

TOGETHER FOR PREVENTION: HANDBOOK ON MULTISECTORAL NATIONAL ACTION PLANS TO PREVENT VIOLENCE AGAINST WOMEN AND GIRLS



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Glossary of terms

Civil society organisations (CSOs)	Organisations that are separate from business and government. They include not-for-profit organisations, community-based organisations, advocacy groups, faith groups, and cultural institutions.
Evidence-based	Models, approaches, or practices found to be effective through evaluation or peer-reviewed research.
Gender-based violence (GBV)	Harmful acts directed at an individual based on their gender. It describes violence rooted in gender-based power inequalities and gender-based discrimination. While people of all genders can experience GBV, the term is most often used to describe violence against women and girls, because the majority of cases of GBV are perpetrated by men against women.
Gender inequality	The unequal distribution of power, resources, opportunity, and value to men and women in a society due to widely accepted gender norms and structures.
Gender norms	A set of dominant beliefs and rules of conduct determined by a society or a social group, which relate to the types of roles, interests, behaviours, and contributions expected from boys, girls, men, and women.
Intersectionality	An intersectional approach is a lens for seeing the way in which various forms of inequality often operate together and exacerbate each other. Intersectionality also highlights the intersection of multiple forms of power and privilege. An intersectional approach is critical for preventing violence against women because patriarchal power structures always intersect with other systems of power.
LGBTQIA+	An acronym used to describe members of the lesbian, gay, bisexual, trans, queer, intersex, and asexual community. It is sometimes used to include allies or supporters of the LGBTQIA+ community. Other acronyms used to describe this community include LGBTIQ or LGBTIQ+.
Practice-based approaches	Cumulative knowledge and learning acquired by practitioners through years of designing and implementing diverse programmes in different contexts.

Primary prevention	Policy and programme initiatives aimed at addressing the underlying causes and factors of violence against women and girls including systems, structures, norms, attitudes, practices, and power imbalances. Working at the whole-of-population level, primary prevention aims to stop violence before it starts, as well as to reduce the frequency and severity of new episodes of abuse at a community or group level.
Response	Efforts and programmes used to address existing violence, for example services such as crisis counselling, financial, housing, legal, social or health assistance, as well as police and justice responses.
Settings	Environments in which people live, work, learn, socialise, and play.
Whole-of-government approach	A coordinated, multisectoral, and strategic targeted approach, where various government entities bring together their expertise and expertise of civil society organisations and academia to implement policies and programmes to achieve a common vision. Under this approach, activities are jointly performed by diverse ministries, public administrations, and public agencies in order to provide a common solution to particular problems or issues.
Violence against children (VAC)	Refers to all forms of physical, sexual, and emotional violence – including neglect, maltreatment, exploitation, harm, and abuse – towards a child under the age of 18.
Violence against all women and girls (VAWG)	Any act of gender-based violence that results in, or is likely to result in, physical, sexual, or psychological harm or suffering to women and/or girls. Violence against women and girls includes: intimate partner violence (i.e. physical violence, sexual violence, economic abuse, psychological harm, threats, and other forms of controlling behaviour by a current or former partner or spouse); non-partner sexual violence; sexual harassment; and harmful traditional practices (such as so-called ‘honour killings’ and early and forced marriage). Violence against all women and girls also includes violence that occurs through online and offline technologies and social media.

A note on language: We acknowledge there is no single set of prevention terminology that suits all people and contexts. No exclusion of people is intended by the terms used in this Handbook. This Handbook uses the term ‘violence against women and girls’ (VAWG) to acknowledge that the forms of violence it seeks to address are mostly perpetrated by men against women and children. Other terminology is also discussed in the relevant sections. When this document refers to ‘woman/women’ or ‘man/men’, it refers to female- or male-identifying people.

Abbreviations

CARE-GBV	Collective Action to Reduce Gender-Based Violence	ToC	theory of change
CEDAW	Committee on the Elimination of Discrimination against Women	ToR	terms of reference
CSO	civil society organisation	VAC	violence against children
CTS	Change the Story	VAW	violence against women
DFID	Department for International Development	VAWC	violence against women and children
FGM	female genital mutilation	VAWG	violence against women and girls
GBV	gender-based violence	UN	United Nations
GBVF	gender-based violence and femicide	UNDP	United Nations Development Programme
IPV	intimate partner violence	UNFPA	United Nations Population Fund
MWCPA	Ministry of Women, Children and Poverty Alleviation	UNICEF	United Nations Children’s Fund
NAP	national action plan	UNODC	United Nations Office on Drugs and Crime
NC GBVF	National Council on Gender-Based Violence and Femicide	UNTF	United Nations Trust Fund
NGO	non-government organisation	UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
NSP	national strategic plan	USAID	United States Agency for International Development
SGDs	Sustainable Development Goals	WHO	World Health Organization
SWOT	strengths, weaknesses, opportunities, and threats	WPS	women, peace, and security

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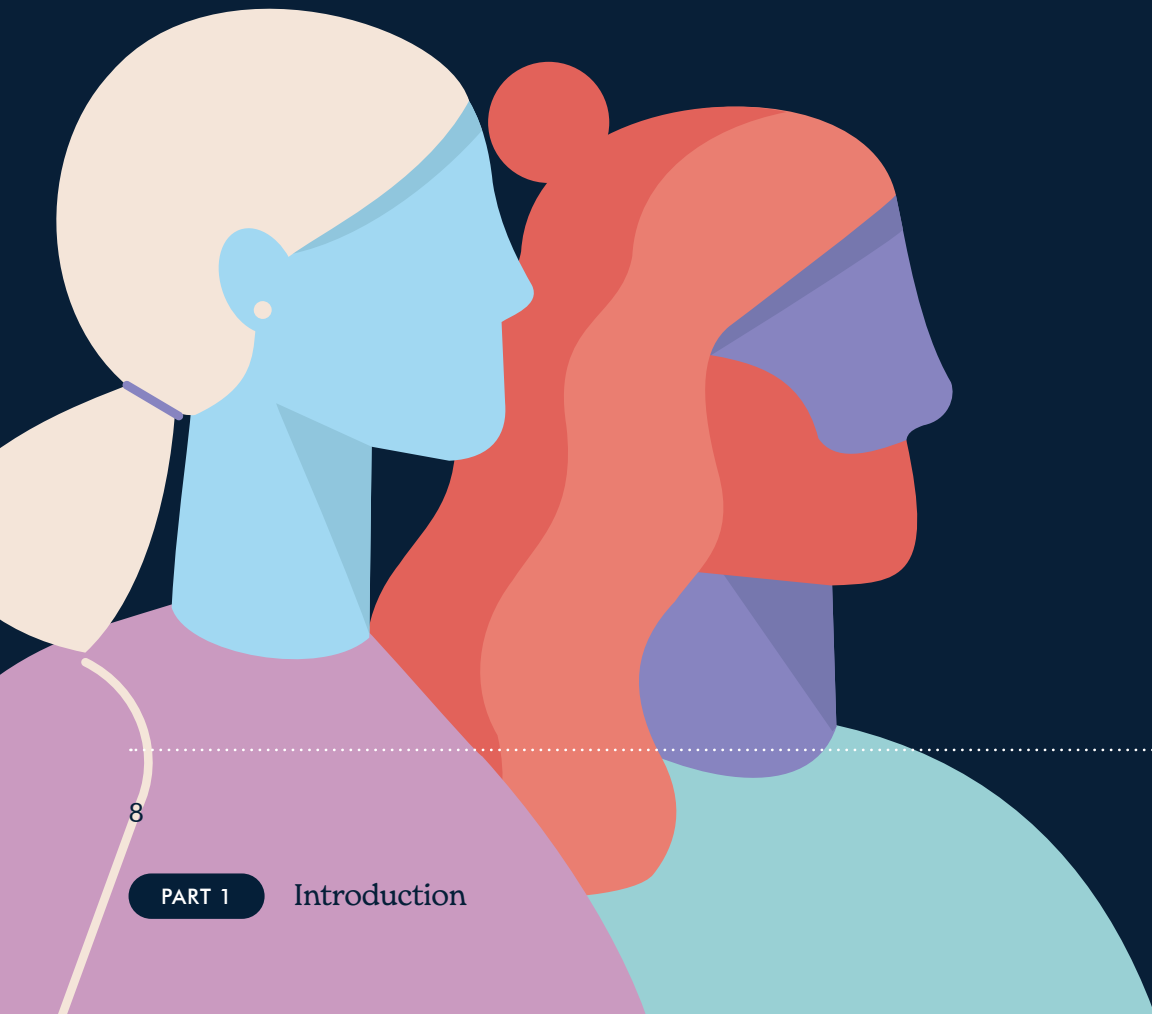
Part 1 | Introduction



Violence against women is not inevitable. The right policies and programmes bring results...Change is possible, and now is the time to redouble our efforts so that together, we can eliminate violence against women and girls by 2030.



— United Nations (UN) Secretary-General António Guterres, 2021.²



1.2 Purpose of this Handbook

This Handbook aims to support national multisectoral approaches to prevent VAWG, and to encourage governments and other stakeholders to work together to prioritise, resource, and commit to preventing and ending VAWG in our lifetime.

