



**Convention on the Elimination  
of All Forms of Discrimination  
against Women**

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**Committee on the Elimination of Discrimination  
against Women**

**Eighth periodic report submitted by Jamaica under  
article 18 of the Convention, due in 2016<sup>\*,\*\*</sup>**

[Date received: 6 February 2020]

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\* The present document is being issued without formal editing.

\*\* The annexes to the present report may be accessed from the web page of the Committee.



## Introduction

1. The Government of Jamaica (GoJ) hereby submits the Eighth Periodic Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) report on the legislative, judicial, administrative or other measures that have been implemented in response to the Convention since Jamaica's last review in 2012, and identifies obstacles to the full achievement of obligations under the Convention. The report also addresses the recommendations and concerns that were raised in response to the combined sixth and seventh periodic report of Jamaica (CEDAW/C/JAM/6-7) at its 1047th and 1048th meetings on 13th July 2012. The present report covers the period July 2012 to July 2017, in fulfilment of obligations under Article 18.

2. The report is structured in three parts. Part I provides an overview of the socioeconomic status of women in Jamaica; Part II outlines the responses to the Concluding Comments; and Part III examines the progress achieved during the reporting period, under any additional articles of the Convention not treated in Part II.

3. The GOJ through its national gender machinery, the Bureau of Gender Affairs (BGA), Division in the Ministry, the Ministry of Culture, Gender, Entertainment and Sport (MCGES) prepared the national report. In preparing the report, the BGA worked collectively with other Government Ministries, Departments, and Agencies (MDAs), as well as civil society and non-government stakeholders responsible for implementing or overseeing various provisions of the Convention.

4. The BGA sustained communication with MDAs and other units of specific organizations throughout the preparation of the CEDAW Report. The BGA drew attention to the specific concerns and recommendations that relate to each organization in order to assist with the completion of the report and to ensure awareness of the Convention's implementation.

## Executive summary

5. Jamaica, like many States worldwide, has recognized that a coordinated and sustained approach is necessary to address the serious, prevalent, and deeply entrenched problem of gender inequality and discrimination. In this regard, during the reporting period, the GoJ sought to strengthen its anti-discrimination framework through the adoption of the National Strategic Action Plan to Eliminate Gender-Based Violence in Jamaica (NSAP-GBV) 2017–2027. The Action Plan is a comprehensive multi-sectoral plan that is structured to address the key issues and challenges of gender-based violence (GBV), as it relates to victims, perpetrators, and witnesses of acts of violence.

6. The formulation of the NSAP-GBV follows the approval of Jamaica's National Policy for Gender Equality (NPGE) in 2011, which was treated in Jamaica's sixth and seventh report.

7. In 2016, Jamaica became party to the International Labour Organization's (ILO) Domestic Workers Convention (C189) and is working towards making the necessary legislative amendments to give it full effect. Actions are underway to amend various pieces of legislation addressing discrimination or violence against women, in general, including the Sexual Offences Act, Offences Against the Person Act, Child Care & Protection Act and the Domestic Violence Act.

8. The GOJ appointed a Minister<sup>1</sup> with specific focus on Gender Affairs, in MCGES, April, 2016.

## **Part I**

### **Jamaica: demographic and socio-economic context**

9. Jamaica is estimated to have a total population of 2.7 million, of which 1.38 million are females.<sup>2</sup> The Human Development Report (HDR) 2016 ranks Jamaica amongst the high human development countries with a Human Development Index (HDI) value of 0.730. This represents a 12.1 percent increase in the previous year's figures and indicates an upward trend in education, health, living standards and economic factors.

10. Jamaica's Gender Development Index (GDI) is 0.719 for women in contrast to men (0.738), resulting in a GDI value of 0.975. This has placed the country in group two of five groups, which mean that there is medium-high equality in achievements between men and women. In relation to the Gender Inequality Index (GII), which covers gender-based inequalities in three dimensions – reproductive health, empowerment, economic activity – Jamaica was ranked 93 out of 159 countries.

### **Economic Situation**

11. The year 2017 began with a 2 percent growth in Gross Domestic Product (GDP), the highest growth since 2007. Employment also grew in the last quarter; both total employment and youth employment.

12. The GoJ achieved a new International Monetary Fund (IMF) programme in 2017 and has maintained fiscal discipline while stimulating measures of economic growth at the same time.

13. Female participation in the labour market stands at 46.1 percent, compared to 53.9 percent for males. Employment for females increased from 509,300 in April 2016 to 534,400 in April 2017. This translated to an additional 25,100 jobs or 70 percent of the total jobs created for this comparison period. Female employment within the wholesale and retail repair of motor vehicle and equipment sector stood at 119,700 in April 2017, up from 117,100 employed in 2016.<sup>3</sup>

### **Political Situation**

14. Jamaica is a democratic country with two major political parties, namely the Jamaica Labour Party (JLP) and the People's National Party (PNP). Since the last CEDAW Report, the number of parliamentary seats was increased from 60 to 63 and there have been two general elections. The 2011 general election, held on December 29, 2011, was contested mainly between the nation's two major political parties, the governing JLP, led by Andrew Holness, and the Portia Simpson-Miller-led Opposition, PNP. The PNP won 42–21 seats. The 2016 general election, held on February 25, 2016, was contested by the governing PNP, led by Portia Simpson-Miller, and the Andrew Holness led Opposition, JLP. The JLP won 32–31 seats which were later increased to 33–30 seats as a result of a bi-election.

<sup>1</sup> Honourable Olivia Grange, CD, MP.

<sup>2</sup> The Statistical Institute of Jamaica, 2016.

<sup>3</sup> National Labour Market Survey 2017: A Guide to Employment Opportunities in Jamaica.

15. Jamaica was ranked 42nd among one hundred and forty four (144) countries in the Global Gender Gap Report (GGGR) and has recorded a comparative increase since its previous ranking of 65th in 2015. According to the World Economic Forum's Gender Equality Measurement Study, 2016, Jamaica ranked 10th in the Latin America and Caribbean (LAC) region.

## **Social Development, Planning and Welfare<sup>4</sup>**

16. Social development policy and programmes continues to be guided by the Vision 2030 Jamaica – National Development Plan, and is further reinforced by the Global 2030 Agenda for Sustainable Development. In this regard, poverty eradication, wider aspects of social protection-gender considerations, optimal health and education were salient features of social development. Specific priorities included emphasis on: the care and protection of children, the girl child, transitional living and retaining children in family environments, gender mainstreaming in the public sector, and reduction of gender-based violence (GBV). Interventions for persons with disabilities, notably women, centred on strengthening supportive infrastructure for early stimulation and economic empowerment were made. There were advances in the development and revision of national policies on poverty reduction and senior citizens.

## **Part II**

### **Responses to the concluding observations of the combined sixth and seventh periodic report**

#### **Dissemination of Concluding Observations**

17. The Committee requested that the concerns raised in the Concluding Comments be given priority attention and recommended that Jamaica focus on those areas in its implementation activities. It further called on Jamaica to submit the present Concluding Comments to all relevant ministries and to Parliament so as to ensure their full implementation.

18. For the wide-scale dissemination and awareness of the Concluding Comments and Recommendations, the BGA shared the report with relevant MDAs, politicians, parliamentarians, women's and human rights organizations, faith-based organisations (FBOs), non-government organizations (NGOs) and other key stakeholders. This was done in an effort to enhance awareness of the steps that have been taken to pursue full implementation of the Convention.

19. Along with the dissemination of the Concluding Observations, the BGA in collaboration with several international partners, namely UN Women and other key stakeholders conducted sensitization and awareness-raising activities, such as public education sessions with various MDAs and at the community level. The sessions highlighted the international conventions, treaties and agreements that focus on women's human rights, namely CEDAW, the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence Against Women (Belem do Para Convention). The articles rights-based approach, the concluding observations and the importance of the CEDAW. Special focus was placed on the importance of the Convention's reporting standards and the importance of a monitoring framework for the articles under the Convention.

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<sup>4</sup> ESSJ, 2016.

20. The BGA sustained communication with the key government MDAs and other units of specific organizations throughout the preparation of the Report. The concerns and recommendations of the CEDAW were shared with Permanent Secretaries within respective ministries, departments and agencies of the government. Further to paragraph 41 of the concluding observations, the information was disseminated widely throughout Jamaica, to government officials, politicians, parliamentarians and women's and human rights organizations.

21. In order to ensure fullest participation of all MDAs, and to ensure the integration of women/gender issues, a gender focal point network was established. One of the reasons for the establishment of the gender focal point network is to allow for communication and feedback from MDA's and to assist the Bureau on issues such as sharing information and assisting to compile national reports, such as this.

22. In conjunction with sending the letters to the Permanent Secretaries in the respective ministries, communication was shared with the GFPs in respective the Departments and Agencies associated with the Parenting Ministry. This was done to enhance awareness of the steps that have been taken to ensure the awareness of the steps that have been taken to ensure the de jure and de facto equality of women and the further steps that are required in this regard.

23. The BGA conducted presentations at GFP Sessions that outlined:

- The CEDAW – what is it;
- Jamaica's role as signatories to this convention;
- The importance of international reporting obligations;
- National reports as a monitoring and evaluation tool;
- Jamaica's updates on the CEDAW since the 6th and 7th combined CEDAW Report in 2012;
- The role of the Bureau as National Machinery in compiling the 8th CEDAW Periodic Report;
- The collaboration and support needed by the MDAs to complete the 8th CEDAW Periodic Report.

