



# **GENDER BASED VIOLENCE ADVISORY NOTE**

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**MINISTERIAL GBV ADVISORY COMMITTEE**

**9/1/2020**

**Gender Based Violence Advisory Note to the Permanent Secretary: Ministry  
of Nationality Immigration and Gender Affairs**

## **BACKGROUND**

In response to the escalating number of Gender Based Violence (GBV) cases within the Country, the Ministry of Nationality Immigration and Gender Affairs (MNIG) constituted the GBV Advisory Committee to provide advice on the National Response to Gender Based Violence. This committee is chaired by the MNIG and consists of key stakeholders who are dealing with GBV in Botswana. The committee will spearhead and coordinate efforts to reduce GBV as well as the mechanisms for monitoring the implementation of these efforts.

**This document aims to provide practical guidance to responding to Gender Based Violence in the Country.** It describes and analyses the GBV situation in Botswana, including prevention, mitigation and response in terms of case management and psychosocial support, safety and security, mental health, access to justice and coordination, indicating the actual needs, challenges and response.

It also includes a plan of action that reflects the priorities and needs identified by the GBV Advisory Committee. It presents critical interventions that will ensure not only protection of women, girls, boys and men from GBV but empower them to become fully functioning reintegrated individuals in communities. The document also comprises measures targeted at rehabilitation and reintegration of perpetrators. It promotes the principle of inclusiveness and participation of affected individuals and communities to define the parameters for the framework of interventions for GBV prevention, response and mitigation.

## **OVERVIEW OF GENDER BASED VIOLENCE**

Gender Based Violence (GBV), is a global pandemic that affects 1 in 3 women in their lifetime. According to World Bank (2019) 35% of women have experienced either physical and/or sexual intimate partner violence or non-partner sexual violence; 7% of women have been sexually assaulted by someone other than a partner and as many as 38% of murders of women are committed by an intimate partner.

## **GBV SITUATION IN BOTSWANA**

The 2018 Botswana National Relationship Study revealed that thirty-seven (37%) percent of women and twenty-one (21%) percent of men reported experiencing some form of Gender Based Violence (GBV) be it emotional, physical and sexual at least once in their lifetime. The most common form of GBV experienced is emotional intimate partner violence at thirty-one (31%) women and seven (7%) for men.

The Study also showed that past experiences of violence play a role in influencing both perpetration and experience of violence in future relationships. Of the total women who reported experience of GBV, 92% had experienced some form of abuse in childhood and of those who reported experience of Intimate Partner Violence (IPV) 94% were abused in childhood. Similar findings were noted amongst men with 97% who had reported experiencing IPV and GBV abused in childhood and 97% of men who reported

perpetrating IPV had also experienced abuse before they reached 18 years of age.

### **Violence Against Children's (VAC)**

Findings from the 2018 Violence Against Children's (VAC) survey indicate that physical violence is the most common form of violence against children. On average, 28.4% and 43.0% of female and male children in Botswana, respectively experience physical violence before the age of 18. The leading three perpetrators of physical violence amongst females are parents, adult caregivers or adult relatives (14.8%); adults in the community (11.6%); and peers (8.7%). In contrast, the leading perpetrators amongst males are peers (23.2%); parents, adult caregivers or adult relatives (21.1%); and adults in the community (20.9%).

The VAC survey also revealed that prevalence of sexual violence prior to age 18 was 9.3% for females and 5.5% for males, of which 1.8% and 0.2% accounted for physically forced sex amongst females and males, respectively. Amongst those who experienced sexual violence, the most common perpetrator of first incident of each form of sexual violence among females was:

- Sexual touching: classmate/schoolmate, 29.5%.
- Attempted forced sex: family member, 18.9%.
- Physically forced sex: stranger, 50.9%.
- Pressured sex: spouse/boyfriend/girlfriend or romantic partner, 50.9%.

Amongst males, the most common perpetrator of first incident of each form of sexual violence was:

- Sexual touching: classmate/schoolmate, 30.3%.
- Attempted forced sex: friend, 70.4%.
- Physically forced sex: stranger, 70.4%.
- Pressured sex: friend, 37.3%.