It is intended to support countries to:

- develop a specialised NAP on VAWG prevention and/or
- ensure that existing national approaches to addressing VAWG integrate and strengthen its prevention.

This Handbook is for:

- policymakers with responsibility for the development of multisectoral NAPs to prevent VAWG;
- civil society and development partners advocating for a whole-of-government multisectoral prevention approach or involved in the development of a NAP;
- development partners providing support to the development of whole-of-government NAPs; and
- practitioners and other stakeholders involved in NAP implementation.

The development of a whole-of-government NAP provides an opportunity for various sectors and stakeholders to work together in a coordinated manner to create change. The NAP development process outlined in this Handbook is designed to ensure the expertise, experiences, and learnings of different actors across civil society, the private sector, development actors, and donors are reflected in, and integral to, the national approach to preventing VAWG.

WHY THIS HANDBOOK?

→ **Focused on prevention:** While other resources focus on both VAWG prevention and response or just response, this Handbook has a specific focus on *prevention*.

→ **Incorporates new evidence:** Since the publication of UN Women's Handbook for National Action Plans on Violence against Women (thereafter NAPs Handbook 2012), the evidence base on prevention has grown, with new approaches, analysis, and tools emerging.

→ **Draws on recent experiences:** Governments are increasingly recognising the importance of a comprehensive approach to VAWG prevention. Valuable lessons from recent experiences of NAP development inform this Handbook.

→ **Complements existing resources:** These include the Respect Women: Preventing violence against women (thereafter RESPECT Framework), and its implementation guide, which outline substantive prevention strategies.

→ **Step-by-step practical approach:** Includes useful resources, practical tips, and examples of promising practice and templates for a diversity of contexts, drawing from recent experiences of NAP development in various countries.

WE WANT TO HEAR FROM YOU

UN Women and The Equality Institute want to continuously improve this resource to support NAP development. Please contact us if you have any questions or feedback on this Handbook.

Email: Admin@equalityinstitute.org

This Handbook uses the term ‘National Action Plan’ (NAP), to describe a coordinated comprehensive policy framework for prevention. We use this term for consistency and acknowledge that some countries use the terms ‘national strategy’, ‘national policy framework’, or other terminology as determined by their country context.



KEY RESOURCES TO USE ALONGSIDE THIS HANDBOOK

- [The RESPECT Framework, and implementation package](#), developed by policymakers, practitioners, and donors from around the world, is a framework for preventing VAWG, outlining seven evidence-informed strategies. Before using this Handbook, we recommend reading this [one-page introduction](#) to the RESPECT Framework.
- UN Women’s [NAPs Handbook 2012](#) provides guidance on prevention approaches and how a NAP should build and strengthen an effective, integrated response system.
- The [Global Database on VAW](#) allows easy access to information on measures undertaken by UN Member States to address all forms of VAWG, including NAPs.
- UN Women’s 2015 [Framework to Underpin Action to Prevent VAW](#) (thereafter [UN Women Prevention Framework](#)) assists policymakers and programmers to plan and implement well-targeted approaches to prevention.

1.3 How this Handbook was developed

This Handbook draws on evidence-informed prevention practice and includes examples of promising approaches. A series of key informant interviews and focus group discussions were conducted to explore learnings from NAP development processes in countries including Australia, Peru, Fiji, Cambodia, and South Africa. Key informant interviews were also held with experts who were involved in the development of *UN Women’s Handbook for National Action Plans on Violence against Women* (thereafter *NAPs Handbook 2012*) and/or who have specific expertise in NAP development. A review panel, including potential users of the Handbook and prevention experts, was also engaged in the drafting process to ensure the Handbook’s usability.

1.4 How to use this Handbook

Every country has their own historical, cultural, and political contexts. Each country has its own unique strengths and faces its own distinct challenges. Therefore, each NAP will be different and its contents will be determined by consultation findings, previous policy documents, and other factors unique to your context.

This Handbook is designed to be used flexibly. It provides guidance on factors to consider, and steps to take, when creating NAPs; includes checklists for each stage of development and implementation; and provides useful resources and tips from recent NAP development processes. Icons are used to help quickly locate these (see next page).

NAVIGATE WITH EASE USING THESE ICONS

The following icons in this Handbook denote:



USEFUL RESOURCES

Resources illustrating the evidence base and providing additional information and examples.



LESSONS LEARNT

Practical tips drawn from the experiences of other NAP development processes.



CAUTION!

Pitfalls to avoid and ways to mitigate risks.



PROMISING PRACTICE

Promising practice examples, including how to respond to challenges and tools to support implementation.



PARTNERSHIPS & COORDINATION

Guidance to support coordination and meaningful partnership.



TEMPLATES

Templates in [Annexes: Supporting Materials](#) to support a particular step.

The diagram on the following page will assist you to navigate to the sections and locate the information needed.

To support this Handbook, Supporting Materials Annexes are provided. They include:

- example actions to prevent VAWG categorised by government departments ([Annex 1](#));
- a bibliography setting out the prevention evidence base ([Annex 2](#));
- international and regional policy frameworks to support prevention ([Annex 3](#)); and
- templates to support steps in NAP development and implementation ([Annex 4](#)).



PROMISING PRACTICE

The promising practice examples used throughout this Handbook provide ideas to explore and think about as you develop your NAP. These will not apply to, or work, in every context, or you may be able to improve or adapt these ideas. Developing a NAP is a learning process, and there will always be room for improvement of processes and practices.

Step-by-Step Guide to the Handbook



PART 1

Introduction

- 1.1 Background
- 1.2 Purpose of this Handbook
- 1.3 How this Handbook was developed
- 1.4 How to use this Handbook

PART 2

Making the case: a coordinated national approach to preventing VAWG

- 2.1 The prevention of VAWG should be a national priority
- 2.2 The need for a comprehensive approach to VAWG prevention
- 2.3 The current prevention landscape
- 2.4 Learning from promising NAPs

PART 3

Developing your NAP

SECTION A: PREPARATION

How to prepare for NAP development?

Step A1: Assess and build readiness

Step A2: Advocate and build the case

Step A3: Bring key stakeholders together

Step A4: Develop key guiding principles

Step A5: Determine decision-making and advisory mechanisms (see [Annex 4, Template 1](#))

Step A6: Outline the NAP development plan (see [Templates 2, 3, and 4 in Annex 4](#))

SECTION B: DEVELOPMENT

How to develop the NAP?

Before you begin: the multiple and intersecting causes of VAWG

Step B1: Build a shared national understanding, vision, and framework for prevention

Step B2: Map existing prevention efforts (see [Annex 4, Template 5](#))

Step B3: Identify priority settings and actions (see also [Area C3](#))

Step B4: Develop a communications plan

Step B5: Conduct national consultations and dialogue (see [Annex 4, Template 6](#))

Step B6: Refine priority settings and actions

Step B7: The drafting process

SECTION C: CONTENT

What should be included in the NAP?

Before you begin: the importance of an intersectional lens

C1: Framing your NAP

- 1: Duration, scope and title
- 2: Terminology
- 3: Vision statement and guiding principles
- 4: Aligning your NAP with international and regional commitments (see also [Annex 3](#) and [Step A2](#))
- 5: Other national and sub-national policy frameworks and legislation
- 6: An overview of the participatory process used to develop the NAP

C2: Shared understanding of prevention

C3: Key strategies and actions to prevent VAWG

- Step 1: Decide on the strategic focus areas
- Step 2: Describe the strategic outcomes
- Step 3: Determine the structure
- Step 4: Identify specific actions for each strategic focus area.
- Step 5: Ensure a whole-of-government approach (see [Step B2](#); [Annex 1](#); and [Annex 4, Template 5](#))

C4: Elements to support implementation

- Element 1: Roles and responsibilities (see [Annex 4, Template 7](#))
- Element 2: Governance and coordination
- Element 3: Resourcing
- Element 4: Accountability mechanisms

SECTION D: MONITORING

How to monitor and report on progress?

Step D1: Decide where to situate your framework to monitor progress (see [Template 8](#))

Step D2: Identify who will monitor implementation

Step D3: Develop measures and indicators

Step D4: Collect data and improve data collection

Step D5: Report on progress and ensure accountability

SECTION E: LEARNING

How to document and share learnings?

ANNEXES: SUPPORTING MATERIALS

- [Annex 1](#): Example actions to support VAWG prevention by department/ sector (see Part 3, C3)
- [Annex 2](#): The evidence base on VAWG – key resources
- [Annex 3](#): International and regional legal and policy frameworks to support VAWG prevention
- [Annex 4](#): Templates to support NAP development



Part 2 | Making the case: A coordinated national approach to preventing VAWG

The rationale for countries to develop, implement, and fund multisectoral national approaches to prevent VAWG is now more compelling than ever.



There has long been widespread agreement that VAWG and its impacts require urgent action. Several international and regional human rights instruments contain requirements for countries to act to prevent VAWG, including adopting NAPs (see [Part 3, Step A2](#); and [Annex 3](#)).