24. The following persons were contacted for comments on concerns, recommendations and actions to be taken for various sections of the report. The filed responding correspondences were from:

- The Minister with Responsibility for Women's Affairs and Gender Issues;
- Houses of Parliament – House of Representatives & Senate;
- Attorney Generals Chamber;
- Bureau of Gender Affairs;
- Cabinet Office;
- Child Development Agency;
- Centre for Investigation of Sexual Offenses and Child Abuse;
- Department of Correctional Services;
- Director of Public Prosecutions;
- Human Employment and Resource Training Trust/National Training Agency;
- Houses of Parliament;

- Institute of Gender and Development Studies;
- Jamaica AIDS Support for Life;
- Jamaica Constabulary Force Statistics Unit;
- Jamaica Council for Persons with Disabilities;
- Jamaica Crime Observatory Integrated Crime and Violence Information System;
- Jamaica Information Service;
- Jamaica Network of Rural Women Producers;
- Jamaica Social Investment Fund;
- Kingston and St. Andrew Family Court;
- Legal Aid Council;
- Ministry of Labour and Social Security;
- Ministry of Health;
- Ministry of Justice;
- Ministry of Education Youth and Information;
- Ministry of National Security;
- Ministry of Culture, Gender, Entertainment and Sport;
- Ministry of Foreign Affairs and Foreign Trade;
- Ministry of Labour & Social Security;
- Ministry of Justice;
- Ministry of Agriculture and Fisheries;
- Ministry of Water, Land, Environment and Climate Change;
- Ministry of Foreign Affairs and Trade;
- Ministry of Youth and Culture;
- Ministry of Science, Energy and Technology;
- Micro Investment Development Agency Limited;
- National AIDS Committee;
- National Family Planning Board;
- National Parenting Support Commission;
- National Taskforce Against Trafficking in Persons;
- National and Environment Planning Agency;
- Office of the Director of Public Prosecutions;
- Office of the Public Defender;
- Office of the Children's Advocate;
- Office of the Chief Justice of Jamaica;
- Office of Disaster Preparedness and Emergency Management;
- Passport Immigration and Citizen Association;
- Planning Institute of Jamaica;

- Public Broadcasting Commission;
- Registrar General Department Vocational Training Development Institute;
- Rural Agriculture Development Authority;
- Statistical Institute of Jamaica;
- UN Women;
- Victim Services Division;
- Woman Incorporated;
- Women Centre of Jamaica Foundation;
- World Health Organization;
- Women Resource and Outreach Centre.

### **Definition of discrimination against women**

25. With regards to the Committee’s concern about the definition of discrimination against women, the Jamaican Constitution (1962), inclusive of the Charter of Fundamental Rights and Freedoms (Constitutional Amendment Act, 2011), states that all Jamaicans should experience a life free from discrimination in public and private spheres. This is understood to include both direct and indirect discrimination. While there is no specific definition of discrimination, where allegations of discrimination exist, the Courts will determine the facts of the case, based on the significant body of case law and precedent.

### **A comprehensive national legislation to ensure equality for women**

26. Jamaica has an agglomeration of legislations, policies, strategies and measures in place at various levels, which derive from the Constitution that provides all Jamaicans with redress from all forms of discrimination. In light of the above, the GoJ believes that there is adequate legal protection against gender-based discrimination in the enjoyment of the rights specified in the Convention.

27. The NPGE, 2011, seeks to ensure the principle of equality between women and men and is being implemented across MDAs. It outlines Jamaica’s commitment to addressing the systemic forms of discrimination against women in the public and private sphere. It also identifies the limitations to the empowerment of women and is designed to create a society that values gender equality.

### **Legal Complaints Mechanism**

28. The Constitution prescribes judicial processes to be observed in the event that there is a violation of their human rights; it establishes where those violations are committed by the State or natural or juridical persons. Under Section 19 of the Charter, a person who alleges that any of the protective provisions is being, has been, or is likely to be contravened, may apply to the Supreme Court of Jamaica for redress. The Supreme Court is empowered to make orders, issue writs and give directions it deems appropriate for the purpose of enforcing the provision.

29. As at 31st December 2016, there were five hundred and thirty (530) attorneys assigned to the Legal Aid Council, who are equally accessible to all persons requiring their services. This ensures that women have effective access to justice. In addition,

legal aid services are provided in non-criminal matters, such as family court proceedings. The Ministry of Justice (MOJ) has commissioned a number of mobile clinic units since 2011, thereby expanding the ability of the Legal Aid Council to assist underserved communities, particularly in rural areas.

30. A number of civil society organizations (CSOs) that operate independently, also provide legal advice and legal aid in civil and criminal matters. These include: sexual and gender-based violence (GBV). Woman Inc., for example, which is one of the leading women's Non-Government Organizations (NGOs) in Jamaica, provides legal advice to women who use its services. Legal pro bono services are offered by some NGOs, such as the Independent Jamaican Council for Human Rights (IJCHR) and Jamaicans for Justice (JFJ), as well as private attorneys.

31. The Office of the Public Defender (OPD) will, in accordance with the principles of Natural Justice and the Jamaican Constitution, investigate complaints brought by any member of the public against the State, seek redress for Constitutional and Administrative injustice and provide, where necessary and possible, the attorney's fee needed to pursue Constitutional remedies in Court. On January 2016, the OPD opened an office in Montego Bay, St James to serve western Jamaica. In 2014, the Office in collaboration with the United Nations (UN) presented a radio feature called "Your Jamaica, Your Constitution". Several regional outreach activities were held across the island. The OPD continues to conduct several initiatives for persons to have better access to justice.

32. The GoJ remains committed to the establishment of a National Human Rights Institution (NHRI), established in accordance with the Paris Principles, which will have the authority to accept and investigate complaints of discrimination. In 2015, Cabinet approved the establishment of the Institution. Work is now underway to determine the legislative amendments required for the establishment of the NHRI.

### **Measures to Strengthen the National Machinery for the Advancement of Women**

33. The Bureau of Gender Affairs, previously the Bureau of Women's Affairs (BWA), was transferred to MCGES, in April 2016. This transfer aimed to strengthen the Bureau's ability to coordinate and oversee the preparation and implementation of the gender mainstreaming mandate to achieve gender equality. The name change more adequately reflects and facilitates the concept of gender as a cross-cutting development issue.

34. Consistent with the recommendations of CEDAW,<sup>5</sup> the GOJ also appointed a Cabinet Minister with specific focus on Gender Affairs, in addition to Culture, Entertainment & Sport. The BGA is currently a Division of MCGES which was established in February, 2016.

35. In July 2016, the BGA finalized and published a Gender Mainstreaming Manual (GMM, 2016) to better define the roles and functions of Gender Focal Points (GFPs) within various MDAs, to identify gender gaps and strengthen the gender mainstreaming capacity of the public sector.

36. In relation to institutional strengthening, the BGA's human resources and technical capacity were boosted with the recruitment of a Research Coordinator, three (3) Research Officers, a Rural Sociologist and a Social Worker. Technical assistance was also received through various international partners, including the assignment of

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<sup>5</sup> Fifth periodic report of States Parties, Jamaica, Committee on the Elimination of Discrimination against Women (CEDAW), 2004.

gender specialist from CUSO International, through its Volunteers for International Cooperation Empowerment (VOICE) Project and Japan International Cooperation Agency (JICA).

37. The GoJ through the BGA, Division in the MCGES partnered with the United Nations Development Programme (UNDP) to build on international commitments to gender equality through support of the Gender Equality Seal (GES) programme. The GES Programme, launched in November 2016, recognizes private companies for meeting specific standards to promote gender equality and empower women; for creating equitable conditions for women and men in the workplace and for establishing work environments where women's work and contributions are valued. Technical officers from the BGA were trained to improve skills in implementing gender mainstreaming in the private sector.

38. UN Women provided training for BGA's technical staff in Results Based Management (RBM) and Programme Management & Evaluation in December 2016 and RBM for Gender Programming in 2017.

39. The Gender Portfolio was allocated J\$240,870,000.00 or approximately US\$1.9 million for the financial year 2016–2017. This represents an increase from previous years. In 2014, according to the Economic and Social Survey of Jamaica (ESSJ, 2015), approximately J\$209.9 million were allocated to the Office of the Prime Minister (OPM) for women's welfare. The BGA was allocated J\$58.6 million for its programmes and operation, as well as an additional J\$4.8 million as grants to its NGO partners. For the financial year 2017/2018, the BGA was allocated J\$78.5 million.

### **Temporary Special Measures (TSMs) and Quotas**

40. While Jamaica currently does not have a quota system, the NPGE recommends a desired target of 30 percent women in decision-making positions. The GoJ is committed to the promotion of gender equality and the advancement of women within the political arena. This will be achieved through improved legislation, robust policy and targeted programmes. Jamaica has achieved a remarkable level of representation by women in legislative bodies, and in senior and middle management positions in government service.

41. In May 2014, a Private Member's Motion was approved for a Joint Select Committee (JSC) of Parliament to consider and make recommendations to address women's under-representation in Parliament, local authorities and other positions of leadership. The Committee is expected to identify specific practical measures to address any systematic gender inequalities which may result in under-representation in Parliament and local authorities. Actions to be implemented are the use of TSMs, as recommended by the CEDAW.

### **Addressing Barriers to Women's Participation in Decision-Making**

42. The GoJ through its gender-mainstreaming programme focuses on improving the number of women in decision-making and management positions. The GoJ through the BGA, Division in the MCGES conducted training among several key stakeholders for capacity-building and institutional strengthening. In addition, sensitisation and awareness-raising sessions are conducted on a regular basis among public sector workers, community members and educational institutions to raise awareness, to empower women and to challenge discriminatory practices that will affect their equal participation.

43. The composition of Jamaica's Parliament reflects an increase in the participation of women in decision-making at the highest levels in Jamaica's history. Women represent 19 percent of the Lower House and 18 percent of the Cabinet. Jamaica had its first female Minister of Foreign Affairs and Foreign Trade appointed on March 7, 2016. In addition, 40 percent of Ministries have female Permanent Secretaries. See Annex I: List of Major Public Posts Currently held by Women and Annex II: Women's representation in Political and Decision Making in Jamaica.