There have been numerous cases in Botswana where violence between intimate partners ends with the murder of one of them, sometimes followed by the suicide of the abuser. Such murders sometimes arise from jealousy or revenge, or a refusal on the part of the abuser to accept the end of a sexual relationship.

Since the COVID-19 pandemic response in Botswana, there has been an increase in GBV. In the first five days of Extreme Social Distancing the Chief Executive Officer (CEO) of the Botswana Gender Based Violence Prevention and Support Centre (BGBVC) reported receiving 30 cases compared to between 15 and 20 cases usually received per month prior to COVID-19 situation. Botswana Police reported on 14 April 2020 that between 30 March and 5 April 2020, (after lockdown commenced), two murders, one threat to kill, 22 rape cases (7 being children aged two to 13) and 23 cases of defilement were recorded nationally. To date the nation has recorded 79 defilement cases and 49 rape cases with the majority of defilement cases emanating from

Northwest District (32) and Central District (12). This is consistent with data emerging at the global level that shows a spike in GBV cases since the outbreak of COVID-19. Experiences in other countries and during other global health crises (such as Ebola) show that restrictions on movements from the home, including quarantine and self-isolation are directly correlated with an increased rate of GBV.

### **The Causes (Roots) of Gender Based Violence.**

The root causes of Gender Based Violence are a **society's attitudes towards and practices of gender discrimination**. Typically, these place women and men in rigid roles and positions of power, with women in a subordinate position in relation to men. The accepted gender roles and lack of social and economic value for women and women's work strengthen the assumption that men have decision-making power and control over women.

Some aspects of **traditional culture** and societal norms can represent a significant hurdle to eliminating GBV. For example, in most communities in Botswana masculinity is perceived as entailing ownership and control over women which causes some men to react violently out of jealousy or when a romantic relationship ends. Through acts of Gender Based Violence perpetrators seek to maintain privileges, power, and control over others. This disregard for or lack of awareness about human rights, gender equality, democracy and non-violent means of resolving problems help to sustain inequality that leads to GBV.

### **Contributing factors (Weather and Temperature) - they make the tree grow bigger and the roots grow stronger.**

While gender inequality and discrimination are the root causes of all forms of Gender Based Violence, various other factors influence the type and extent of GBV in each setting. **During crises**, there are many such factors that can increase risk and vulnerability to GBV. Examples include:

- **Family and Community support systems** that have broken down. Urbanisation has also created a challenge in that wealthier families living in cities host relatives from lower income brackets. Such relatives fall victim to GBV and issues relating to human trafficking.
- Institutions such as health facilities, police and civil society organisations that are **under resourced or non-existent in some communities especially in rural areas**.
- There is a **prevailing climate of human rights violations and impunity**. **Women's financial dependence on men** exacerbates abuse by discouraging reporting, and also by making it harder for women to leave abusive partners because of their fear of the financial consequences for themselves and their children.
- **Shelters are inadequate, in inaccessible areas and lack sufficient resources** hence limiting provision of preventative and protective services.

- **Mental health and substance use disorders** create an atmosphere supporting perpetration and victimisation.

### **CURRENT RESPONSE TO GBV (PROGRAMMING)**

The Government of Botswana has adopted the National Strategy Towards Ending Gender Based Violence to respond to GBV in the Country. To date, significant strides have been made with regard to conducting GBV related studies and interventions for mitigation and management of GBV particularly violence against women and children. The following are some of the initiatives that are in place to address GBV in the Country targeting both survivors and perpetrators:

### **SURVIVORS**

#### **The GBV Referral Pathways (System) – piloted in two Districts of Kgatleng (Mochudi/Artesia) and North West (Maun/Shorobe) in 2017**

The development of a GBV referral system has been identified as a key strategy in addressing immediate needs of GBV Survivors to gain access to services hence enabling the Country to achieve an integrated approach to combating GBV and its impact on HIV and AIDS.