In recent decades, as the evidence base on what works to prevent VAWG has continued to expand, there is growing consensus that national coordinated approaches for prevention can have real, widespread, and sustained impact.

A growing number of countries have effectively developed – and are in the process of implementing – coordinated national strategies for VAWG prevention. These policy development processes serve as useful and practical examples for other countries to learn from and build upon.

A national strategic approach to preventing VAWG is:

- **Driven by a shared vision:** Having a collective vision of change and a common understanding on how to achieve the agreed change objectives.
- **Coordinated:** Bringing together the expertise, experiences, and learnings of different actors across government agencies, civil society, the private sector, development actors, and donors, under a shared vision and goal.
- **Holistic:** Using a broad range of activities to create change at the societal, community, interpersonal, and individual levels in the different settings where people live, work, learn, socialise, and play.
- **Whole-of-government:** Joining efforts and expertise of different government entities – in close partnerships with CSOs and academia – to implement policies and provide services so that prevention actions are jointly performed by diverse ministries, public administrations, and public agencies in a coordinated and strategic manner, with a clear accountability mechanism to ensure results.
- **Inclusive:** Centring the diverse experiences of women most marginalised by poverty, race, age, disability, religion, sexual orientation, gender identity, and nationality.
- **Whole-of-population:** Engaging everyone in the population including diverse communities and organisations.

2.1 The prevention of VAWG should be a national priority

Due to widespread prevalence and devastating consequences of VAWG, it is critical that governments lead the efforts to prevent it to ensure a nation-wide approach.

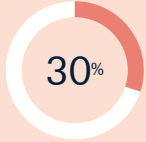
Addressing VAWG is critical to realising women's rights and achieving gender equality more broadly.

VAWG is a problem that affects women and girls everywhere, regardless of culture, sexuality, (dis)ability, status, age, or religion. However, specific groups of women and girls face a higher risk of different forms of violence.⁴ Violence stops women and girls from securing an education, thriving in the workforce and public life, and having choices and control over their own lives.

The immediate and long-term physical, sexual, and mental consequences for women and girls can be devastating. This impacts individuals, communities, and societies at large. VAWG costs countries billions of dollars each year. In 2016, the cost of VAWG globally was approximately USD 1.5 trillion.⁵

VAWG also impacts on sustainable progress and peace. Evidence suggests that unless we end VAWG globally, at least 14 of the 17 Sustainable Development Goals (SDGs) will not be achieved.⁶

Prevalence of VAWG



Globally, an estimated **736 MILLION** women – almost one in three – have been **subjected to physical and/or sexual IPV, non-partner sexual violence**, or both at least once in their life (30% of women aged 15 and older).⁷



Worldwide, an estimated **81,100** women and girls were killed intentionally in 2021. Around **45,000 women and girls worldwide were killed by their intimate partners or other family members**. On average, every hour more than five women or girls are killed by someone in their own family.⁸



ONE IN FIVE refugees or displaced women in complex humanitarian settings are estimated to **have experienced sexual violence**, which is likely an underestimation.⁹

Around

200 MILLION women and girls, aged 15–49 years, have undergone **FGM in 31 countries**

where the practice is concentrated.¹⁰

15 MILLION

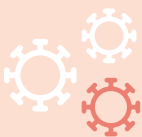
adolescent girls worldwide, aged 15–19 years, have **experienced forced sex**.¹¹

Up to

10 MILLION

additional girls are **at risk of child marriage in the next decade because of the COVID-19 pandemic**

and its impacts on education, economic stress, and access to services.¹²



Due to impacts of the **COVID-19 pandemic**, **2 MILLION cases of FGM could occur over the next ten years** that would otherwise have been averted.¹³



USEFUL RESOURCES

- See this [overview](#) by UN Women of the many forms of VAWG, along with other commonly used terms.
- [Annex 2](#) sets out the evidence base in support of prevention, including guidance on policy and prevention practice.
- In [this video](#), the Chief of the Ending VAW Section, UN Women, explains why a focus on prevention is crucial.
- The Equality Institute's report, [Sustainable Development Goals and VAWG](#), examines the impact of VAWG across the SDGs.
- This [Counting the Cost](#) report by Care International investigates the cost of VAWG to society.

⁴ Such as adolescent girls; older women; women in poverty; women and girls with disability; women belonging to ethnic and other religious minorities; queer, lesbian, bisexual, and trans women; women working in the sex industry; and women refugees and migrant workers.

⁵ Ibrahim, Z., Kuru-Utumpala, J. and Goulden, J. (2018). [Counting the Cost: The price society pays for VAW](#). Geneva: CARE International, p.4.

⁶ Homan, S. and Fulu, E. (2019). [Sustainable Development Goals and VAWG](#). Melbourne, The Equality Institute, p.6.

⁷ García-Moreno, C. and Sardinha, LM. (2021). [VAW Prevalence Estimates, 2018: Global, regional and national prevalence estimates for intimate partner VAW and global and regional prevalence estimates for non-partner sexual VAW](#). Geneva: WHO, on behalf of the UN Inter-Agency Working Group on VAW Estimation and Data, p.xvi.

⁸ United Nations Office on Drugs and Crime (UNODC) Research and Trend Analysis Branch and UN Women Women's Ending VAW Section, United Nations Entity for Gender Equality and the Empowerment of Women. (2022). [Gender-related Killings of Women and Girls \(Femicide/ Feminicide\): Global estimates of gender-related killings of women and girls in the private sphere in 2021 – improving data to improve responses](#). Geneva: UNODC, p.5.

⁹ UN Women. (2023). ["Closing the Gender Gap in Humanitarian Action."](#) Infographic.

¹⁰ UN, Department of Economic and Social Affairs, Statistics Division. (2020). [Achieve Gender Equality and Empower All Women and Girls](#). New York: UN.

¹¹ Cappa, C. and Petrowski, N. (2017). [A Familiar Face: Violence in the lives of children and adolescents](#). New York: United Nations Children's Fund (UNICEF), p.73, 82.

¹² UN Secretary-General. (2021). [Progress towards the SDGs: Report of the Secretary-General](#). New York: UN Economic and Social Council.

¹³ United Nations Population Fund (UNFPA). (2020). ["Impact of the COVID-19 Pandemic on Family Planning and Ending GBV, FGM and Child Marriage."](#) Interim technical note as at 27 April 2020.

2.2 The need for a comprehensive approach to VAWG prevention

Prevention is about changing the norms, practices, and structures that produce gender inequality and underpin the causes of VAWG, as well as addressing other risk factors that interact with gender inequality to increase the likelihood of VAWG taking place. You can read more about the multiple and intersecting causes of VAWG in the '[Before you begin](#)' section of Part 3. In order to address these multiple and intersecting factors, primary prevention requires a holistic approach that:

- aims to reach people of all ages across the different settings where they live, work, learn, socialise, and play;
- uses a broad range of activities to create change at the societal, community, interpersonal, and individual levels.

Prevention activities can include efforts to foster respectful relationships education in schools; employer-led workplace initiatives to embed gender equality in organisational policies and culture, programmes with couples to foster positive relationships; and efforts to address social and popular media that perpetuate sex-based stereotypes, normalise violence, and facilitate online bullying and abuse.

A focus on primary prevention does not mean that national efforts on response and support to survivors are not critical. These require continued resourcing, prioritisation, and coordination. These efforts also contribute to the prevention of VAWG in their own right by stopping the escalation of early signs of violence or preventing violence from reoccurring.

Ending VAWG requires a holistic multisectoral approach. This requires sustainable funding, targeted actions, and coordination across stakeholders on the primary prevention, response, and recovery continuum.



CAUTION!

Primary prevention initiatives must work hand in hand with response initiatives. If quality and survivor-centred services are not available, primary prevention initiatives, on their own, run the risk of causing more harm to women and girls.



USEFUL RESOURCES

Resources to support a holistic, survivor-centred, and multisectoral approach to preventing VAWG:

→ [Essential Services Package for Women and Girls Subjected to Violence](#) is a guidance tool identifying the essential services to be provided to all women and girls who have experienced GBV. UN Women also offer a [free online training course](#) on the *Essential Services Package*.

→ The [Spotlight Initiative](#) is a comprehensive global programme bringing together interventions focused on response and prevention.

→ United States Agency for International Development (USAID)'s [infographic](#) and [brief](#) outlines guiding principles and strategies for a survivor-centred approach to GBV.

→ The [NAPs Handbook 2012](#) lists the key elements a NAP should have to build and/or strengthen an effective, integrated response system (page 45).

2.3 The current prevention landscape

An increasing number of countries have introduced NAPs to address VAWG. Many of these NAPs, however, are focused on responding to violence after it has occurred, with less attention placed on holistic coordinated prevention.

There is an increased global focus on prevention, recognising the importance of sustainable solutions to end VAWG. There have been more prevention interventions carried out by governments, CSOs, and development partners, generating more knowledge and evidence of what works and what does not work to prevent VAWG effectively. Well-designed evaluations are demonstrating the impact of interventions to prevent VAWG in both low- and high-resource settings (see Useful Resources). As a result, the knowledge base for primary prevention continues to expand, and promising interventions are being replicated in different settings.