44. In 2012, men accounted for 69 percent of the membership of Cabinet-approved Government Boards, while women accounted for 31 percent. The ratio improved in 2016, men accounted for 63 percent, and women for 37 percent. This reflects a 6 percent increase in the participation of women, it is clear that women are still under-represented in decision-making and leadership positions. In addition, the majority of State boards (85%) are chaired by men, with women chairing 15 percent, which represents a 3 percent increase in female chaired State boards when compared to 2012.

45. In order to encourage more women political candidates, the GoJ through the BGA, in partnership with the Dispute Resolution Foundation (DRF), implemented Jamaican Women's Economic and Political Empowerment: The Way Out Project (2010–2013). The Project aimed to create a sustainable and robust framework for implementing core elements of the NPGE with a focus on increasing the economic and political power of women and girls in Jamaica. This was done by promoting and supporting the institutionalisation of gender mainstreaming; increasing opportunities for women to be more involved in political decision making; and enhancing the political and economic influence of women in public and private sector organizations by implementing the NPGE. See Annex III: Recipients of the Jamaican Women's Economic and Political Empowerment: The Way Out Project (2010–2013).

### **Stereotypes and discriminatory practices**

46. The GoJ, through the Ministry of Education, Youth and Information (MoEYI), addresses negative gender stereotypes in schools and communities through the Standards Curriculum and Health and Family Life Education (HFLE) Programme. The gender-sensitive HFLE Curriculum is offered to students in Grades 1–6 at the primary level and Grades 7–9 at the secondary level.

47. The GoJ through the BGA also targets male and female students at the secondary level through its Schools Education Programme (SEP). The SEP facilitates sensitisation and awareness-raising on a range of gender-specific issues such as gender equality, female empowerment, and GBV in educational institutions and in the wider society. This is an awareness raising initiative aimed at removing stereotypes and discriminatory practices towards enabling early gender sensitivity and equal/equitable participation in leadership & decision-making.

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

## Violence against Women (VAW)

49. In order to create mechanisms to combat the pervasive challenge of VAW, the GoJ approved and begun the implementation of the NSAP-GBV 2017–2027. The NSAP-GBV is designed to address the different forms and manifestations of GBV and VAW taking into account the commonalities and overlaps between them, as well as institutional and structural issues that facilitate their perpetuation. Eliminating GBV requires change at all levels – from State systems and laws through to organizations such as schools, workplaces and support services, local communities, and individual relationships and behaviours. The goal of the NSAP-GBV is to eliminate GBV in Jamaica, with special focus on VAWG. The implementation plan includes a programme on victims’ protection, redress, reparation and rehabilitation. It incorporates a full range of support services, which will be rolled out over a ten year period (i.e. 2017–2027) for those affected by GBV. Specific actions include the provision of psychosocial and health care to improve support for victims, rigorous review of legislation to ‘fast-track’ the prosecution of perpetrators, and an increase of partnership with key stakeholders to enforce Court orders in a sensitive and timely manner. Additional measures are the ‘roll out’ of public awareness campaigns, and standardisation of the collection of sex-disaggregated data.

50. The Jamaica National Commission for UNESCO (JNC-UNESCO) provided project funding of US\$26,000 (J\$3,094,000) to the BGA, to support the implementation of the project “*Addressing the Gap of Gender-based Violence between the State and Vulnerable Women and Girls*”. The project spanned the period December 2015 to December 2016. It aimed to heighten awareness on gender-based violence, with special emphasis on sexual harassment and efforts to combat trafficking in persons. This was done through sensitisation and prevention education, both at the community level and among MDAs. The BGA’s activities within the scope of the project included training of one hundred and seventy-three (173) Justices of the Peace (JPs) with emphasis on Trafficking in Persons in 2015.

51. In December 2016, one hundred and sixty-two (162) police officers were trained in relation to the Crime Prevention through the Effective Policing Strategy. Also, the GoJ through the BGA convened sensitization sessions with prospective graduates of the National Police College of Jamaica on the Domestic Violence (DV) Act and the application of Protection, Occupation and Ancillary Orders. In that year, the Domestic, Sexual and GBV Project was also launched and provided sensitivity training for over three hundred (300) police officers and front line responders to effectively recognise, deal with, and respond to victims of rape, sexual harassment (SH), and DV. Finally, in 2017, the JCF trained 400 police officers in conflict resolution to prevent cases of DV.

52. The GoJ through the BGA conducted training with healthcare professionals, particularly nurses (99 females and 1 male) on SH in the workplace, gender mainstreaming and reducing GBV.

53. In 2012, the GoJ through the BGA partnered with United Nations Population Fund (UNFPA) to implement seven workshops on Gender-based Violence & Management of Sexual Assault and eleven workshops on “Sexual Abuse and Domestic Abuse – A Major Barrier to Women’s Safety and Empowerment”. In addition to the workshops which were conducted in six parishes, two validation sessions with representatives from twelve MDAs and eighteen CSOs that are integral in eliminating VAW were facilitated. Key activities included: training of medical practitioners, members of the justice system and other key stakeholders on the level of sensitivity necessary in handling cases of GBV and sexual violence, specifically, rape, incest, and other sexual offences.

**Legislation**

54. The GoJ is in the process of reviewing key pieces of legislations that strengthen the legal protection of women. A JSC of Parliament was established in December 2016 to complete and reconsider sections of legislations, such as the Sexual Offences Act and Regulations (2010), the Offences against the Persons Act, the DV Act and the Child Care and Protection Act; to protect vulnerable groups and reduce the high incidences of DV. The Committee received submissions from various interest groups and is compiling the report for dissemination.

**Marital Rape<sup>6</sup>**

55. The CEDAW Committee recommended that there be no restrictive conditions for marital rape, and that all marital rape be criminalized, this included submissions from various MDAs. This recommendation was supported through a collective submission from CSOs by the Voices for Equal Rights and Justice to the specific JSC responsible for reviewing various pieces of legislation.<sup>7</sup>

**Data Collection**

56. There are still gaps in the use of data for sound policy-making due to technical and financial constraints, disharmonised data collection and dissemination amongst other factors. Nonetheless, the GoJ is striving to ensure that the agencies responsible for planning national censuses and other forms of data collection are standardised to include the disaggregation of data to combat VAW.

57. The GoJ continues to improve efforts to collect administrative data to inform regional and local statistics agencies to produce accurate regional and national evidence and gender sensitive analysis as necessary. Notable, the BGA collected sex-disaggregated data on “Perceptions and Understanding of Sexual Harassment (SH),” which served to provide baseline data to inform the SH Policy and Bill. Other capacity-building efforts to equip the BGA and government officials to produce gender indicators included a 2014 regional training on Time Use Surveys and a 2012 workshop in partnership with the United Nations Economic Commission of Latin America (UN ECLAC). Here, over one hundred (100) members from various MDAs participated.

58. Strategic Area Five (5) of the NSAP-GBV (Protocols for Coordination and Data Management Systems) will focus on the standardization and collection of sex-disaggregated data through the use of protocols. These protocols are data tools that will be used to capture an understanding of the magnitude and trends of GBV to improve future planning and programming. When operationalized, the NSAP-GBV will create an efficient data management system to provide a fulsome strategy to collect, report, and train key stakeholders to combat GBV.

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

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<sup>6</sup> Sexual Offenses Act, 2011.

<sup>7</sup> Concluding observations of the Committee on Jamaica’s combined sixth and seventh periodic report.

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

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

### **Reporting Cases of Abuse**

61. Several public awareness campaigns have been launched to encourage victims, as well as the general society, to report cases of domestic and sexual violence. This includes the JCF's "*Love Me to Live, Don't Love Me to Death*" Campaign that was launched in February 2017. The Campaign lasted a month and called on all Jamaicans to be a 'Partner for Prevention' against by showing "... love empathy, and finding positive solutions". Other initiatives included the Crime Free Christmas Campaign in December 2016, the "*#HeForSheJamaica*" campaign that included men and boys pledging to take action and raise awareness on GBV and a social media campaign with the BGA and the Government of Canada under the theme, "*#NoMoreSilence #SilenceNoMore*". Through the social media campaign, the Government was able to reach a wide range of stakeholders, engage men and boys as advocates and agents of change to challenge harmful social and cultural norms and facilitated constructive conversations on strategies to eliminate GBV.

62. In addition to the various campaigns, the GoJ through the BGA continues to engage with relevant stakeholders through workshops, symposia and other community outreach activities.

### **Protection of Victims and Witnesses in Abuse Cases**

63. The Evidence (Special Measures) Act and the Evidence (Special Measures) (Video Recorded Evidence) (Criminal Proceedings) Regulations were established on 2nd July, 2015. The Act and Regulations seek to protect vulnerable witnesses, particularly women and children, by making provision for the use of video-recorded evidence and live video links in trials to allow for vulnerable witnesses to refrain from appearing in court. This will minimize the distress and trauma of vulnerable witnesses, particularly in cases of sexual offences. This measure seeks to improve on data and evidence collection.

### **Victim Assistance and Support Programmes**

64. The GoJ has put various programmes in place to address the physical and psychosocial needs of victims of GBV. The Victim Services Division's (VSD) Overcomers in Action Programme provides counselling for healing and restoration of females who have been sexually, physically and/or emotionally abused. This group intervention is open to all females who have experienced GBV. Crisis intervention services and trainings are provided, as well as advocacy (referrals) on behalf of the victims.

65. The GoJ also works along with a number of NGOs to provide assistance and support to women in abusive relationships, which is inclusive of but not limited to the provision of accommodation. Inter-ministerial discussions are underway for the establishment of a National Shelter Committee to create a robust shelter strategy for victims and survivors of GBV. Currently, the GoJ provides support to NGO, Woman Inc., through a public-private partnership agreement to provide shelter to victims of GBV. Additionally, the GoJ plans to establish a minimum of three regional emergency shelters across the island within the next two to three years.