### **Legal and administrative arrangements**

Botswana provides a legal environment within which GBV can be addressed. There are criminal, civil and legal procedures and policies that strive towards protecting and meeting the needs of survivors. Legal protection against GBV is found under criminal law, civil law, procedural law and policies. Criminal law seeks to address rape, defilement, indecent assault, physical assaults, verbal abuse, murder, incest and threat to kill. Civil law addresses economic deprivation and domestic violence. There are also procedural laws which are rules that facilitate the application of the law.

### **Access to Justice**

Notable reforms have been put in place over the years to improve victim and survivor access to criminal justice services. This has improved the way in which both the courts and law-enforcement agencies handle GBV cases. The amendment of laws for hearing of sensitive GBV cases in camera is a commendable forward step. Another progressive step is provision of legal aid to the indigent through Legal Aid Botswana.

### **Health Services**

The health sector is one of the important entry-points for addressing Gender Based Violence not only as a means for treating survivors, but also for prevention. The Health sector has developed National HIV and AIDS strategies to address the respective vulnerabilities of women and men to HIV and AIDS and GBV.

### **Mental Health and Psycho-Social Support**

Beside physical injuries, GBV survivors experience psychological trauma (such as stigma, family rejection for the victim and children born out of rape, marital separation,

fear, and mental depression). Rape violates the privacy of the victim, destroys self-esteem and creates fears that need to be assuaged. Therefore the provision of psycho-social support is likely to help the victim to regain self-esteem and control over their life.

Government and non-governmental organisations (NGOs) continue to provide mental health and psychological support to GBV survivors e.g. through counselling and advocacy.

### **Safety and Security**

At the moment the Country is still reliant on very few Civil Society managed and donor funded structures to provide for survivor safety. There are currently only **two** dedicated or purpose-specific shelter facilities, with overwhelming demand for corresponding support and empowerment provided through such facilities.

### **Re-integration of survivors into the community**

Currently there are several targeted empowerment programmes provided by various stakeholders such as Ministry of Local Government and Rural Development and Civil Society Organisations aimed at protecting and reintegrating survivors in the community.

## **PERPETRATORS**

### **Rehabilitation, Mental Health and Psycho-Social Support**

The Botswana Prison Service offers rehabilitation to incarcerated prisoners as a corrective measure for criminal behaviour. Other perpetrators who are not incarcerated are provided counselling services by Government Departments, Civil Society Organisations (CSOs) and Faith Based Organisations (FBOs).

### **Re-integration of ex-offenders into the community**

Protection and reintegration of ex-offenders in the community through services offered by Botswana Prisons Services and CSOs such as Botswana Institute of Rehabilitation and Reintegration of Ex-Offenders (BIRRO).

## **PREVENTION**

### **Public Education and Awareness**

Significant progress has been made with regard to public education and awareness creation on gender and GBV issues by different stakeholders. Initiatives include community based campaigns, production of information brochures as well as through the use of both print and electronic media. These have provided an opportunity for public awareness raising as well as localisation of GBV issues.

### **Diagnostic Tools**

GBV Assessment Tools have been developed in a bid to close gaps that exist in prevention of GBV, as a preliminary step towards appropriate monitoring and community assessment of GBV issues within different contexts.

## **Advocacy and Social Mobilisation**

GBV as a social challenge requires responses that are anchored on maintaining strong and continuous advocacy and social mobilisation initiatives that require significant financial and human resources. Critical components involve effective structures and active Civil Society participation.