To bring about the desired change, it is critical that prevention interventions are coordinated and reinforce each other. A national-level plan can support this.

National action plans focused on prevention can bring together evidence-based prevention strategies across sectors and settings, to achieve a coordinated, holistic, whole-of-government approach that maximises resources and outcomes. This enables countries to move beyond fragmented interventions, using proven strategies to achieve scale for the greatest impact.



USEFUL RESOURCES

- Examples of promising interventions for each of the seven strategies can be found in the [RESPECT Framework](#) (pages 10–11).
- The Prevention Collaborative has a brief outlining [proven evidence-based approaches](#) to preventing VAWG and a [Knowledge Hub](#) with materials on effective prevention strategies and programmes.
- USAID’s Collective Action to Reduce Gender-Based Violence (CARE-GBV) [Foundational Elements for GBV Programming in Development](#) includes a section on prevention and incorporates an intersectional approach.
- UN Women’s [Virtual Knowledge Centre to end VAWG](#) provides step-by-step guidance on how to design and implement initiatives, including working with specific sectors, groups, or areas of intervention.
- The [What Works to Prevent VAWG Evidence Hub](#) shares findings from the UK Government’s Department for International Development (DFID)’s global research and innovation programme across 13 countries.
- The UN Trust Fund (UNTF) to end VAW’s [Evidence and Learning Hub](#) provides evaluation reports from VAWG prevention initiatives in 80 countries.
- The [Accelerator for GBV prevention](#) is a platform for sharing resources and connecting with prevention practitioners and advocates.

2.4 Learning from promising NAPs

Several countries are leading the way with their prevention NAPs, such as Australia, Peru, Cambodia, and Fiji, or include pillars specifically on VAWG prevention, such as South Africa. These NAPs include elements that can inform other countries considering intensifying their approaches to prevention (see box). Advice and examples from these contexts are included throughout this Handbook.

This Handbook does not assume that all countries are ready for a comprehensive whole-of-government NAP for VAWG prevention. [Part 3, Step A1](#) assists readers in assessing whether their country is ready and what is needed to build readiness.



PARTNERSHIPS & COORDINATION

Evidence shows that strong and autonomous feminist movements are critical to driving social policy change to prevent VAWG.¹⁴

¹⁴ Our Watch (2021.) [Change the Story. A Shared Framework for the Primary Prevention of VAW in Australia](#) (second edition). Melbourne: Our Watch, pp. 28–9.



PROMISING PRACTICE

To be successful in strengthening approaches to VAWG prevention, NAPs should:

- focus attention on the prevention of VAWG;
- articulate the clear link between gender inequality and VAWG and other systems of inequalities;
- have a clear theory of change to inform the path of actions for prevention;
- recognise that preventing violence before it starts is a long-term process;
- be informed by consultative processes that prioritise diverse voices and experiences;
- address the drivers of violence through evidence-based strategies across all settings and sectors of the community and promote protective factors;
- apply a whole-of-government approach including coordination, implementation, and accountability mechanisms that support implementation, reporting, and monitoring of progress;
- clearly outline roles and responsibilities to holistically address VAWG;
- be accompanied by concrete, action-oriented implementation plans with budgets;
- be resourced; and
- include monitoring frameworks to track long-term progress and to adapt and adjust strategies and processes.

Preventing VAWG is, however, an obligation under regional and international frameworks (see [Part 3, Step A2](#); and [Annex 3](#)) – and all countries should be actively working towards being ready. A first step may be to establish some interim policy options that can act as a stepping stone to a holistic coordinated approach. These could include:

- National strategies to tackle specific types of VAWG, such as FGM, child marriage, or dowry-related violence. See, for example, Ethiopia’s [National Costed Roadmap to end Child Marriage and FGM/C \(2020–2024\)](#).
- National strategies to tackle violence against groups of women who have been historically marginalised, such as women with disability, indigenous women, migrant women, and sex workers. For example, [Australia’s Aboriginal and Torres Strait Islander Action Plan 2023 -2025](#).
- Sector-specific VAWG prevention strategies including for housing, climate change, or education.
- Legislation that supports government departments and public authorities to consider the gender impacts of their policies, programmes, and services can also be a useful tool for building gender analysis skills and shared understanding of gender equality. Examples include the whole-of-government tool [Gender-based Analysis Plus \(GBA+\)](#) in Canada or the [gender impact assessment obligation](#) introduced for public entities in Victoria, Australia.
- State or municipal plans to prevent VAWG. This has the benefit of engaging lower levels of government and focusing budget, early implementation, and learning in specific areas of a country.



USEFUL RESOURCES

→ Australia’s [National Plan to End Violence against Women and Children \(VAWC\) 2022–32](#) was launched in October 2022.

The second edition of Australia’s national framework for shared understanding of prevention, [Change the Story](#), was also developed alongside the NAP.

→ Cambodia’s third iteration, the [National Action Plan to Prevent VAW, 2019–2023](#), was finally approved in 2020. It builds on two previous NAPs, with prevention one of four key strategic areas.

→ In 2020, Fiji began the development of a [National Action Plan to Prevent Violence Against All Women and Girls 2023-2028](#), making it the first Pacific Island country to have a plan that prioritises prevention. The plan was launched in June 2023.

→ Peru started the process of developing a prevention framework in 2020, with four documents produced. The [National Strategy for the Prevention of Violence \(La Estrategia Nacional de Prevención de la Violencia de Género contra las Mujeres “Mujeres Libres de Violencia”\)](#) was approved in July 2021 by Supreme Decree.

→ The development of South Africa’s [National Strategic Plan on Gender-based Violence and Femicide \(GBVF\) 2020–2030](#) was mandated by the Presidential Summit on GBVF, held in November 2018, and includes a pillar specifically focused on prevention.

Part 3 | Developing your NAP

This part of the Handbook takes readers through all the key steps to prepare and develop a NAP, including planning, content, and considerations for monitoring progress and capturing learnings.

SECTION A: PREPARATION

How to prepare for NAP development?

SECTION B: DEVELOPMENT

How to develop the NAP?

SECTION C: CONTENT

What should be included in the NAP?

SECTION D: MONITORING

How to monitor and report on progress?

SECTION E: LEARNING

How to document and share learnings?

How you approach this guidance will depend on your role in the NAP process.

-
- | | |
|---|--|
| Policymakers | <ul style="list-style-type: none">• This Handbook is filled with best practice examples, tips, and links to resources to inform the NAP process in your country.• Demonstrating what other countries have done can be a useful lever to advocate across government for increased prioritisation and resourcing of the NAP development and implementation process.• The preparation steps are extremely important to ensure you can succeed from the outset, in terms of resourcing, commitment, and mechanisms to support partnership with diverse stakeholders, including women’s organisations.• There are tips throughout from countries that have recently completed NAP development processes to guide your approach, as well as templates and example sector-specific actions to support content drafting.• The development of the NAP provides an opportunity for various sectors and stakeholders to work together in a coordinated manner to create change. This Handbook provides processes, checklists, ideas, and examples to support this coordination. |
| Donor/
development
actor | <ul style="list-style-type: none">• This Handbook sets out critical parts of the NAP development process, which require resourcing and coordination.• It also provides ideas on the ways civil society engagement can be supported.• You can play a crucial accountability role in keeping the process on track and ensuring your funding is spent efficiently and effectively.• Engagement with the NAP process provides an opportunity to bring to scale and institutionalise proven evidence-based interventions you are funding. |
| Civil society | <ul style="list-style-type: none">• This Handbook provides you with a tool to advocate for your government to adopt best practice in relation to NAP development and implementation.• It contains ideas for consultation and other decision-making mechanisms that are centred on diverse participation. It also provides templates and resources to support you to advocate for specific content and to drive an inclusive participatory NAP development process.• Examples from other countries and global evidence can be a key accountability tool to influence not only the NAP, but also an inclusive process for the planning, development, and implementation of the NAP. They can also provide ideas as to how your organisation can be part of delivering best practice outcomes. |
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A) Preparation: How to prepare for NAP development?

This section outlines six steps to prepare for NAP development:

Step A1: Assess and build readiness

Step A2: Advocate and build your case

Step A3: Bring stakeholders together

Step A4: Develop guiding principles

Step A5: Determine decision-making and advisory mechanisms

Step A6: Outline your NAP development plan

Step A1: Assess and build readiness

Before embarking on your NAP's development, you need to assess whether the national landscape is ready. The checklist on this page contains some key criteria to consider.

Some criteria are essential to begin the NAP development process, including a foundation for VAWG response service delivery and sufficient resources. For others, consider your specific context. For example, if there is support for a NAP from a key minister but not from other government departments, you may be able to use the development process to build support and political will. Similarly, if you do not yet have enough data on VAWG in your country, the NAP could provide an opportunity to strengthen this evidence base (see [Step A2](#)).

This assessment does not need to be lengthy or complex. It may simply involve a desktop review of key data and evidence, and a meeting of key knowledge holders to discuss the elements of readiness (see the example of the process in Fiji).