**Training in Combating Violence against Women**

66. See para 38–42

**Sexual Harassment**

67. The SH Bill is high on the list of priorities for the GoJ. The SH Bill is currently in Cabinet for approval for the “Prevention of Sexual Harassment Bill.” Three areas for consideration include: Creation of a Sexual Harassment Tribunal; Designation of Field Officers from the BGA as authorized officers and issuing of drafting instructions to the Chief Parliamentary Counsel to effect changes.

68. Despite the absence of the policy and legislation, the BGA continues to provide training and sensitization sessions on SH through knowledge enhancement materials aimed at combating the gender stereotypes that contribute to SH in the workplace and educational institutions and assisting entities in creating workplace policies.

**Trafficking and Exploitation**

69. During the reporting period, Jamaica approved the National Plan of Action to Combat Trafficking in Persons (2012–2015). The Plan has adopted the guiding principles of the Global Plan of Action of the UN. The Plan of Action constitutes a robust approach to dealing with Human Trafficking and is organised under three areas, consistent with the Trafficking in Persons (TIP) Act 2007. These are Prevention, Protection and Prosecution.

70. The legislative framework for addressing TIP was strengthened through amendments enacted in July 2013, to the Trafficking in Persons (Prevention, Suppression and Punishment) Act to allow for increased penalties for certain offences, such as forcible sexual assault, and provide for an expanded definition of “exploitation” to include carnal abuse and rape, as well as debt bondage. The revised Act also provides for restitution to be ordered by the Courts in proceedings where a person is convicted of TIP.

71. A shelter for victims of TIP became operational in March, 2013. Additionally, the National Task Force against Trafficking in Persons (NATFATIP) continues its active engagement in identifying additional and/or alternate housing arrangements for various categories of TIP victims. The NATFATIP engaged suitable NGO operators of private facilities that meet the mandated international TIP Care Shelter Guideline Standards and the Security Standards of the Jamaica Constabulary Force (JCF) to have a pool of approved places for accommodation.

72. Trafficking victims housed in the shelter facilities also receive medical, psychological and physical support from NATFATIP, working in collaboration with the Child Development Agency (CDA) and the VSD.

73. Since 2012, the NATFATIP has increased sensitization and training to maximize victim identification, assistance, treatment and protection of victims in order to create greater awareness and understanding of TIP-related matters. Activities also include school tours on identifying and preventing TIP. Additionally, the NATFATIP partnered with the Jamaica Cultural Development Commission (JCDC) to have the human trafficking theme incorporated in the performing arts as a means of increased sensitisation. Several public service announcements (PSAs) for both TV and radio were produced and continue to be aired.

74. A TIP curriculum was designed for secondary school students to promote greater awareness of TIP as a global crime, help students and teachers understand how they can assist in identifying and preventing TIP and help in reducing students’

vulnerability to TIP. This collaboration resulted in the extensive distribution of knowledge enhancement materials on TIP.

#### **Sex-disaggregated data and information on trafficking and sexual exploitation**

75. The VSD has developed and implemented a web-based data management system. This system aims to collect pertinent data on clients, whilst disaggregating the information by sex, type of crime, geographical location, age or any other pre-programmed field. See Annex IV: Example of Disaggregated GBV Statistics provided by the VSD.

#### **Measures to reduce vulnerability amongst women and girls**

76. Jamaica's Social Welfare and Vulnerable Groups Sector Plan focuses on strategies to improve the situation of vulnerable groups, to decrease their susceptibility to social protection risks such as human trafficking and prostitution. The vision articulated for the vulnerable groups' sector plan is a "*social welfare system that is responsive to the needs of the vulnerable population and contributes to maintaining human dignity*". The vulnerable groups identified include women and girls.

77. The Programme of Advancement through Health and Education (PATH) is the GoJ's main social protection initiative. It is aimed at delivering benefits through the provision of conditional cash transfers and interventions geared towards developing human capital in the poorest and most vulnerable groups in the society, the main recipients are women.

78. To streamline and coordinate the various initiatives and programmes that seek to address poverty, the GoJ established a Poverty Reduction Coordinating Unit in the Planning Institute of Jamaica (PIOJ) in December, 2013. In recognition of poverty being highest in rural areas and requiring special focus, an additional "Rural Poverty Task Force" was established by the Prime Minister in March, 2014.

#### **Support Services for Victims of Trafficking and Sexual Exploitation**

79. The Ministry of Health (MOH) engages commercial sex workers in safe-sex practices workshops and education seminars on sexual and reproductive health. The women and girls are provided with condoms and are given the opportunity to attend vocational institutions where they can acquire skills to facilitate their reintegration into the formal education system.

#### **Reintegration of Pregnant Girls**

80. The National Policy for the Reintegration of School Aged Mothers into the Formal School System was approved in May, 2013. The policy mandates the return of teenage mothers to school to ensure that their education and subsequent economic productivity will remain relatively unaffected by the birth of a child.

81. The Policy stipulates that provisions should be made for the adolescent mothers who have been reintegrated to receive support services relative to parenting, as well as appropriate sexual and reproductive health services. Therefore, the parents are encouraged to provide the girls with needed support. Elements of the counselling curriculum seek to prepare the adolescent mothers for reintegration into the formal education system, improving on parenting skills and self care.

82. The Women's Centre of Jamaica Foundation (WCJF) continues to facilitate teenage mothers wishing to continue their education. Between 2013 and 2015, a total of two thousand and sixty-six (2,066) girls were registered into the WCJF Programme for Adolescent Mothers. 46 percent of these were re-integrated into the formal school

system. The remaining 54 percent of the girls were placed in other institutions of learning, such as skills training centres.

### **National Safe Schools Policy (NSSP)**

83. The GoJ, to ensure the implementation of the NSSP, partnered with the USAID and received 3 million to support safe schools. Under this project, the GoJ has secured one hundred and thirty (130) metal detectors in 2017 and 500 for 2018; also thirty (30) walk through scanners, up from five (5) in 2017. Three hundred (300) students from across the island, benefited from a special therapeutic behaviour modification camp, “Camp Triple C: Chance, Choice and Change.”

84. The GoJ revised the School Security and Safety Policy Guidelines in 2015 to address bullying in schools, including cyber bullying and human trafficking. The manuals revised under the guidelines are: Policy Guidelines for Safety and Security; Safety and Security for Contact Sports; Critical Incident Management Plan; the Management of Hazardous Material & the Disposal of Hazardous Waste; the Field Trip Policy; and the Policy on Substance Misuse. The Ministry has distributed six thousand (6,000) Safety and Security Manuals in 2017.

### **Diversifying Academic and Vocational Choices for Women**

85. The GoJ identified the Primary Education Support Project, the Reform of Secondary Education Project and the Secondary School Enhancement Programme, as platforms for addressing gender-based stereotypes in textbooks, the school curriculum and teaching methods. Additionally, the MOEYI appointed a Gender Specialist in 2014 to incorporate a gendered analysis for improving teaching and programmes.

86. In 2014, the GoJ convened the Tablets in Schools Programme and community access centres. This initiative provided both men and women with opportunities to enter and excel in the knowledge and creative economies. This has been part of a broader initiative to ensure that female students are included in the increased focus on education and training of math, science and technology.

87. The Human Employment and Resource Training/National Training Agency (HEART Trust/NTA), which provides training primarily for technical and vocational areas, has incorporated a gender component in its training programmes. This has resulted in an increase in the enrolment of females in non-traditional fields of study, such as Construction, Information and Communication Technology (ICT) and Manufacturing.

88. A number of initiatives, including gender-targeted marketing and advertising were implemented to sustain improvements. However, higher female enrolment at the tertiary level has not translated into an equitable composition in the non-traditional areas of the labour market for women. While a large number of women were enrolled in the Sciences (71%) at the tertiary level, only 15 percent were enrolled in engineering. In other training institutions, 23.4 percent of women were trained as technicians, while 55.3 percent were trained as skilled and semi-skilled personnel. Women still dominate what are considered the ‘softer’ areas of ICT such as call centres and data processing.

89. To create awareness on the need for an increase of women and girls in STEM, the BGA in partnership with Soroptomist International Jamaica and other partners, observed the inaugural staging of the International Day for Women and Girls in Science in Jamaica for the Caribbean on February 12, 2017.

90. In 2016, the MOEYI in its bid to boost the cadre of Mathematics and Science teachers, offered scholarships to five hundred (500) qualified persons. The scholarships were offered in collaboration with the Mico University College; there were two hundred (200) Mathematics Education scholarships, two hundred (200) Science Education scholarships and one hundred (100) Technical Vocational Education scholarships. The scholarships covered full tuition, support for boarding where needed, and a stipend to assist with the cost of books and other supplies. To date these scholarships are still being offered.

## **Employment**

91. Jamaica has seen an increase in the participation of women in most areas of the labour force. Increasingly, more women are starting businesses with growing numbers of opportunity-driven female entrepreneurs. Within the past two years, Jamaica repealed a restriction on night work for women that was in place since 1942, and introduced comprehensive laws to protect women from many inequalities and structural injustices to create equal opportunities, and equal outcomes. The International Labour Organization Report (ILO, 2012) entitled “Women in Business and Management, Gaining Momentum”, stated that Jamaica has the highest proportion of women managers ahead of males, globally. The study found that the proportion of women managers in Jamaica stood at 59.3 percent, compared with another developing country, which had the least (2.1%). The study also found that while women are still under-represented in top management, the number of women in senior and middle management positions has increased over the last twenty (20) years.

## **The Systematic Collection of Disaggregated Data on the Labour Market**

92. The Ministry of Labour and Social Security (MLSS) provides labour market information through the Labour Market Information System (LMIS). The LMIS comprises three components: Labour Market Intelligence, the Electronic Labour Exchange (ELE), and the Skills Bank. The data is disaggregated by sex and by industry (See Annex V–VII).

## **Measures to Eliminate Occupational Segregation**

93. See paragraphs 74 to 79.

## **Equal Pay for Men and Women**

94. The Employment (Equal Pay for Men and Women) Act is being reviewed to ensure that it fulfils its objective of guaranteeing equal remuneration for and treatment of male and female employees.