### **Structures**

- 1. The National Gender Commission** has been established to provide strategic direction and oversight in the implementation of the National Policy on Gender and Development.
- 2. The Technical Advisory Committee is established** to support the National Gender Commission. Their main function include: providing technical and policy advice to the National Gender Commission; Articulating policy issues and supporting stakeholders' interpretation of the policy provisions and translation of such provisions into actionable items.
- 3. Gender Committees** have been established at district level to guide District or Urban Development Committees (DDC/UDC) and other community structures on various interventions, events and activities geared towards the promotion of gender equality including prevention of GBV. The Botswana Association of Local Authorities (BALA) in collaboration with Gender Links has also played a significant role in addressing gender and GBV issues through the local government 'Centres of Excellence' programme, which encompasses the appointment of Gender Focal Points in District Councils.
- 4. NGOs/FBOs/Community Based Organisations (CBOs) and Associations**  
The agency of civil society is critical in advocacy and social mobilisation on gender and GBV issues. This therefore, means that partnership and collaboration with civil society is vital in addressing GBV because of their role in policy advise, programme development, implementation and monitoring.
- 5. The National Gender Machinery** (Gender Affairs Department) is mandated to coordinate National Gender Response.

**Below is a summary of the achievements and challenges of the above structures:**

<b>Structure</b>	<b>Achievements</b>	<b>Challenges</b>
National Gender Commission (NGC)	<ul style="list-style-type: none"> <li>- Benchmarking exercise in South Africa to inform development of NGC Strategy</li> <li>- Set Terms of Reference for development of NGC Strategy</li> <li>- Undertaking of advocacy mission</li> <li>- Establishment of the National Gender Commission Account with a budget of P249 800.00</li> </ul>	<ul style="list-style-type: none"> <li>- The Commission never took off</li> <li>- Commissioners were mainly from Government (12/16)</li> <li>- The appointment of Commissioners did not take into account key competencies</li> <li>- Lack of sectorial support</li> </ul>
Technical Advisory Committee	<ul style="list-style-type: none"> <li>- Still under formation</li> </ul>	
Gender Committees	<ul style="list-style-type: none"> <li>- Newly established</li> <li>- Kweneng District Gender Committee documented as best practice</li> </ul>	<ul style="list-style-type: none"> <li>- Lack of support from district leadership</li> <li>- Inadequate funding</li> </ul>
Civil Society Organisations	<ul style="list-style-type: none"> <li>- As key implementers they have successfully implemented some of the key deliverables of the GBV Strategy such as advocacy, public education and capacity building</li> </ul>	<ul style="list-style-type: none"> <li>- Inadequate resources including limited budget in the Ministry NGO support fund</li> </ul>
The National Gender Machinery (GeAD)	<ul style="list-style-type: none"> <li>- Development of the National Policy on Gender and Development with its Strategy and Advocacy and Social Mobilisation Guidelines</li> <li>- Development of the Monitoring and Evaluation Framework</li> <li>- Conducting Research on GBV</li> <li>- Undertaking the Gender Baseline Study</li> </ul>	<ul style="list-style-type: none"> <li>- Positioning of the Department</li> <li>- Inadequate resources</li> </ul>



## **Legislative Frameworks and Administrative Arrangements**

In a bid to promote gender equality and sensitivity to GBV issues, Botswana continues to review and amend laws/legislation of allied criminal act. The following are examples of the reviewed and enacted laws:

- Marriage (Amendment) Act, 2014
- Anti-Human Trafficking Act, 2014
- Children's Act, 2009
- The Domestic Violence Act, 2008
- The Abolition of the Marital Power Act, 2004
- Public Service (Amendment) Act, 2000
- Affiliations Proceedings (Amendment) Act, 1999
- Criminal Procedure and Evidence (Amendment) Act, 1996
- Penal Code (Amendment) Act, 1996
- Deeds Registry (Amendment) Act, 1996
- Employment (Amendment) Act, 1996
- Citizenship Amendment Act, 1995

The amendment of these laws has contributed to the socio-cultural and economic empowerment of women in particular. The new legal environment has also contributed to balancing of power relations and gender equity by the courts.

## **Economic Empowerment Programmes**

Poverty has been identified as one of the key drivers of Gender Based Violence that inhibits women from making meaningful contribution to the socio-economic development of the Country. Notably, women's economic dependence on males contributes significantly to their GBV victimisation. In order to address this, Government has a number of empowerment programmes in place including the Women Economic Empowerment Programme though still under review.

## **Male Involvement in addressing Gender Issues**

Effective response to GBV as a social ill requires joint effort by women and men hence efforts to engage men through the Men Sector, Men and Boys for Gender Equality, Bakgatla Bolokang Matshelo and other civil society organisations.