If your assessment identifies areas that limit your country's readiness to push forward with a NAP, actions should be developed to address this. For example, if there is limited political will, stakeholders may be able to work together to develop an advocacy strategy to build momentum. If there is a lack of knowledge about VAWG prevention and NAP development, policymakers may be able to learn from the experiences of another country through a study tour.



CHECKLIST

ASSESSING READINESS

- **Political will:** Is there sufficient political will, buy-in, and support from various key stakeholders, particularly line ministries, to address and prevent VAWG?
- **Existing services and responses:** Are there laws and policies to protect survivors of violence, as well as hold perpetrators to account? Are quality and survivor-centred services available (see box on next page)?
- **Adequate resources and capacity:** Are there sufficient resources, funding, and knowledge to develop and implement a NAP? Are there human and technical resources available at national and subnational levels to implement the NAP? Are there other national policy processes already planned that are relevant for VAWG?
- **Data on VAWG:** Are there available data sources that provide insights into the extent, prevalence, causes, and consequences of VAWG in the country?



PARTNERSHIPS & COORDINATION

This step works best if done in collaboration with the women's machinery, key women's rights organisations, and relevant development partners.

When assessing **political will**, it may be useful to consider the following:

- Does the department that will be coordinating this work have capacity and resources?
- Are there other national policy processes which may build momentum or detract from a NAP on VAWG prevention?
- Which line ministries/departments are supportive or resistant?
- Are there vocal advocates in government for the prevention of VAWG?
- Is there support for the prevention of VAWG, or gender equality more broadly, at senior levels?
- Is civil society already engaging with government to influence approaches to VAWG?



CAUTION!

Primary prevention initiatives must work hand in hand with response initiatives as part of a comprehensive strategy to address VAWG. If quality and survivor-centred services (including crisis care, counselling, legal, health, police, safe shelters, and avenues for gender-responsive justice) are not available, primary prevention initiatives, on their own, run the risk of causing more harm to women and girls. This is because prevention initiatives aim to encourage dialogue on VAWG that may result in survivors disclosing their experiences of violence without the safety net in place to support them. This is an essential element of assessing and building readiness.



PROMISING PRACTICE

Assessing readiness in Fiji

In Fiji, preliminary discussions were held between the Ministry of Women, Children and Poverty Alleviation (MWCPA), Fiji Women's Crisis Centre, UN Women, and other key stakeholders to assess the nation's readiness against the criteria discussed above. This landscape analysis considered lessons learnt from previous and existing primary prevention initiatives in the country. Efforts were also made to secure funding to resource the NAP development as part of this step.

Step A2: Advocate and build the case

After assessing levels of support in Step A1, it is time to build the case to persuade stakeholders across all levels of government, donors, development actors, and civil society that development of and investment in a NAP focused on VAWG prevention should be a national priority.

Experience from other NAP development processes, shows that CSOs often play a key role in advocating for action around a national approach to prevention. Women's rights organisations and movements have made the case for NAPs in many ways, including the development of NAP templates to demonstrate what a national prevention approach could look like. Government departments, or advocates for prevention within government, can also play a role in advocating for the development of NAPs, including by supporting the advocacy efforts of civil society. For example, in Australia, the Department of Social Services (DSS) took the initiative to drive forward the NAP development process, with civil society ensuring accountability. In Fiji, the MWCPA worked closely with CSOs and development partners to ensure there was willingness and acceptance for the NAP across government departments.

As part of advocacy efforts, think about who you can work with to achieve change. Who supports a national approach to prevention? This may include other CSOs, ministries with a gender equality mandate, politicians with a commitment to women's rights, diverse women's rights alliances, and networks at the local, national, regional, and international levels. Planning and advocating together can maximise resources and impact.

If you are a donor or development actor, consider whether you can support the efforts of civil society to create a shared advocacy agenda. For example, by resourcing organisations to come together through providing venue, travel, and facilitation funding.

DEMANDING NATIONAL ACTION

In South Africa, impetus for the NAP arose from [24 demands](#) made by women, transwomen, and gender non-conforming people across the country who marched on 1 August 2018, under the banner of #TheTotalShutdown. These demands were made directly to the president leading to a presidential summit, as well as political buy-in and resourcing at the highest level.

Please refer to [Part 2](#) of this Handbook for a detailed explanation for why a coordinated and holistic national approach to VAWG prevention is crucial.



USEFUL RESOURCES

→ [Plan your Power: A toolkit for women's rights advocacy planning](#) is designed to support women's rights advocacy planning.

→ [A Blueprint for Canada's National Action Plan on VAWG](#) is a NAP template created by a collaboration of more than 20 non-government organisations (NGOs), trade unions, and independent experts.

Advocacy levers

There are a number of levers that can be useful in advocating for a national approach to prevention:

- Commitments under international and regional legal and policy frameworks
- Data (or lack of) on extent of VAWG
- Regional and global examples of NAP development.

The following sections discuss each of these levers in more detail.

Commitments under international and regional legal and policy frameworks to support VAWG prevention

There are both regional and international human rights instruments (see [Annex 3](#)) that contain a requirement to act to prevent VAWG, including to adopt and implement NAPs for its prevention. These not only provide a useful entry point to engaging government departments around the importance of national NAP adoption and implementation, but can also provide useful human rights language to inform NAP development.



USEFUL RESOURCES

RESPECT Women has developed a [comprehensive guide to international and regional frameworks to end VAW](#). This also contains information on global funding mechanisms and advocacy initiatives (page 6-7).

Data (or lack of) on the extent of VAWG

Data sources demonstrating the prevalence, severity, and magnitude of VAWG is another useful lever for making an urgent case for a NAP. These may take the form of a population-based quantitative survey, indigenous knowledge

systems, practice-based learning, and/or qualitative research, which can help identify VAWG types in various contexts and communities. Data from other countries can likewise provide insights. Be careful relying solely on data from the justice sector, given the low reporting rates of VAWG.

If there are limited national data on VAWG in your country, work with research institutions, civil society, and prevention experts, to identify what the gaps are. The need to address these evidence gaps, including to meet reporting requirements against international commitments, can in itself be used to build the case for a NAP.



USEFUL RESOURCES

- The [WHO Multi-Country Study on Women's Health and Domestic VAW](#) includes questions related to attitudes and other risk factors for IPV.
- [Demographic and Health Surveys](#) provide population-based data on VAWG, including on attitudes and beliefs.
- The [International Men and Gender Equality Survey \(IMAGES\)](#) provides population-based data on men's (and women's) attitudes on gender equality and VAWG.
- The WHO's [Global Database on the Prevalence of VAW](#) includes an interactive data visualisation platform with stats on IPV and non-partner sexual violence.
- The Partners for Prevention's [UN Multi-Country Study on Men and Violence in Asia and the Pacific](#) provides data on men's perceptions and perpetration of GBV.
- [Gender Institutions and Development Database \(2019\)](#) and [VAW Indicator Data \(2022\)](#) provide data on attitudes, prevalence, and legal frameworks.
- World Bank's [Gender Data Portal](#) contains statistics for key indicators relating to VAWG.

Regional and global examples of NAP development

Examples of promising approaches from countries that have developed NAPs on VAWG prevention, whether those featured in this Handbook or from your own region, can provide an entry point for advocating for your country to undertake a similar process.

Collaborating with advocates in other countries who have been successful in influencing NAP development processes or arranging study tours for government representatives to learn from other countries can also be useful approaches (see [Section E](#)).

Making the case for a NAP focused on prevention will be an ongoing process. This is critical to ensure ongoing prioritisation and resourcing from key stakeholders. Developing a shared understanding ([Step B1](#)) and a communications plan ([Step B4](#)) will be critical to building this long-term buy-in and support.



USEFUL RESOURCES

→ The [Global Database on VAW](#) provides information on measures undertaken by UN Member States to address all forms of VAW, including NAPs.

→ A *How-to Guide* is expected to be published in the second half of 2023 on the Fiji NAP development process. This has been developed to provide guidance for other countries in the Pacific region.



LESSONS LEARNT

National, regional, and international events; meetings; and policy forums linked to international frameworks can provide an opportunity for advocacy. For example, if a country is being examined by the CEDAW Committee or will be presenting its voluntary national review report at the High-Level Political Forum on Sustainable Development, there will be increased attention on action being taken to prevent VAWG.

Step A3: Bring key stakeholders together

The meaningful participation of civil society, especially diverse women's organisations, is critical to the NAP's preparation, development, and implementation processes. Ensuring diverse stakeholders, with a representation of skills, perspectives, and experiences, are involved from the outset and regularly engaged throughout NAP development, is central to the success of your NAP. Civil society should play a central role as partners in both decision-making and providing advice.

The checklist opposite assists in mapping who should participate in the inception process. You need to carefully consider who should lead the coordination of this process and the processes that follow. [Step A5](#) focuses on the decision-making and advisory structures for NAP development. The mapping of key stakeholders in this step will assist with determining who should be part of these structures. Ensuring sufficient time and outreach mechanisms are utilised will set you up for success.