## **Social Protection and Sexual Harassment**

95. Social protection initiatives focused on strengthening the main cash transfer programme (PATH), economic livelihoods of vulnerable populations, and labour activation received significant funding and technical support from international development partners. Work was advanced in the formulation or revision of national

policies and legislative frameworks, in areas such as youth, child protection, poverty reduction and culture. Social development focused on the empowerment of youth through education and training; addressing gender inequities in economic and social participation; advancing the care and protection of children; strengthening the social and economic inclusion of the elderly and persons with disabilities; and deepening the impact of social assistance programmes.

96. Sexual Harassment see paragraphs 56–57.

### **ILO Convention No. 189 (2011)**

97. Jamaica ratified ILO Convention 189 (2011) on September 22, 2016.

### **Access to Sexual and Reproductive Health (SRH) Services**

98. In 2013, the governance structure of the former National HIV/STI Programme (NHP) was revamped. The consolidation will facilitate sustainability of programmes, more effective coordination and improved access to funding streams including those related to SRH.

99. In 2016, the NFPB constructed a Reproductive Health Survey aimed at collecting data on a broad spectrum of issues relating to women's access to health care, nuptiality, fertility, infant and child mortality, HIV/AIDS, reproductive health, child bearing and rearing, sexually-transmitted infections and physical and sexual abuse. The Survey focused on improving access to and the quality of sexual and reproductive health (SRH) services provided to women and girls, including free and adequate access to contraceptives.

100. In 2015, the NFPB reported an increase in contraceptive use among Jamaican women, the statistics noting that 85 percent of women have used a contraceptive method and up to 88 per cent use it with no distinction between educational levels.

101. Jamaica adopted the 2012 UNESCO Strategy on HIV/AIDS – a comprehensive strategy on HIV and sexuality education, gender equality and human rights.

102. In 2014, Ministry of Health (MOH) developed ten essential standards for adolescent health services, including ensuring that appropriate adolescent health services are available, affordable and accessible; and the health centre has policies and processes that support the rights and responsibilities of adolescent clients. The Convention on the Rights of the Child (CRC) has been disseminated to health centres as part of the strategy to meet this standard. A multi-faceted approach is used to inform, educate and communicate with adolescents regarding their health. The strategy also aims to ensure health centres have appropriate and sufficient drugs, contraceptives, supplies, and equipment necessary to provide the basic health care service packages for adolescents, among others.

103. The Jamaica National Integrated Strategic Plan for Sexual and Reproductive Health and HIV (NISP 2014-2019)<sup>8</sup> aims to direct the implementation of an integrated approach to SRH and HIV planning and programming in Jamaica. It will enhance national efforts to address key SRH concerns, including the prevention and alleviation of the impact of HIV.

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<sup>8</sup> JAMAICA National Integrated Strategic Plan for Sexual and Reproductive Health & HIV 2014–2019 p.p. 1.

104. In 2012, the National HIV Response Programme provided ARVs (in the public sector) for the majority (88 percent) of pregnant women and HIV exposed infants (98 percent) to facilitate the Prevention of Mother-to-Child Transmission (PMTCT).

105. During the review period, the WCJF strengthened the SRH support services provided to teen mothers through the opening of an Adolescent Resource Centre (ARC) in October, 2016. ARC will facilitate access to teens by providing services in a confidential and hospitable environment. These services include individual and group counselling on contraceptive methods, screening and referrals for STI and HIV, mental health services to screen and treat for post-partum depression, counselling for victims of GBV and access to gynaecologists and midwives.

106. Jamaica was selected to pilot the Caribbean Woman and Child (CARIWAC) Initiative. CARIWAC is based on the Every Woman, Every Child movement launched in 2010. The Jamaican pilot, supported by UNFPA, aims to reduce the incidence of teenage pregnancy, cervical cancer, GBV, to eliminate mother-to-child transmission (MTCT) of HIV and Syphilis across four health regions in Jamaica. The GoJ is in the process of securing funding to finance the various aspects of the pilot project. The initiative to support women and girls is being championed by the wife of Jamaica's Prime Minister, the Most Honourable Juliet Holness.

### **Education on Sexual and Reproductive Health**

107. The NFPB utilises ongoing mass media campaigns to target women with a focus on condom use and HIV testing in an effort to reduce the incidence of HIV through increasing protective behaviours, as well as to foster earlier linkage to treatment and care services, particularly among pregnant persons with HIV (PLHIV). High risk females have also been targeted for more intensive HIV prevention interventions, namely sex workers, girls in state care, pregnant teens, and imprisoned women. These interventions include one-on-one, group sessions, life skills training, remedial education and income generation. Furthermore, the NFPB offers education on SRH issues through training and intervention workshops to multiple publics.

108. The GoJ is committed to creating enabling spaces for civil society interventions that are in-line with national SRH priorities. The NFPB continued, through partnership with Jamaica AIDS Support for Life (JASL), to complete year two of its UN Trust Fund to End Violence Against Women Project entitled, "Expanding Gains to Decrease and Prevent Violence against Women in the Context of HIV and VAW". The project aimed to increase the responsiveness in addressing violence against key populations of women, including: women and girls living with HIV, female sex workers, lesbians, bisexual and transgender women and women and girls with disabilities. The project's six implementing partners were: the National HIV/STI Programme, Caribbean Vulnerable Communities Coalition, Jamaican Network of Seropositives, Jamaica Forum for Lesbian, All Sexual and Gays (J-FLAG) and Eve for Life. JASL expanded all its services to include GBV screening, general counselling and other services related to women who have been, or, are experiencing abuse. Additionally, women from the Lesbian, Gays, Bi-sexual and Transgender (LGBT) community, women who are living with HIV, women who are living with disabilities, women and girls who are living with HIV and sex workers who are at greater risk of violence were engaged in advocacy workshops. In 2016, over eight hundred and ninety-eight (898) women accessed VAW related services at JASL clinics and three hundred and seventy-seven (377) participated in legal literacy workshops through implementing partners. Thirty-six (36) administrative Resident Magistrates

Court judges were sensitised in responding to the needs of women and girls affected by HIV and VAW.<sup>9</sup>

109. The NFPB, with funding from the UN Women Fund for Gender Equality, has been implementing the Gender Empowerment Project, designed to improve SRH of adolescent girls and young women through empowerment and reduction of gender inequalities. The project was implemented in several communities across the island. A total of two hundred and eight (208) women ages 15 to 24 participated in the programme. Analysis of pre- and post-test results showed improvement in areas such as self-perception, knowledge of contraceptive methods, HIV prevention, gender norms, stigma & discrimination and attitudes towards parenting.

110. The NFPB also continued its Hold-On-Hold-Off Programme, which addresses issues of self-awareness, informed decision-making regarding SRH and lifestyle. The Hold-On-Hold-Off Programme intervention targets grade 7–9 students and lasts for a period of five months each year. In 2016, the intervention was implemented in two schools. Interactions were had with approximately one thousand and fifty (1,050) students within the age cohort of 13–16 years. The results of pre- and post-tests indicated an increase in students' knowledge of HIV/AIDS, STIs and pregnancy.

111. The GoJ continued to implement its HFLE curriculum, including the module on Sexuality and Sexual Health, which explores a wide range of issues related to SRH, with the objective of allowing students to make informed choices regarding their sexual health and behaviour. Information about contraceptives is included at the secondary level, while abstinence is also a key message throughout the document.

112. The BGA engages in intervention and sensitisation at group and individual levels. Individual level interventions include: HIV risk reduction counselling, regular telephone calls, walk-in visitations, information sharing and referral to local services. Group level interventions include: promoting safer sex practices among adults and adolescents, risk reduction counselling, using role plays to teach about HIV and STI prevention, promoting abstinence and assisting in peer education groups, such as clubs and health fairs.

## **Abortion**

113. While recognising that permitting abortions is not required for States to be considered as conforming to the Convention or International Law, consideration has been given to reviewing the country's abortion laws. In 2005, at the request of the then Minister of Health, the Abortion Policy Review Advisory Group was established to realise two specific objectives: to articulate a policy for the provision of safe reproductive health services in Jamaica with special emphasis on safe abortions and to draft recommended amendments to the existing Offences against the Person Act in support of termination of pregnancy for medical and humanitarian reasons, for e.g., statutory rape. A final decision remains pending on the recommendations of the Report of the Abortion Policy Review Advisory Group.

## **Rural Women**

114. The BGA takes an inclusive approach that leaves no woman or girl behind. Through community interventions, these groups are able to access information on sex, gender, gender roles, forms of GBV (including rape, incest, DV and TIP) and SRH. Through a collaborative effort with key stakeholders, the BGA is familiar with

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<sup>9</sup> National Family Planning Board Annual Report 2016.

necessary services offered to make referrals when needed, which allows clients to access services which are not offered at the BGA. Sessions are also conducted around gender and health to highlight different issues affecting women such as cancer and HIV/AIDS. The Caribbean Medical Mission, a health mission from New Jersey, through the BGA, have over the years, donated funds to the Jamaica Cancer Society so poor women from rural Jamaica may have their mammograms done.

115. Sensitisation and awareness-raising continued through involvement in seminars and workshops in rural communities. These collaborations provide sensitisation and training on all forms of GBV, SRH & rights and gender & HIV. The SRH component was in partnership with the UNFPA and focused on the female condom (FC2) usage.

116. Training was also provided in other areas to include: financial literacy, understanding legislation such as the DV Act, Child Care and Protection Act (CCPA), Property (Rights of Spouses) Act, Maintenance Act and the Sexual Offences Act (SOA), among several others. The training was done to provide rural women with knowledge about their rights, as well as the services that are available to improve their socio-economic situation.