## **Customary Justice System**

Dikgosi play a critical role in promoting a GBV-free society and it is their responsibility to uproot all practices that are likely to put women, men, girls and boys at risk of GBV. Work is on-going to mainstream gender into the Customary Justice System such as implementation of Dikgosi Resolutions, 2012, development of Dikgosi GBV Action Plan and GBV Training Manual.

## **GAPS IN GENDER BASED VIOLENCE RESPONSE IN BOTSWANA**

- a) The positioning of Gender Machinery does not allow it to effectively coordinate implementation of the National Policy on Gender and Development in particular the National Strategy Towards ending Gender Based Violence
- b) Inadequate resourcing for GBV response
- c) Limited implementation of strategies targeting gender norms.
- d) Lack of an effective and integrated response system that brings together police, justice, health and other service agencies.
- e) Lack of GBV Information Management System
- f) Ineffective implementation of existing laws relating to GBV as well as legal gaps in issues such as marital rape, sex work etc.
- g) Inadequate Safe Havens for survivors of GBV.
- h) Lack of gender sensitive reporting by the media.
- i) Insufficient Spiritual, Mental health and psycho-social support.
- j) Insufficient data to highlight the economic impact of GBV.

## **RECOMMENDATIONS**

### **The need to recognise and declare Gender Based Violence as a National Emergency**

The patterns and persistence of Gender Based Violence are inter-woven into social norms and power relations. Yet GBV is not only a fundamental violation of human rights, but leaves deep scars on societies that it affects, both in terms of psychosocial trauma, community cohesion and stigmatisation of survivors, and development outcomes. The threat of Gender Based Violence (GBV) amplified by the COVID 19 has underscored the findings by numerous studies that have been carried worldwide. Occurrence of GBV is exacerbated when disaster hits. Gender Based Violence, particularly sexual violence, is a widespread and alarming element of the crisis. Failure to address this issue also entails a significant cost for the future. Numerous studies worldwide and in Botswana have shown that children growing up with violence are more likely to become survivors themselves or perpetrators of violence in future. Therefore, addressing Gender Based Violence requires a community-based, multi-pronged approach, and sustained engagement with multiple stakeholders. The most effective initiatives address underlying risk factors for violence, including social norms regarding gender roles and the acceptability of violence.

### **THE COMMITTEE RECOMMENDS THAT:**

- a) **Gender Based Violence be recognised and declared a National Emergency and adopt a similar approach to HIV/AIDS Response;**
- b) **Political will and leadership:** Effective response to GBV requires strong leadership commitment, allocation of sufficient funds and other resources as well as willingness to deliberate on GBV issues at higher decision making levels. To this end, as a general principle; GBV should be highlighted in all statements and

speeches by political, civic and public leaders as well as other influential persons. There should also be a national political declaration on GBV;

- c) Elevate the National Gender Machinery (Gender Affairs Department) to either a Ministry or Agency for effective coordination of the National Gender Response in particular GBV Response;
- d) Zero Tolerance to GBV Campaign to be instituted across the Country at national, regional, district, constituency and community levels. It is also recommended that regional conferences on GBV be held nationwide to create more awareness, discuss local issues and build national capacity for addressing this problem;
- e) Specialised Courts to facilitate speedy disposal of GBV cases and prevent re-victimisation due to prolonged justice delivery;
- f) **Comprehensive multi-sectoral response:** Provide resources for implementation of the GBV Strategy particularly the GBV Referral System.
- g) Develop a comprehensive **monitoring and evaluation system** with harmonised data collection mechanisms between service providers to improve data collection and reporting.
- h) Enact the Gender Equality Law
- i) Provide infrastructure to facilitate ease of access and use of the 4<sup>th</sup> Industrial Revolution for effective communication.