Bringing stakeholders together can take many forms – for example, an inception workshop or a forum engaging diverse actors across civil society, women's organisations, women including survivors of VAWG, business, media, development partners, and all levels of government. High-level meetings may also be necessary to ensure political willingness at the highest level of government.



CHECKLIST

MEANINGFULLY ENGAGING KEY STAKEHOLDERS

- Political will:** Is there sufficient political will, buy-in, and support from various key stakeholders, particularly line ministries, to address and prevent VAWG?
- Leading the process:** Who (within government and civil society) will coordinate, facilitate, and oversee initial stakeholder engagement?
- Identifying stakeholders:** Have you consulted with diverse women and their organisations to identify a list of stakeholders? Have you consulted with any existing mechanisms responsible for overseeing national activities to address VAWG? On the next page are ideas for key stakeholders to include in the process.
- Including diverse voices:** How will you ensure women most marginalised by poverty, race, age, disability, sexual orientation, class, gender identity, and nationality are included during this inception phase and throughout NAP development and implementation?



PARTNERSHIPS & COORDINATION

Think carefully about how you will engage highly marginalised individuals in consultation processes. Having separate consultations or advisory groups may enable more meaningful participation than invitations to large formal gatherings. Gathering views through participatory research processes, which are then presented to a formal convening, can also be a more effective method to ensure voices are actually heard.

Categories of key stakeholders

Relevant government offices/departments

- ✓ Engage representatives from each government department, aiming for high level representation.
 - ✓ Local- and provincial-level government representatives should also be included.
-

Women's rights organisations and CSOs

- ✓ Ensure women's organisations and networks, specialist services responding to VAWG, CSOs working with or on behalf of women, indigenous communities, culturally and linguistically diverse communities, people with disability, and LGBTQIA+ communities, are identified as key stakeholders.
-

Specialised expert groups

- ✓ Include VAWG prevention experts and researchers, to ensure the NAP is informed by evidence and practice.
 - ✓ Engage with leaders in specific settings and sectors and consider how community members including youth, older people, local businesses, minority ethnic groups, people with disability, LGBTQIA+ people, men and boys, faith groups, and community leaders are represented.
 - ✓ Consider a child participation process so that the views of girls inform the process and development of the NAP.
-

Development partners

- ✓ It may be appropriate to invite development actors including UN agencies, bilateral/multilateral donors, and international CSOs.
-

Media and/or private sector

- ✓ Ensure you have considered representatives from the private sector. For example, are there peak industry bodies or trade union representatives you could invite?
 - ✓ Inviting the media can assist with developing strategies for how it can be targeted or utilised for VAWG prevention work. However, it must be clearly stipulated and formally agreed that the media is not there to report on the consultation as this may impact on the safety of the space. Efforts to generate interest in your NAP development through media attention should occur through a separate press conference.
-



PROMISING PRACTICE

Bringing diverse stakeholders together

In Fiji, a two-day Strategic Inception and Conceptualisation Workshop hosted by government and development partners was held at the start of the NAP development process. During this workshop, diverse stakeholders agreed on decision-making and accountability structures, definitions around VAWG, guiding principles, and the 13 key settings/sectors that would inform consultation.

In South Africa, the process began with the country's first Presidential Summit on GBVF. Held in November 2018, it was attended by more than 400 organisations (including government departments, international NGOs, CSOs, research institutions, donors). This summit resulted in a declaration that mandated the establishment of an interim steering committee tasked with the development of a national strategic plan (NSP) in consultation with various sectors, within six months.

To support the development of Australia's second national action to end VAWC, a two-day National Summit on Women's Safety was held in 2021. The summit brought together a range of experts, advocates, service providers, and people with lived experience. Although there were some limitations, the summit culminated in a delegate's statement that has directly informed development of the NAP.

A space to bring stakeholders together initially is a must to secure commitment to preventing VAWG and foster ownership of the NAP development process before it begins. It also provides an opportunity to collaboratively make some preliminary decisions and discuss some key aspects to frame the rest of the NAP development process, including:

1. Developing a draft vision statement and guiding principles (Step A4; and Part 3, C1);
2. Discussing decision-making and advisory mechanisms (Step A5);
3. Discussing the scope and duration of the NAP, including terms that need to be defined (Part 3, C1);
4. Discussing priority settings;
5. Presenting initial ideas in relation to the national consultation process (Step B5).

Consensus may not be possible in many of these areas. However, knowing where tension lies will enable you to plan and progress these discussions in a productive and sensitive way throughout the NAP development process.



CAUTION!

Make sure you create a safe space for stakeholder engagement. This may mean holding several different forums depending on your political context. For example, civil society may feel more comfortable engaging in a space which is just for civil society, or younger participants or more junior government representatives may participate more freely in spaces without senior participants. Seek the advice of local women's organisations to inform your planning.

Step A4: Develop key guiding principles

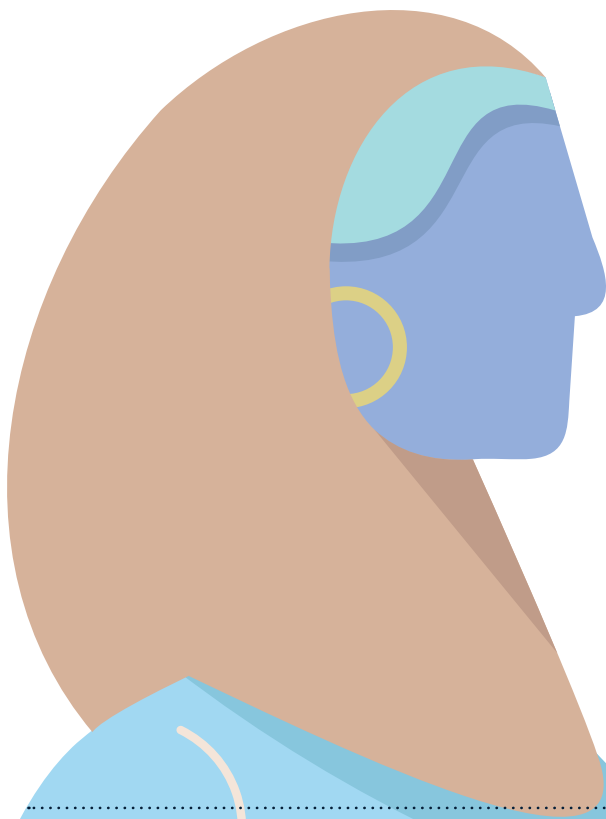
As part of the preparation, consider the principles that will inform your country's prevention approach. Development processes of NAPs in other countries suggest these principles serve as an important framing tool to guide NAP development and implementation. During the inception phase, a vision statement which aligns with these principles (see [Part 3, C1](#)) should also be drafted and refined during the consultation process.

On the next page you will find some examples of guiding principles developed in Fiji, Australia, and South Africa, to guide their NAP implementation.



LESSONS LEARNT

Guiding principles should be identified as early as possible, so that the NAP development process is also guided by these principles. To ensure ownership and buy-in, guiding principles should be developed in consultation with diverse stakeholders, including women's rights organisations and networks. As NAP consultations progress, you may need to add to or refine the guiding principles, based on stakeholder feedback and evolving priorities.



Example: Key guiding principles

Promoting gender equality	Achieving gender equality is key to preventing violence, and requires action from individuals, families, communities, businesses, and governments.
Survivor-centred	Voices of survivors and their diverse lived experiences of violence are elevated, heard, and inform the development of policy and practice.
Whole-of-government	Coordinated roles, responsibilities, resources, and commitment across government departments and different tiers of government.
Human rights-based	Reflecting human rights principles, which are the minimum standards that people require to live in freedom and dignity – including the principles of universality, indivisibility, interdependence, equality, and non-discrimination.
Inclusive and applying an intersectional lens	Addressing intersectional power differentials and centring the diverse experience of women most marginalised by poverty, race, age, disability, religion, sexual orientation, gender identity, and nationality.
Whole-of-population	Engaging everyone in the population including diverse communities and organisations.
Transformative	Seeking to redress uneven power between men and women and challenge gender stereotypes that drive and enable VAWG.
Evidence-based	Acting on local and global evidence as to what works and supported by monitoring, evaluation, and learning.
Accountable	Supported by budget lines integrated into ministry budgets and costed implementation plans.

Step A5: Determine decision-making and advisory mechanisms

In collaboration with women’s organisations, decide on the structure of and representation within the high-level mechanisms that may be useful for your context – and how these bodies will be held accountable. It is recommended to have distinct advisory and decision-making structures.

- An **advisory mechanism** can provide technical input including sector-specific prevention expertise, advice on strategic approaches and processes, and content development support.
- A **decision-making structure** will lead on all high-level decisions concerning NAP development and coordinate the activities of different stakeholders and levels of government.



LESSONS LEARNT

It is important to define the level of approval for your NAP as this will have bearing on your governance mechanism and the NAP’s political strength. Some NAPs are approved by the prime minister, and some action plans are ministerial (cabinet) level or inter-ministerial level. These approval and endorsement levels have implications in terms of importance, accountability, and resources.