117. In 2011–2013, the BGA through funding from UN Women and collaboration with the Dispute Resolution Foundation (DRF) launched The Way Out (TWO) Project. It sought to implement key aspects of the NPGE, while increasing the political and economic power of targeted women. Over a thirty-two (32) month period, capacity building and skills training activities were conducted that included: gender mainstreaming, gender training in public and private sector, capacity building of female leaders and the expansion of economic opportunities for the under-employed and unemployed. The recipients included household workers and rural women.

118. In 2014, the GoJ through the BGA provided small grants of approximately J\$2.7M to nineteen (19) rural women’s groups under the “Inspiring Change Initiative,” to facilitate community-level business development and strengthening. The initiative focused on poverty reduction and the empowerment of women. These grants benefitted women-owned businesses to include protective agriculture & greenhouse technology, craft and technical guidance for advocacy activities. Achievements of the initiative include: The Windsor Castle Home Economics and Social Services Benevolent Society (a registered business), which launched its Dasheen Farming Project in 2015; the Waugh Hill Women’s Group from St. Andrew successfully reared two hundred and twenty (220) chickens and used the profit to replenish stock and improve livelihood; and the Mothers of Jamaica Group from Westmoreland embarked on a T-Shirt income generating project, which continues to be a great success. The BGA continues to provide technical support to these groups.

119. In an effort to promote the empowerment of women and girls, the GoJ through the BGA conducts and participates in awareness raising initiatives and health interventions, including gender, health and information fairs. A common requirement at fairs is the setup of display booths with information on HIV and other STIs, safe sexual practices and gender & health. Through the fairs, the BGA is able to reach key community groups especially those prone to GBV, providing them with empowerment tools, including information on access to services for victims of GBV. The MOH also provides information on access Post Exposure Prophylaxis (PEP) to prevent HIV infection.

120. In 2016, the GoJ through the BGA developed a user-friendly Resource Guide as a directory of services for women. The Resource Guide aims to:

- Facilitate and promote increased access to and utilisation of services and knowledge sharing in a range of key areas;

- Engender greater interaction and more active cooperation among government, private sector, civil society and community-based organisations (CBOs) and citizens in particular;
- Provide a comprehensive point of reference for individuals, communities and organisations, as a one-stop source of information and advice about the financial sector & microfinance, business development services, community development, social protection, gender equality & participation, environment & health, research, training and education.

## **Disaster Preparedness**

121. The GoJ, through the BGA's Gender Focal Point (GFP) Network, seeks to ensure that policies and programmes focused on preparedness and response to climate change are gendered to include the concerns of rural women. In this context, GFPs are located in the Ministry of Transport and Mining, Office of Disaster Preparedness and Emergency Management (ODPEM) and the National and Environment Planning Agency (NEPA), and are directly involved in and/or able to influence the gender planning process and action plan initiatives within these MDAs. The GFPs obtain support to integrate gender considerations with regards to environmental management, disaster risk management and emergency management and response.

122. Efforts have also been made to integrate gender concerns and perspectives in a number of emerging policies and programmes for sustainable development, including the Climate Change Policy Framework and Action Plan, 2015.

## **Disadvantaged Groups of Women**

123. The Refugee Policy (2009) establishes procedures for managing the refugee status determination process. However, it does not give special consideration to nationality or gender, but rather, considers each application for refugee status on its individual merit to determine whether the applicant has demonstrated a well-founded case. Notwithstanding, the GoJ has developed a gender-sensitive National Policy and Plan of Action on International Migration and Development. One of the seven sections of the Policy and Plan of Action deals exclusively with gender equality and equity. These principles encompass the importance of the migrant, the countries of origin, transit and destination and emphasize the roles of the private sector, free market, information sharing and decision making, governance and stakeholder participation. The policy articulates zero tolerance for exploitation, stigma or discrimination in any form.<sup>10</sup>

124. In order to strengthen the protections to migrants, including women migrants, Jamaica acceded to the 1961 Convention on the Reduction of Statelessness in January 2013.

## **Women & Girls with Disabilities**

125. While collecting data on women and girls with disabilities remains a challenge, efforts have been made in this regard. This includes the 2014 study carried out by the PIOJ on vulnerability and its relationship with income, poverty and food security, with a special focus on women with disabilities. The data provided will be used for

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<sup>10</sup> Jamaica White Paper National Policy on International Migration and Development, 2017.

determining gaps and responsive interventions and for enhancing policy and programme development.

126. As it relates to the Optional Protocol to the Convention on the Rights of Persons with Disabilities, which was signed on 30th March 2007, the GoJ is putting measures in place to have the Optional Protocol ratified.

## **Marriage and Family Relations**

### **Support for Parents**

127. Consistent with the National Parenting Support Commission Act 2012, the MOEYI established the National Parenting Support Commission (NPSC) to assist in the transformation of families through improved access to quality information and services. This was launched on November 1, 2013, with a mandate to act as an advocate for parents. The NPSC makes provision for parents to learn and practice good parenting skills to promote the shared responsibility of both parents in relation to the care and maintenance of the child. The Commission oversees the implementation and operations of the National Parenting Support Policy, which defines effective parenting from a Jamaican perspective and outlines the GoJ's approach to supporting and strengthening positive parenting practices.

### **Child Maintenance**

128. Currently, the Maintenance Act makes provision for mothers, particularly single mothers, to apply for child maintenance through the Courts to ensure that they are provided with adequate and timely child maintenance. However, some mothers do not access the benefits due to a number of factors. The BGA, in collaboration with other key stakeholders and partners, continues to provide sensitization and awareness on the legal provisions through public education and training to multiple publics, including women and girls in vulnerable communities.

129. The Ministry of Foreign Affairs and Foreign Trade (MFAFT) facilitates enforcement of maintenance orders by transmitting court orders issued in Jamaica for child maintenance to the authorities in the country where the delinquent parent resides for the enforcement to take place. Once this is done, periodic following up is done at the request of the person who applied for the order if there is a delay in enforcement. The Jamaican courts also make it possible for a parent living overseas to file for child support from a parent living in Jamaica, provided that the country is a "reciprocating State"<sup>11</sup>.

### **Divorce Proceedings**

130. Initiatives by the Supreme Court to simplify and to improve the turnaround time in divorce proceedings are well advanced. Initiatives include the development of standardised documents for use in divorce proceedings by attorneys-at-law. The aim of this standardisation of documents is to reduce the instances of requests by the Court for corrections to be made to such documents and thereby reduce the delay in completing these matters.

131. The amendment to the Rules of Court will enable a dedicated Master to deal with applications for *Decree Nisi* and further assist in reducing the delay in completion of divorce proceedings. It is expected that the amendments will be gazetted and implemented in short order.

<sup>11</sup> See Ministry of Justice Maintenance Orders (Facilities For Enforcement) Act.

## **Optional Protocol to the Convention**

132. Jamaica has not ratified the Optional Protocol to the CEDAW, but considers that the domestic legislative and policy framework remains adequate to address discrimination and VAW.

## **Beijing Declaration & Platform for Action (BPFA)**

133. Since the Beijing 1995 Conference, significant gains have been derived through utilising the BPFA towards the achievement of gender equality and the empowerment of women. Some of the major initiatives that reflect a progressive commitment to this process include the following:

- The appointment of a Gender Advisory Committee (GAC) with a mandate of specific activities, which included but was not limited to, advising the Government and the National Machinery on strategic policy directions for the gender portfolio and the establishment of GFPs in key MDAs. Through the implementation of approved action plans, GFPs are to ensure that gender is integrated in all national policies, plans, programmes and operations using a gender equality framework. The GFPs also contribute data to inform both regional and international reporting processes;
- The design and development of a Gender Analysis Checklist to increase the capacity to incorporate a gender perspective. The Checklist is designed to ensure that government policies and programmes are responsive to the gender differential needs in keeping with commitments outlined in the BPFA;
- The Planning Institute of Jamaica (PIOJ) formed a National Gender Task Force to integrate the vision of gender equality into the National Development Plan Vision 2030;
- The adoption of a NPGE, which promotes a vision of “a society in which women and men have equal access to socially valued goods and are able to contribute to national development”, towards the achievement of gender equality.

## **Dissemination of Concluding Observations**

134. See Paragraph 13.

## **Ratification of Other Treaties**

135. Jamaica is party to nine (9) of the thirteen (13) core human rights treaties and has a longstanding policy that reflects our very serious commitment to the country’s obligations to implement international treaties, to which we are Party in good faith.<sup>12</sup> As such, the Government does not bind itself or its citizens to any treaty, unless or

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<sup>12</sup> Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), International Covenant on Economic, Social and Cultural Rights (ICESCR), International Covenant on Civil and Political Rights (ICCPR), Convention on the Rights of the Child (CRC), Convention on the Elimination of All Forms of Racial Discrimination (CERD), Convention on the Rights of Persons with Disabilities (CRPD), International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families (ICMW), Optional Protocol to the Convention on the Rights of the Child on the Involvement of Children in Armed Conflict (CRC-OP-AC), Optional Protocol to the Convention on the Rights of the Child on the Sale of Children Child Prostitution and Child Pornography (CRC-OP-SC).

until we are satisfied that the domestic framework to give effect to that international treaty will stand up to national scrutiny, and the standards set by that treaty.

136. This fundamental approach has informed the Government's response to calls relating to the accession to various treaties; for example, the Convention against Torture, the International Convention for the Protection of All Persons from Enforced Disappearances, the Optional Protocol to the Convention on the Rights of Persons with Disabilities, ILO Convention 169 and the Rome Statute of the International Criminal Court, as well as the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women.

### **Part III**

## **Update on implementation of the articles of the convention**

### **Article 1**

#### **Definition of Discrimination**

137. See paragraph 14.

### **Article 2**

#### **Obligations to Eliminate Discrimination**

138. In 2011, the Jamaican Parliament enacted the SOA, which seeks to give greater protection to victims of sexual violence, which are predominantly women. This legislation amends aspects of the Offences against the Person Act (OAPA) to make new provisions for the prosecution of rape and other sexual offences. It also repeals the Incest (Punishment) Act by establishing incest offences under the SOA to replace provisions under the Incest (Punishment Act).