**Following the National Assembly resolve to establish a Gender Based Violence Inter-Ministerial Committee to address GBV, the ensuing options (structures) are proposed:**

### **1. The National Gender Based Violence Response Council**

The National Gender Based Violence Response Council will have its membership drawn from Government, Civil Society and Faith Based Organisations that provide direct service to GBV survivors and perpetrators, their families and communities, Development Partners, Trade Unions, Media and the Business Community.

The Council aims to:

- Provide policy direction and facilitate consolidation of the response to Gender Based Violence;
- Ensure provision of comprehensive service to survivors and perpetrators;
- Ensure visionary and gainful deployment of available resources that will be used to support survivors and perpetrators of GBV.
- Undertake Advocacy and Community Mobilisation

#### **1.1 Structure of the National Gender Based Violence Response Council**

**Chairperson:** His Excellency the President of the Republic of Botswana

## 1.2 Roles and responsibilities of key institutions of the Council

#	Institution	Roles and responsibilities
1.	Ministry of Presidential Affairs, Governance and Public Administration	<ul style="list-style-type: none"> <li>- Provision of strategic direction</li> <li>- Advocacy for behavioural change</li> </ul>
2.	Ministry of Nationality, Immigration and Gender Affairs	<ul style="list-style-type: none"> <li>- Coordinating gender and development issues including GBV response</li> </ul>
3.	Ministry of Defence, Justice and Security	<ul style="list-style-type: none"> <li>- Legal framework and upholding of justice</li> </ul>
4.	Administration of Justice	<ul style="list-style-type: none"> <li>- Providing effective justice system</li> </ul>
5.	Ministry of Health and Wellness	<ul style="list-style-type: none"> <li>- Providing strategic guidance on the health sector response to gender and development issues including GBV</li> </ul>
6.	Ministry of Local Government and Rural Development	<ul style="list-style-type: none"> <li>- Providing strategic guidance on gender and development issues at district, community, customary and local governance level.</li> </ul>
7.	Ministries responsible for Education	<ul style="list-style-type: none"> <li>- Providing strategic guidance on the education sector response to gender and development issues including GBV</li> </ul>
8.	Ministry of Finance and Economic Development	<ul style="list-style-type: none"> <li>- Supporting development of long-term financial horizon for the national response to gender and development issues including GBV</li> <li>- Ensuring budgeting for gender equality including GBV</li> </ul>
9.	Chairperson - National Gender Commission	<ul style="list-style-type: none"> <li>- Coordinating implementation of the National Policy on Gender and Development</li> </ul>
10.	Development Partners	<ul style="list-style-type: none"> <li>- Resource mobilisation and technical support</li> <li>- Providing international and regional perspective on gender and development including GBV</li> </ul>
11.	Business Botswana	<ul style="list-style-type: none"> <li>- Coordinating of private sector response to gender and development issues including GBV response</li> <li>- Mobilisation of resources</li> </ul>

12.	NGO Council And BOCONGO	- Coordinating Civil Society response to gender and development issues including GBV response
13.	Faith Based Organisations	- Coordinating faith based sector response to gender and development issues including GBV response
14.	Ntlo Ya Dikgosi	- Providing strategic guidance in challenging discriminatory social and gender norms - Spearheading mainstreaming of gender into the Customary Justice System
15.	Academia	- Providing strategic guidance and generating new information on gender and development issues including GBV
16.	Botswana National Youth Council	- Spearheading youth-centred approach to gender and development issues including GBV response
17.	Trade Unions	- Providing strategic guidance on the labour sector response to gender and development issues including GBV
18.	Botswana Council for the Disabled	- Providing strategic guidance on the human rights approach to addressing gender and development issues including GBV
19.	National AIDS and Health Promotion Agency	- Ensuring that HIV and AIDS is mainstreamed into gender and development issues including GBV response
20.	Media	- Gender sensitive reporting

### **1.3 Parliamentary Special Select Committee on gender and development including GBV**

There is need to establish a Parliamentary Special Select Committee to ensure harmonisation of national priorities, laws and mainstreaming of gender into the National Development Plans.