CHECKLIST

DECISION-MAKING MECHANISM

- **Structure:** How many decision-making mechanisms do you need? For example, you could have one high-level strategic oversight body and one body responsible for working-level decisions. Are there existing mechanisms that could be replicated? How will you make these mechanisms a collaborative space between government and civil society?
- **Representation:** How will you ensure diverse representation and that decisions are made collaboratively? How will you achieve high-level representation from across government departments and national and subnational levels?
- **Accountability:** Consider including oversight from a lead minister or other office-bearer with a relevant portfolio responsibility. The profile and political strength of this lead office bearer can have a significant impact on buy-in, resourcing, and progress. How will the decision-making mechanism consult and report on NAP development and monitor progress?
- **Terms of reference (ToR):** Do you have clear ToRs for the decision-making mechanism?



CHECKLIST

ADVISORY MECHANISM

- **Structure:** What advisory body structure will work best in your context? Partner with women’s organisations and their networks to plan and establish this advisory structure(s). Consider any existing mechanisms and whether these could be replicated.
- **Representation:** How can you ensure key stakeholder groups (outlined in [Step A3](#)) are represented? Do you need a number of advisory groups to ensure specific voices are heard, such as indigenous women and survivors of VAWG?
- **Accountability:** How will the advisory groups provide input and advice? What steps will be in place to ensure this expertise informs the decisions of the decision-making mechanism and the development of the NAP?
- **Terms of reference (ToR):** Do you have clear ToRs for the decision-making mechanism?



TEMPLATES

Use [Template 1 in Annex 4](#) to draw up your ToR. Scheduling a meeting with government staff who are leading the preliminary stages of NAP development and members of civil society, to complete the template as a group allows for a quick and collaborative process.



PARTNERSHIPS & COORDINATION

Consider how you will institutionalise a survivor-centred approach so that NAP development and implementation are informed by the voices of survivors. For example, Germany has established a Survivor Council (focused on the abuse of young people, but an example that could be drawn upon). Australia has introduced a survivor-led implementation group funded under their most recent [National Plan to End VAWC](#).



PROMISING PRACTICE

Examples of decision-making and advisory mechanisms

In Fiji, a technical working group was established to provide strategic and technical oversight. The technical working group comprised representatives from various government ministries, including: the Ministry of Education, Heritage and Arts; Ministry of Health and Medical Services; Ministry of Youth and Sports; Ministry of iTaukei Affairs; Ministry of Employment Productivity and Industrial Relations. Key CSOs representing diverse community groups also sat on the working group. The Fiji NAP Secretariat was a smaller body tasked with day-to-day decision-making. Secretariat members included the MWCPA; Fiji Women's Crisis Centre; and UN Women.

In South Africa, an interim steering committee on GBVF was established to lead the NSP development process. This steering group was made up of CSOs, representatives from government departments, research institutions, and development partners. A task team – which included government, civil society, researchers, academics, and international NGOs, including UN Women and United Nations Children's Fund (UNICEF) – was also established to support the drafting of the NSP.

In Cambodia, a high-level technical working group, made up of the Ministry of Women's Affairs, other ministries, and CSO representatives, was created in 2012 to aid with the development, implementation, and monitoring of the first and subsequent NAPs. The COVID-19 pandemic unfortunately limited the engagement of this group with the third NAP.

In Australia, the National Plan Advisory Group was made up of diverse representatives from across the country. A separate Aboriginal and Torres Strait Islander Advisory Group was also established to provide expert input on the NAP to prevent violence against Australia's First Nations women. A Women's Safety Taskforce, comprised of relevant states and territory ministers and federal ministers with relevant portfolios, was an additional mechanism that played a review and advisory function.



LESSONS LEARNT

Think about who will chair your decision-making and advisory mechanisms, as this can impact on their authority – both real and perceived. For example, having the mechanism chaired by the office of the president or prime minister may make it easier to convene and mandate participation by the various ministries. You could also consider a co-chair model, which can provide a platform for collaboration across ministries or between government and civil society.

Step A6: Outline the NAP development plan

Once decision-making and advisory mechanisms are established, planning can begin. It is important to ensure you have sufficient resources and have outlined the necessary steps and associated time frames for the development of your NAP. Use the checklist as a guide.

Creating a NAP development plan will allow you to consider all the elements of NAP preparation.



TEMPLATES

Use [Template 2 in Annex 4](#) to create your own NAP development plan. This template helps you to consider the elements you will need to support the development of your NAP step by step, and can be completed collaboratively with a representative from each government department who will be involved in NAP development.



CHECKLIST

WHAT TO INCLUDE IN YOUR NAP DEVELOPMENT PLAN

- **Human resourcing:** What staff will support the development process? Think about roles such as consultation, coordination and facilitation, stakeholder liaison, data analysis, and technical expertise.
- **Budget:** What funds are available for the development process? This will impact on the scope of the consultation process.
- **Time frame:** Decide when you plan to launch your NAP, then work backwards to identify key milestones including the consultation process, findings analysis, drafting, and review process. Plan for delays and allow sufficient time not only to conduct consultations, but also to analyse findings and continuously seek feedback.
- **Roles and responsibilities:** What responsibilities will lie with different government departments? Who will lead each of the seven steps in the development process (see steps [B1-B7](#))? How will civil society be involved as partners in NAP development?
- **Communicating plans and progress:** Think about how and when you plan to communicate about the NAP (see [Step B4](#)).
- **Language:** Are there sufficient funds to enable translation if required? Have you thought about accessibility requirements to support meaningful consultation? (See [Step B5](#).)
- **Monitoring and evaluation:** Monitoring impact should begin with the development process. How will you track progress and reflect on what is working well and what needs to change?



LESSONS LEARNT

Scenario planning

Situational analysis and scenario planning should be one of the first activities the decision-making and advisory structures undertake. It should include mapping opportunities/challenges, stakeholders, and potential opponents. Doing this early in the process enables stakeholders to strategically prepare for what might happen and therefore to keep the process on track.



CAUTION!

It is crucial to consider human resources as part of resourcing and ensure a sufficiently large team to support the development of the NAP. Tasking a small team or one ministry with NAP development can lead to staff burnout, scaled-back consultation, and delays in a context of competing political priorities.



TEMPLATES

SWOT analysis

[Template 3 in Annex 4](#) assists with your situational analysis. It uses a SWOT analysis exercise designed to be done collaboratively.

While planning, think also about the potential impact of factors such as staff turnover and changing political priorities that could lead to accelerated deadlines or reduced resources, political events such as elections, and the impact of events such as natural disasters, national emergencies, and/or the COVID-19 pandemic.

Risk matrix

[Template 4 in Annex 4](#) contains a risk matrix for assessing risks and associated response mechanisms.

B) Development: How to develop the NAP?

This section outlines seven steps to be included in the development of your NAP:

Step B1: Build a shared understanding and framework for prevention

Step B2: Map existing prevention efforts

Step B3: Identify key priority settings and actions

Step B4: Develop a communications plan

Step B5: Conduct national consultations and dialogue

Step B6: Refine priority settings and actions

Step B7: The drafting process

Before you begin: the multiple and intersecting causes of VAWG

Evidence shows there are multiple and intersecting factors that lead to VAWG. Understanding these in each country's context, and the holistic action required to address them, is critical to developing your NAP.

Global evidence demonstrates a strong and consistent association between gender inequality and VAWG. Gender inequality also frequently intersects with other forms of structural and systemic discrimination and oppression (to learn more about intersectional discrimination, see [Part 3C](#)).

Gender inequality is a social condition characterised by an unequal distribution of power, resources, and opportunity between women and men. This is then reflected in social norms, practices, structures, and institutions that privilege the needs, behaviours, and experiences of men over women.¹⁵

Within the social context for VAWG, gender inequalities operate in a multitude of ways, with some factors more influential than others. Global evidence has identified factors that can increase and decrease the likelihood of VAWG, considered as 'risk factors' and 'protective factors'.

To understand the multiple causes of VAWG, and to address them through policies and programmes, we need to consider how risk and protective factors might be expressed at different levels in each social context, and how these levels interact. The *RESPECT Framework* considers four different levels: individual, relationship, community, and societal.¹⁶

¹⁵ Our Watch (2021.) [Change the Story. A Shared Framework for the Primary Prevention of VAW in Australia](#) (second edition). Melbourne: Our Watch, pp. 28–9.

¹⁶ The socio-ecological model was developed to assist with this understanding. See: Heise, L.L. (1998). "Violence Against Women: An integrated, ecological framework." *Violence Against Women*. 4(3), pp.262–290.