139. Additionally, the new SOA establishes the offence of marital rape; abolishes the common law presumption that a boy under the age of fourteen (14) years is incapable of committing rape; and changes the law relating to sexual history evidence to ensure that discriminatory treatment of evidentiary matters is addressed.

### **Article 3**

#### **The Development and Advancement of Women**

140. See paragraphs 22–34; 38.

### **Article 4**

#### **Acceleration of Equality between Men and Women**

141. See measures addressed in Part II.

### **Article 5**

#### **Sex Roles and Stereotyping**

142. See paragraphs 35-42.

## Article 6 Exploitation of Women

143. The Evidence (Special Measures) Act 2012, notes that special measures would be used in instances where the witness is vulnerable, notably women and girls, by virtue of being a child or is a complainant in criminal proceedings relating to a sexual offence. The Act may be used in criminal proceedings before the Supreme Court, Court of Appeal, Resident Magistrate Court, Family Court, Children's Court, Gun Court, Circuit Court or any other court designated by the Minister of Justice (MoJ). One courtroom at the Corporate Area Criminal Court has already been retrofitted to accommodate the measures allowed by the Act and the preparations for these facilities at the Supreme Court are far advanced.

144. The GoJ and the European Union's (EU) Justice Security Accountability and Transparency (JSAT) have collaborated in a project to: improve capability of the justice system; ensure timely treatment and disposal of cases by improved efficiency in the operation of the courts; improved witness protection; and safeguard of the human rights of vulnerable witnesses, notably women and girls, further to measures under the Evidence (Special Measures) Act.

145. The JCF launched the "*Operation ID/Fix*" in 2014, which is an offensive method aimed at identifying the major players in the massage and sex trade. Additionally, some major prostitution rings have been dismantled, at least twelve (12) victims rescued and major players have been arrested and charged for TIP, including for related offences such as living on the earnings of prostitution.

146. The NATFATIP Secretariat supports and monitors the implementation of the Action Plan, which includes the development of an Anti-Trafficking Policy; further strengthening of law enforcement capacity; increasing awareness among the judiciary regarding the prosecution of human traffickers; the development of Standard Operating Procedures for detectives and prosecution personnel; and increased public awareness.

147. In the area of public awareness, an island-wide public education campaign on TIP has been implemented to sensitise the general public, vulnerable persons and victims of TIP on related matters including: definition and meaning of trafficking; ways to identify victims of trafficking; appropriate intervention to take; and access to assistance. Training and sensitisation were conducted with police officers and frontline operators in the former Office of the Children's Registry (OCR), as well as with over one thousand school officials and deans of discipline. Training is ongoing and within the education system, safety and security officers are to be trained in short order.

148. The key Government agencies are developing procedures for dealing with cases of human trafficking. The JCF developed and brought into force Standard Operating Procedures for human trafficking, which seeks to assist or guide officials in proactively identifying trafficking victims and referring them to available services. The former OCR developed guidelines to proactively identify and assist trafficking victims.

149. The NATFATIP has also provided the MOEYI with a TIP curriculum designed for secondary school students. The curriculum promotes greater awareness of TIP as a global crime and helps students and teachers to understand how they can assist in identifying and preventing human trafficking and reducing their vulnerability. The curriculum was rolled out in more than 500 primary and secondary institutions at the start of the 2016 academic year.

150. Additional information on measures taken to combat trafficking in persons is available in paragraphs 58–64.

## **Article 7**

### **Political and Public Life**

151. See paragraphs 31–34.

## **Article 8**

### **International Representation and Participation**

152. Jamaica appointed its first female Minister of Foreign Affairs and Foreign Trade in 2016. Women are consistently included in delegations to regional and international meetings, seminars and are widely represented in Jamaica’s diplomatic missions abroad.

## **Article 9**

### **Nationality**

153. Through the Passport, Immigration and Citizenship Agency (PICA), the GoJ continues to honour its commitment to grant women equal rights with men to acquire, change, or retain their nationality. There is also no distinction made between men and women in relation to the extension of nationality rights to one’s children. Provisions are made under the Nationality Act.

## **Article 10**

### **Education**

154. Equal educational opportunities are available to both male and female. Co-educational facilities account for the majority of educational institutions. As it relates to vocational choices, see paragraphs 74–79 above. In addition to those measures, resource and technology have been infused into the Integrated Studies programme at grades one to three and as discrete programmes at grades four to six and seven to nine. Efforts are also underway to ensure that Entrepreneurship will become a mandatory course in high school.

## **Article 11**

### **Employment**

155. The GoJ continues to ensure the enforcement of the Employment (Equal Pay for Men and Women) Act. In addition, rights related to social benefits, health and safety, paid leave etc. are equally guaranteed to workers without discrimination on the basis of gender. Jamaica has also maintained its robust framework for the granting of maternity leave and preventing the disenfranchisement of women on grounds of maternity.

## Article 12

### Equality in Access to Health Care

156. A number of programmes are being put in place to improve the access of women to quality healthcare. In this context, data collection is important. The PLACE Worker and Patron Survey conducted in 2014, amongst female sex workers and patrons at venues identified as places where people seek new sex partners, sought to establish the prevalence of STIs among this population and the effectiveness of prevention interventions among female sex workers. The findings and recommendations of the survey will provide evidence based information to improve access to health services for high-risk women.

157. The Programme for the Reduction of Maternal and Child Mortality (PROMAC) aims to improve the population's health seeking behaviour regarding maternal and child health. It raises awareness on the importance of timely antenatal and postnatal care; improves recognition of chronic illnesses that pose a danger for the woman and her unborn during pregnancy; and builds capacity of staff to increase community support for the adoption of Reproductive, Maternal, Neonatal and Child Health (RMNCH) practices.

158. The programme also seeks to promote education on sexual and reproductive health, by undertaking large-scale awareness-raising campaigns, especially for the prevention of teenage and unwanted pregnancy and sexually transmitted diseases (including HIV/AIDS), and by integrating age-appropriate education on sexual and reproductive health at all school levels.

159. The Marge Roper Counselling Service was established in 2014 as a 'call-in, walk-in, write-in' service, catering to the SRH needs of persons of reproductive age, specifically targeting young women. To date, rap sessions have reached one thousand seven hundred and eighty six (1,786) in-school adolescents, while other awareness raising activities, such as presentations to nineteen thousand six hundred and sixty-seven (19,667) in-school adolescents, two youth fora for 650 students and a radio campaign reaching 4,135 in-school students, have been undertaken. An integrated 12-month (2014–2015) mass media campaign was also developed and implemented to target 10–12, 13–15 and 16–19 year old teens.

160. The Marge Roper Service also established TEEN 360.org, which is a multi-agency integrated ICT SRH website that seeks to provide trusted, interactive, aggregated, and positively influential sources of information that can move young people to more holistic and healthy lifestyle choices. The aim is to holistically empower Jamaica's young people to protect themselves from unplanned pregnancies, HIV, and STIs, by increasing their awareness and knowledge about the issues that can affect them and direct them to solutions.

161. In addition to the above, specific projects have been executed to improve access to health services by women and girls, particularly those in vulnerable situations. These projects include the Jamaica Perinatal Paediatric and Adolescent HIV/AIDS Programme, which targets all pregnant PLHIV to reduce the risk of mother to child transmission of HIV (and Syphilis). A pilot was also conducted for the "*Project to Improve HIV and Sexual and Reproductive Health of Adolescent Girls and Young Women through Empowerment and Reduction of Gender Inequalities*" through partnership with UN Women. The project targeted sixty to eighty (60–80) mothers or expectant mothers within the 15–24 age groups from three inner-city communities. The project reported increased empowerment for prevention of pregnancy and STIs through: increased condom usage; improved skill in negotiating consistent condom use; improved skills in properly using both female and male condoms; and increased

use of contraceptive methods, as several of the participants who were not on a method, have accepted a method.

### **Article 13**

#### **Social and Economic Benefits**

162. The GoJ is making a serious effort to ensure that any form of discrimination against women in the social and economic spheres is eliminated. Currently, there are twenty-four (24) pieces of legislation that are being reviewed for amendments, to improve the status of gender equality, social justice and the status of women in Jamaica. These include the Women (Employment of) Act, which is being reviewed in keeping with the flexi-time arrangement to be introduced, to dispense with provisions that are viewed as discriminatory to women.

163. The GoJ continues to work on developing and implementing a National Financial Inclusion Strategy, which recognizes that sex-disaggregated financial data is essential in providing social and economic inclusion for women. Current data demonstrates that women make up 52 percent of the clientele that uses the Government's Business Development Support Services and women represent a high percentage accessing loans for micro-businesses, entrepreneurship activities and agricultural enterprises. For the period 2012–2013, 70 percent of the loans disbursed under the Development Bank of Jamaica (DBJ) Microfinance Portfolio were to women.

164. Women have access to all types of financing and many financial entities provide services designed specifically for women, including entrepreneurial ventures. A large percentage of agricultural and credit loans is increasingly being approved for female. Some examples include the Government's Micro-Investment Development Agency (MIDA), where the majority of recipients are females and the DBJ Microfinance Portfolio, where 70 percent of the loans disbursed in 2012 and 2013 were allocated to women.

165. Nonetheless, while women have increased access to credit and financing for various purposes, data indicate that they are still not accessing financing and credit at the highest level.

### **Article 14**

#### **Rural Women**

166. The BGA has been working to ensure that rural women have equal access to services and has undertaken activities aimed at contributing to the development of rural women in the areas of social, health and justice services, education, networking and business development.

#### **Data and Statistics**

167. The Rural Agricultural Development Authority (RADA) is Jamaica's chief agricultural extension and rural development agency, committed to promoting the development of agriculture in Jamaica. It is the main engine of economic growth in rural communities, through an efficient, modern and sustainable extension service which enhances the national economy and improves the quality of life of rural farm families. Since its inception, RADA has taken an inclusive approach towards extension service delivery, through the development and implementation of a programme of continuous training for farmers; and providing assistance to rural

women in identifying income earning opportunities and developing small businesses through which they can improve their livelihood.