## Key Responsibilities

- Advocacy for strengthening community response to gender and development issues including GBV
- Strengthen the Parliamentary Women's Caucus

## 2.0 Inter-Ministerial Committee

### Formation

All Government Ministries represented at the highest level - Permanent Secretaries **(PIC Force)**. The Committee will be chaired by the Permanent Secretary to the President **OR** the Minister of Nationality, Immigration and Gender Affairs.

### Advantages

Focus on gender mainstreaming in Ministries

### Disadvantages

Gender will still be secondary

Leaves out other key implementers

Duplication of existing structures such as PIC Force

## 3.0 Multi-sectoral Committee

The Committee will be co-chaired by the Minister of Nationality, Immigration and Gender Affairs and Civil Society. It will comprise of all Ministries, Independent Departments and Parastatals as well as the Non State actors tabulated below.

No.	Institution	Roles and responsibilities
1	Chairperson - National Gender Commission	- Coordinating implementation of the National Policy on Gender and Development
2	Development Partners	- Resource mobilisation and technical assistance - Providing international and regional perspective on gender and development including GBV
3	Business Botswana	- Coordinating of private sector response to gender and development issues including GBV response - Mobilisation of resources
4	NGO Council And BOCONGO	- Coordinating civil society response to gender and development issues including GBV response

5	Faith Based Organisations	- Coordinating faith based sector response to gender and development issues including GBV response
6	Ntlo Ya Dikgosi	- Providing strategic guidance in challenging discriminatory social and gender norms - Spearheading mainstreaming of gender into the Customary Justice System
7	Academia	- Providing strategic guidance and generating new information on gender and development issues including GBV
8	Botswana National Youth Council	- Spearheading youth-centred approach to gender and development issues including GBV response
9	Trade Unions	- Providing strategic guidance on the labour sector response to gender and development issues including GBV
10	Botswana Council for the Disabled	- Providing strategic guidance on the human rights approach to addressing gender and development issues including GBV
11	Media	- Gender sensitive reporting

## **TERMS OF REFERENCE FOR THE PROPOSED STRUCTURE**

The overall responsibility of the proposed structure is to guide and validate implementation of the National Policy on Gender and Development including the National Gender Based Violence response. The Structure will mainly be responsible for:

1. Advocating for the effective multi-sectoral response to gender and development issues and the mitigation of the impact of GBV at various levels of society;
2. Ensuring visionary, strategic direction and gainful deployment of resources for addressing gender and development issues including GBV;
3. Strengthening institutional capacity for implementation of the national response under the National Strategy Towards Ending Gender Based Violence;

4. Monitoring and coordinating implementation of programmes and strategies of the National Multi-Sectoral and Decentralised Response; and
5. Spearheading efforts towards development of the Gender Equality Act

The specific functions will include:

6. Addressing existing gender issues and concerns as they are identified to ensure that policies and programmes are compliant with gender equity objectives, and to prevent emergence of new gender based imbalances.
7. Promoting research to enhance evidence based programming
8. Regularly monitoring and evaluating progress made towards gender equality and equity at specified intervals.
9. Advising Government on gender issues particularly policy development and service delivery.
10. Liaising with all key stakeholders in Parastatal organisations, the Private Sector and Civil Society Organisations to develop appropriate programmes, strategies and mechanisms for enhancing gender equity.
11. Spearheading harmonisation and alignment of laws and sectoral policies.
12. Leading gender mainstreaming in all institutional functions including decision-making; programme planning; policy development; human resource, finance and strategic information management as well as delivery of services.
13. Leading in strengthening of national capacity for gender mainstreaming.
14. Spearheading creation of mechanisms for monitoring and evaluating performance on implementation of and compliance with the National Policy on Gender and Development.

**The recommended option is the National Gender Based Violence Response Council for the following reasons:**

1. It will carry the same weight as all emergency responses;
2. Commitment and accountability at the highest level;



## Annexure 1

### Gender Based Violence Response National Plan

This Plan of Action on Response to Gender Based Violence compliments the more Comprehensive National Strategy Towards Ending Gender Based Violence in Botswana. Two key goals of this Plan of Action are:

- To reduce GBV incidences;
- To improve GBV response.

