 activities have not been achieved or are yet to be achieved. Despite the achievements, there are also challenges that have hindered or slowed down the implementation of policy priority activities. Stipulated in the table below are lists of achievements and challenges which highlight emerging priorities for the next ESGBV Policy, 2023 – 2032.

**Table of Achievements, Challenges and Emerging Priorities**

Key Achievements – Initial Policy 2011 - 2022	Challenges	Emerging Priorities for the next ESGBV policy
<p><b>KSA 1: Develop National Leadership and Commitments to Eliminate Sexual and Gender-Based Violence</b></p> <ul style="list-style-type: none"> <li>i) Establishment of the Ministry of Women Youth Sport and Social Affairs and a dedicated Division within the Ministry – Women Development Division and a dedicated officer known as ESGBV Coordinator to enable government coordination of a national response to the study findings and to work to achieve gender equality.</li> <li>ii) Establishment of SafeNet Taskforce as a coordination body for an effective and efficient response service delivery for GBV</li> <li>iii) Establishment ESGBV sub-committees. For a timely and effective implementation of both prevention and response activities.</li> <li>iv) Endorsement of gender equality and women development policy.</li> <li>v) Establishment of a centralized GBV data collection and management system within MWYSSA</li> </ul>	<ul style="list-style-type: none"> <li>a) Competing priorities among key stakeholders</li> <li>b) Lack of monitoring and evaluation of the implementation of the policy activities</li> <li>c) Staff turnover in key line ministries.</li> <li>d) The government system in absorbing project posts into the government-established post for the sustainability of the program is difficult – (compliance with the no-cost policy).</li> </ul>	<p>Establishment of a Steering committee to oversee the implementation of national and legal frameworks and to review progress reports provided by taskforce.</p> <p>Sub-committees will be established to implement specific activities with justice, SGBV prevention, data collection and management and GBV response for the timely implementation of a policy action and implementation plan and to achieve or fulfill the policy's objectives.</p>

<ul style="list-style-type: none"> <li>ii) Bench book for magistrates in 2014 and its implementation.</li> <li>iii) The establishment of the Advisory Council.</li> <li>iv) Development of KPS GBV SOP and its training manual.</li> <li>v) Upgrading and improvement of general equipment available to KPS –e.g. – vehicles, emergency phone lines and desktop computers for frontline service providers.</li> </ul>	<ul style="list-style-type: none"> <li>c) Court system standard practice impartiality which caused the gap in the implementation of the Family Peace Act.</li> <li>d) Legal illiteracy.</li> </ul>	
<p><b>KSA 3: Building Institutional and Community Capacity</b></p> <ul style="list-style-type: none"> <li>i) Capacity building training on GBV across all sectors and training to SafeNet to respond to GBV cases.</li> <li>ii) Regional training programs – RTP to service providers including members of the taskforce, police officers, women development officers, health officers and other stakeholders.</li> <li>iii) Institutional strengthening to service providers through the establishment of comfort lounges within KPS, strengthening of OLSH to provide services and shelter for survivors.</li> </ul>	<ul style="list-style-type: none"> <li>a) Lack of training needs assessment.</li> <li>b) Lack of coordinated training plan.</li> <li>c) Lack of monitoring of RTP graduates.</li> <li>d) Lack of equipment and tools for assessing critical cases particularly rape cases</li> <li>e) No proper safe houses in the outer island to house or protect the survivors.</li> <li>f) Limited number of registered counsellors for GBV cases</li> <li>g) Lack of capacity in GBV counselling of focal officers in the outer islands</li> </ul>	<p>Key stakeholders and frontline service providers are well capacitated with the right training, equipment, and infrastructure. Undertake training needs assessments across GBV stakeholders; development of human resource development plan for GBV stakeholders (both short term and long term);training nationally and internationally including learning exchange programs to enable them to undertake their role in eliminating violence against women and to provide efficient services for survivors of GBV.</p>
<p><b>KSA 4: Strengthen &amp; Improve Preventive, Protective, Social and Support Services</b></p> <ul style="list-style-type: none"> <li>i) The establishment and strengthening of SafeNet as a coordination body for frontline service providers.</li> <li>ii) The establishment of KWCS.</li> <li>iii) The development of GBV SOPs for SafeNet, health and police.</li> <li>iv) Establishment of healthy family clinic;</li> <li>v) Continuous capacity building of ASWOs as GBV focal points on the outer islands.</li> </ul>	<ul style="list-style-type: none"> <li>a) Lack of outreach to the outer islands and lack of follow up on trainings.</li> <li>b) Gender sensitizing at the community level is limited.</li> <li>c) Male attitude issues.</li> <li>d) Current safehouse not enough to accommodate the needs of survivors and not human rights-based approach.</li> <li>e) Reconciliation from FBO.</li> <li>f) Male dominance within the police sector.</li> <li>g) Changing norms and behaviours is difficult.</li> </ul>	<p>Strengthening the awareness, promotion, and advocacy on GBV prevention to high level decision makers, including members of parliament, secretaries, leaders of FBOS and CBOs; Improving and strengthening the service of GBV service providers for the effective and efficient service delivery of GBV response.</p>
<p><b>KSA 5: Eliminate and Prevent Sexual and Gender-Based Violence through Civic Engagement and Advocacy</b></p> <ul style="list-style-type: none"> <li>i) Integration of GBV into school curriculum – family life education and respectful relationships in schools.</li> <li>ii) Prevention programs for communities such as SPV,</li> <li>iii) KMBC programs targeting males in communities.</li> <li>iv) Gender equality in theology;</li> <li>v) Integration of GBV into sports in schools.</li> <li>vi) Introducing sport as a mechanism to remove gender inequality</li> </ul>	<ul style="list-style-type: none"> <li>a) Changing norms and behaviours from the community and male dominance.</li> <li>b) Cultural Barriers</li> <li>c) The establishment of the coordination body for GBV prevention has not yet been formalized.</li> <li>d) No standard operating procedures/ framework for prevention program in place.</li> <li>e) Key stakeholders on GBV prevention work independently</li> </ul>	<p>Establishment of a specific prevention coordination body/ committee known as Prevention Net for effective coordination and implementation of prevention activities to prevent violence against women and girls from occurring.</p> <p>Development of a specific framework for the prevention program as a guideline for prevention stakeholders to undertake prevention programs.</p>