168. In 2017, RADA commissioned a Gender and Youth Involvement in Agriculture Study. This provided baseline data on rural women and youth involvement in Jamaican agriculture and to ascertain their needs and constraints in achieving economic growth. The results of the Study are currently being used to facilitate the mainstreaming of gender in rural extension services and have led to the recommendation of establishing a Technical Working Group (TWG) for Gender Mainstreaming in Agriculture.

169. Through support from the Commonwealth of Learning (COL) Lifelong Learning for Farmer's Initiative, RADA developed a Gender Equality Policy Statement in 2016. This document guides RADA in its efforts to mainstream gender in policies, research, extension activities and in monitoring and evaluation, to improve on achieving gender equality in agriculture. It also emphasises the centrality of the advancement of the goals of gender equality and women's empowerment for achieving development.

170. Women play an important role in agriculture and along the value chain, as their efforts greatly contribute to the development of their communities and the betterment of their families, through income earned from their farming activities. It is on this basis that Social Services/Home Economics (SS/HE) within RADA continues to empower women in Agriculture to become rounded entrepreneurs. The SS/HE Unit of RADA is geared towards the needs of rural farm families, women and youth. The Unit places emphasis on:

- The needs, interests and potential of rural women in the design of training activities aimed to improve their quality of life, and that of their families and communities, using skill development;
- Assisting rural families to cope with inflation, nutrition and health concerns and the overall maintenance of a strong family;
- Strengthening and building the productive and earning capacities of families.

171. Through the Rural Economic Development Initiative (REDI) Project, January 2010–July, 2017; twelve (12) sub-projects were implemented in the Agriculture (75%) and (3) sub-projects in Tourism sectors (25%). The project sought to enhance income generation and job creation through the provision of greenhouses and greenhouse equipment, cold storage facilities and capacity building and training initiatives to improve the technical expertise of the beneficiaries. The interventions benefited one thousand three hundred and seventy-three (1,373) persons, including women in rural areas. The overall objective of REDI was to reduce rural poverty by increasing the earning potential of rural communities. This was facilitated specifically through the enhancement and development of agricultural supply chain linkages and community based tourism initiatives. This included women from the Jamaica Hardanga Heritage Trust (JHHT) that implemented an Eco-tourism Project and the St. Thomas Women's Agricultural Initiative (STWAI) Agricultural Project.

172. In 2016, MICAFA held Gender Training workshops for key implementing agencies and personnel to develop more inclusive initiatives for rural women. This was done in partnership with Promotion of Regional Opportunities for Produce through Enterprises and Linkages (PROPEL). These workshops included topics on the impact of gender/sex roles to economic development of women and the use of gender analysis tools to reduce these constraints. Please see Paragraphs 103–109.

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## **Article 15**

### **Equality before the Law and in Civil Matters**

173. The Jamaican Constitution prohibits discrimination on the basis of sex. Women continue to enjoy the same rights as men before the law and in civil matters, to conclude contracts and administer property. Both women and men are allowed the same capacity to enter into legal relations and to administer property, notwithstanding the fact that there is no express provision to this effect in law. Under Section 4 of the Interpretation Act, it is provided that in the Act and in all other Acts, regulations or other instruments of a public character currently in force or made in future that words importing the masculine gender include females; and words in the singular include the plural and words in the plural include the singular.

174. There is no overt discrimination against women as they have the right to make contracts relating to credit, real estate and other property, as well as other commercial transactions in their own name. In this regard, women have the autonomy to manage their personal affairs, regardless of their marital status.

175. The Property (Rights of Spouses) Act (2004) allows for a spouse, whether female or male, married and unmarried to enter into agreements 'as they think fit' in respect of property. These provisions underscore the status of the law in Jamaica, which grants women and men contractual freedom and equality.

## **Article 16**

### **Equality in Marriage and Family Law**

176. Equal treatment, is accorded in the laws concerning rights to property and maintenance such as the Property (Rights of Spouses) Act and the Maintenance Act. These acts are not gender specific and confer equal obligations on women and men in legal and common law unions, as well as persons in visiting relationships. Religious or customary laws do not govern family relations. Both pieces of legislation were amended to eliminate discrimination against women especially in matters relating to marriage and family law.

## Acronyms and Abbreviations

ABIS	Agricultural Business Information System
ASRH	Adolescent Sexual and Reproductive Health
BPFA	Beijing Platform for Action
BWA	Bureau of Women's Affairs
BGA	Bureau of Gender Affairs
CARIMAC	Caribbean Institute of Media & Communication
CARIWAC	Caribbean Woman and Child Initiative
CBO	Community Based Organization
CCM	Country Coordinating Mechanism
CCPA	Child Care and Protection Act
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CCT	Conditional Cash Transfer
CDC	Centre for Disease Control and Prevention
CISOCA	Centre for the Investigation of Sexual Offences and Child Abuse
CLU	Community Liaison Unit
CSO	Civil Service Organization
CSWs	Commercial Sex Workers
DBJ	Development Bank of Jamaica
DMU	Dual Method Use
DPP	Director of Public Prosecution
DV	Domestic Violence
ECLAC	Economic Commission for Latin America and the Caribbean
ESSJ	The Economic and Social Survey
EU	The European Union
GAC	Gender Advisory Council
GBV	Gender-based Violence
GDP	Gross Domestic Product
GFPs	Gender Focal Points
GoJ	Government of Jamaica

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HDI	Human Development Index
HFLE	Health and Family Lifestyle
HIV	Human Immunodeficiency Virus
HOP	Houses of Parliament
ICT	Information Communication Technology
IDEVAW	International Day for the Elimination of Violence against Women
IDRW	International Day of Rural Women
IDPs	International Development Partners
IGDS	Institute for Gender and Development Studies
ILO	International Labour Organization
IPV	Intimate Partner Violence
IMF	International monetary Fund
IWD	International Women's Day
JAMSPRED	Jamaica Social Policy Research Database
JASL	Jamaica Aids Support for Life
JASPEV	Jamaica Social Policy Evaluation
JCF	Jamaica Constabulary Force
JCO-ICVIS	Jamaica Crime Observatory/Integrated Crime & Violence Information System
JEEP	Jamaica Emergency Employment Programme
J-FLAG	Jamaica Forum for Lesbians, All-Sexuals and Gays
JHHT	Jamaica Hardanga Heritage Trust
JIS	Jamaica Information Service
JISS	Jamaica Injury Surveillance System
JLP	Jamaica Labour Party
JNC-UNESCO	Jamaica National Commission for UNESCO
JSAT	Justice Security Accountability and Transparency
JUST	Justice Undertakings for Social Transformation
JWPC	Jamaica Women's Political Caucus
JSIF	Jamaica Social Investment Fund
LOPA	The Labour Officers Powers Act
LMIS	Labour Market Information System

MCGES	Ministry of Culture, Gender, Entertainment and Sport
MCTC	Mother-to-Child Transmission
MDAs	Ministries, Departments and Agencies
MDGs	Millennium Development Goals
MICAF	Ministry of Industry, Commerce, Agriculture and Fisheries
MFAFT	Ministry of Foreign Affairs and Foreign Trade
MLSS	Ministry of Labour and Social Security
MOEYI	Ministry of Education, Youth and Information
MOH	Ministry of Health
MOJ	Ministry of Justice
MOU	Memorandum of Understanding
MSMEs	Micro, Small and Medium-Sized Enterprises
MYSC	Ministry of Youth, Sports and Culture
NAC	National AIDS Committee
NATFATIP	National Task Force against Trafficking in Persons
NPP	National Parenting Policy
NCVs	National Core Values
NDAR	National Diagnostic and Referral System
NEPA	National Environment Planning Agency
NFPB	National Family Planning Board
NGO	Non-governmental Organisation
NPGE	National Policy for Gender Equality
NSAP-GBV	National Strategic Plan to Eliminate Gender-based Violence
NSSP	National Safe School Policy
NTP	National Transformation Programme
NWM	National Women's Machinery
OAPA	Offences Against the Persons Act
OCR	Office of the Children's Registry
OCID	Organized Crime Investigations Division
ODPEM	Office of the Disaster Preparedness and Emergency Management
OPC	Office of the Parliamentary Counsel

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PAHO	Pan-American Health Organization
PATH	Programme of Advancement through Health and Education
PBCJ	Public Broadcasting Commission Jamaica
PICA	Passport, Immigration and Citizenship Agency
PIOJ	Planning Institute of Jamaica
PLACE	Priority for Local Control Efforts
PLHIV	People Living with HIV
PNP	Peoples' National Party
PMTCT	Prevention of Mother-to-Child Transmission
PROMAC	Programme for the Reduction of Maternal and Child Mortality
PROPEL	Promotion of Regional Opportunities for Produce through Enterprises and Linkages
PWD	Persons with Disabilities
RADA	Rural Agriculture Development Authority
REDI	Rural Economic Development Initiative
RGD	Registrar General's Department
SDGs	Sustainable Development Goals
SEP	Schools' Education Programme
SIP	Social Intervention Programme
SOA	Sexual Offences Act
SRH	Sexual and Reproductive Health
SPP	Social Protection Project
SS/HE	The Social Services/Home Economics
STATIN	Statistical Institute of Jamaica
STI	Sexually Transmitted Infection
TIP	Trafficking in Persons
TWG	Technical Working Group
UNDP	United Nations Development Programme
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNICEF	United Nations Children's Fund
UWI	University of the West Indies

VAW	Violence against Women
VSD	Victim Services Division
VSC	Vital Statistics Commission
STIs	Sexually-Transmitted Infections
WB	The World Bank
WCJF	Women's Centre of Jamaica Foundation
WHO	World Health Organization
WROC	Women's Resource and Outreach Centre Limited
YES	Youth Empowerment Strategy

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