**This table presents key activities to be undertaken in 2020-2022**

<b>IMPLEMENT THE NATIONAL STRATEGY TOWARDS ENDING GBV</b>					
<b>Activity</b>	<b>Expected Outcome</b>	<b>Start Date</b>	<b>End Date</b>	<b>Budget (P)</b>	<b>Organisation Responsible</b>
<b>1. GBV Advocacy and Communication</b>					
<p><b>Print and distribute the Strategy to key stakeholders for GBV advocacy</b></p> <ul style="list-style-type: none"> <li>➤ Media Houses</li> <li>➤ Cabinet</li> <li>➤ Ntlo-Ya-Dikgosi</li> <li>➤ Parliament</li> <li>➤ Councils</li> <li>➤ Civil Society</li> <li>➤ Faith Based Organisations</li> <li>➤ District Gender Committees</li> <li>➤ Botswana Police</li> <li>➤ Magistrates</li> </ul>	<p><b>Enhanced understanding of GBV to facilitate intense public education and advocacy for:</b></p> <ul style="list-style-type: none"> <li>• Social behavioral change</li> <li>• Community mobilization</li> <li>• Male involvement</li> <li>• elimination of negative attitudes and stigma towards GBV victims and Survivors</li> </ul>	1 October 2020	31 March 2022	450 000	GeAD Civil Society

<ul style="list-style-type: none"> <li>➤ Health</li> <li>➤ Education</li> <li>➤ Social Workers</li> </ul>					
<b>Capacity building for</b> <ul style="list-style-type: none"> <li>➤ Cabinet</li> <li>➤ Parliament</li> <li>➤ Councils</li> </ul>	<b>Enhanced understanding of GBV for Political commitment and leadership</b>				GeAD UN
<b>Capacity building for GBV response</b> <ul style="list-style-type: none"> <li>➤ Media Houses</li> <li>➤ Ntlo-Ya-Dikgosi</li> <li>➤ Parliament</li> <li>➤ Councils</li> <li>➤ Civil Society</li> <li>➤ Faith Based Organisations</li> <li>➤ District Gender Committees</li> <li>➤ Botswana Police</li> <li>➤ Magistrates</li> <li>➤ Health</li> <li>➤ Education</li> <li>➤ Social Workers</li> </ul>	<b>Multi-sectoral response for:</b> <ul style="list-style-type: none"> <li>• Social, legal and judicial protection of Victims and Survivors</li> <li>• Effective GBV Referral</li> <li>• Effective psycho-social support</li> <li>• Provision of effective health care and social services</li> <li>• Systemic rehabilitation of GBV offenders</li> </ul>	1 October 2020	31 March 2022	750 000	GeAD Consultant Civil Society
<b>For other programming areas refer to the Strategy page 26-30</b>					

## **Annexure 2**

### **Instruments on Women's Rights and Eliminating Gender Based Violence**

#### **International**

- 1) UN Resolution 60/2 on Women, The Girl Child and HIV/AIDS, 2016
- 2) Sustainable Development Goals, 2015
- 3) Convention on the Elimination of all Forms of Discrimination Against Women, 1996
- 4) Beijing Declaration and Platform for Action, 1995
- 5) UN Security Council Resolution 1325
- 6) Universal Declaration on Human Rights 1993
- 7) International Convention on Population and Development, 1994
- 8) Commonwealth Plan of Action for Gender Equality, 2005
- 9) Convention on the Rights of the Child, 1990

#### **Continental**

1. African Union Agenda 2063
2. Protocol To The African Charter On Human And Peoples' Rights On The Rights Of Women In Africa (Maputo Protocol), 2003
3. Solemn Declaration on Gender Equality in Africa, 2004

#### **Regional**

1. SADC Declaration on Gender and Development, 1997
2. The Revised SADC Protocol on Gender and Development, 2016

#### **National**

1. Vision 2036
2. National Development Plan 11
3. National Policy on Gender and Development, 2015
4. National Strategy Towards Ending Gender Based Violence, 2016-2020