The RESPECT Framework – Risk and protective factors¹⁷

	Risk factors	Protective factors
Societal	<ul style="list-style-type: none"> • Discriminatory laws on property ownership, marriage, divorce, and child custody. • Low levels of women’s employment and education. • Absence or lack of enforcement of laws addressing violence against women (VAW). • Gender discrimination in institutions (for example, police, health). 	<p>Laws that:</p> <ul style="list-style-type: none"> • promote gender equality; • promote women’s access to formal employment; • address VAW.
Community	<ul style="list-style-type: none"> • Harmful gender norms that uphold male privilege and limit women’s autonomy. • High levels of poverty and unemployment. • High rates of violence and crime. • Availability of drugs, alcohol, and weapons. 	<ul style="list-style-type: none"> • Norms that support non-violence and gender equitable relationships and promote women’s empowerment.
Interpersonal	<ul style="list-style-type: none"> • High levels of inequality in intimate relationships. • Male-controlled relationships/dependence on partner. • Men’s multiple sexual relationships. • Men’s use of drugs and harmful use of alcohol. 	<ul style="list-style-type: none"> • Intimate relationships characterised by gender equality, including in shared decision-making and household responsibilities.
Individual	<ul style="list-style-type: none"> • Childhood experience of violence and/or exposure to violence in the family. • Mental disorders. • Attitudes condoning or justifying violence as normal or acceptable. 	<ul style="list-style-type: none"> • Non-exposure to violence in the family. • Secondary education for women and men and less disparity in education levels between women and men. • Both men and boys and women and girls are socialised to and hold gender equitable attitudes.

¹⁷ Source: WHO and UN Women. (2019). RESPECT Women: Preventing VAW. Geneva: WHO, pp.6–7.

Being familiar with risk and protective factors will enable you to make the case for prevention strategies that are targeted and effective.

For example:

- Evidence shows that women who have completed secondary schooling are less likely to be victim/survivors of IPV.¹⁸ An effective prevention strategy for your context may be to strengthen gender responsive educational institutions.
- Research demonstrates that poverty can lead to economic dependence on abusers. A critical prevention strategy would include investing in gender-sensitive social protection programmes.
- Exposure to violence in childhood has been shown to be a consistent driver of experiences of violence during adulthood in various global settings.¹⁹ Effective prevention strategies should ensure strong coordination between efforts to prevent violence against children (VAC) and strategies to prevent VAWG.



CAUTION!

Context is key when considering the causes of VAWG. Risk and protective factors may vary in different settings and there may also be additional factors. Factors must be analysed in different contexts by using available evidence, such as existing studies and data, commissioning new research, and harnessing local knowledge and learning.

Remember: Gender inequality is always relevant in explaining VAWG, even if it may not be the most obvious or significant factor in every context.



LESSONS LEARNT

The Change the Story framework

Different frameworks may use different terminology to explain the causes of VAWG. The [Change the Story. A Shared Framework for the Primary Prevention of VAW in Australia](#) uses the term 'gendered drivers.' Four gendered drivers of men's VAW, drawing on global evidence, are identified. The link above as well as [this video](#) include a detailed explanation of these drivers.



USEFUL RESOURCES

→ The Prevention Collaborative has developed [briefs explaining prevention](#) and causes of VAWG.

→ The World Health Organization (WHO) has compiled some [key facts, definitions, and concepts in relation to VAWG including prevention](#).

→ [Part 3, Step B1](#) of this Handbook, suggests a process for building a national understanding of the risk factors for VAWG and its prevention in a specific country.


¹⁸ Kerr-Wilson, A. et al. (2020). [A Rigorous Global Evidence Review of Interventions to Prevent VAWG](#). Pretoria: What Works to Prevent VAWG Global Programme.

¹⁹ Gil-González, D. et al. (2008). "[Childhood Experiences of Violence in Perpetrators as a Risk Factor of Intimate Partner Violence: A systematic review](#)." *Journal of Public Health*, 30(1), pp.14–22.

Step B1: Build a shared national understanding, vision and framework for prevention



Very few people in the country knew about prevention. The (NAP) development was a process of creation. Creating new knowledge in the country.

 — Key informant who was involved in development of Peru's national strategy for PVAW.

The NAP development process provides an opportunity to create a shared national understanding of the drivers of VAWG and its prevention across all levels of government, CSOs, key stakeholders, as well as at the community level. This understanding is critical to the long-term goal of social norms change.

It is important to spend the time building this shared understanding before you embark on consultations ([Step B5](#)). Given staff turnover and changing political contexts, building a shared understanding also needs to be an ongoing process to ensure prevention is prioritised and resourced over the longer term.

The suggested process for building a shared understanding of VAWG prevention is outlined on the following page. The core group of stakeholders that leads this process could be your technical working group, steering group, or advisory mechanism. This has the added benefit of ensuring any group leading NAP development has a shared understanding of prevention from the start. It is critical to ensure that researchers and practitioners with prevention expertise are included.

The [RESPECT Framework National Plan Guide and Workbook](#) contains a worksheet to assist you to think about the risk and protective factors for VAWG in your context, at the individual, interpersonal, community and societal levels (see also the beginning of this section).

One way to articulate a shared understanding is to collaboratively develop a vision, framework and/or theory of change (ToC). Australia's shared understanding framework provides a good example of what this could look like (see box below). This is a critical exercise to support key stakeholders to jointly develop a common set of coordinated actions for prevention, toward achieving a common objective. Without this, prevention actions can be fragmented and do not bring about the impact at scale.

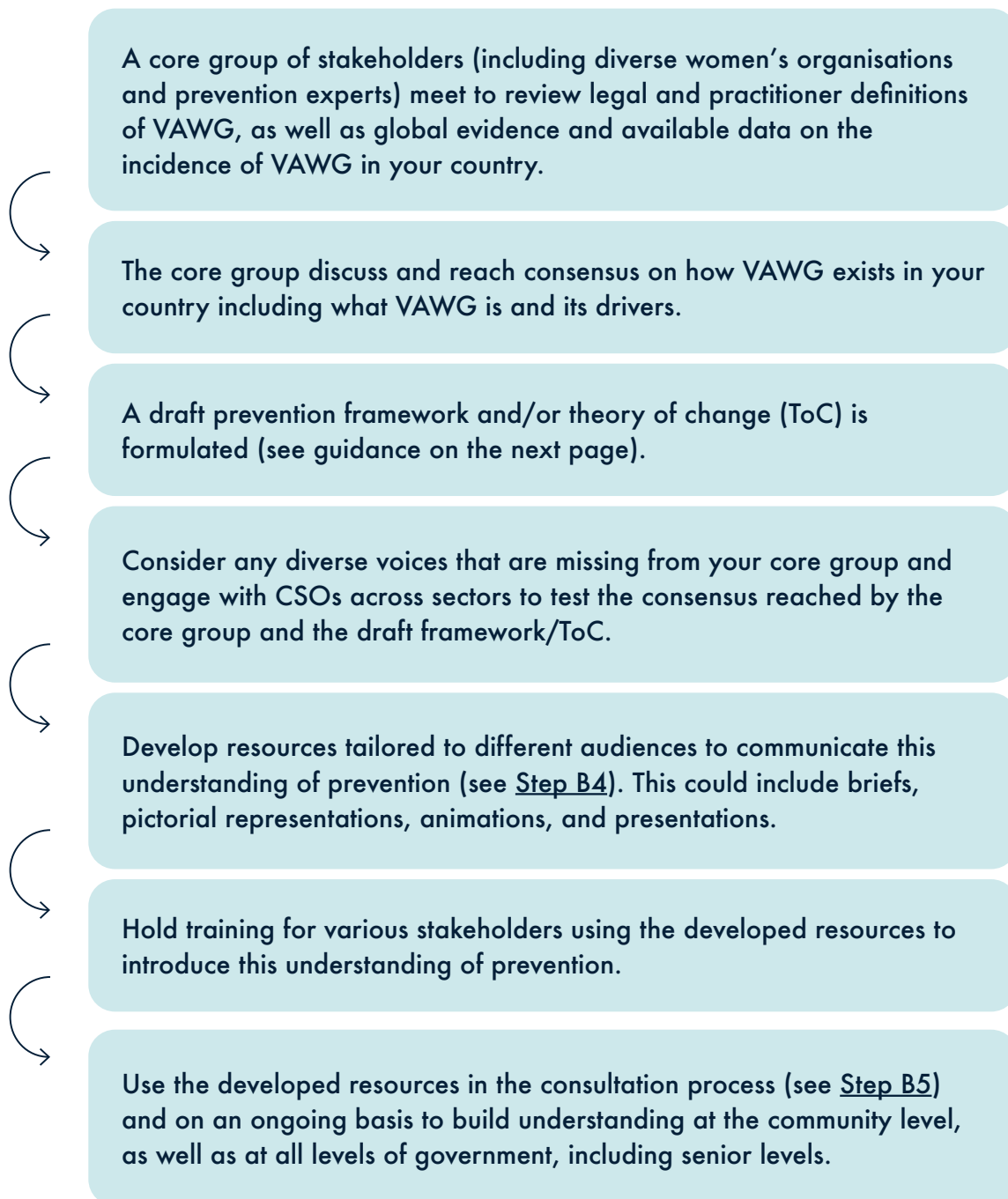


PROMISING PRACTICE

Shared understanding framework

Australia's prevention approach is unique in that a framework for shared understanding of prevention, [Change the Story \(CTS\)](#), was developed in addition to the NAP. The content of CTS has been used in the Australian national plan/action plans to some extent – particularly around defining VAW and its causes – but it has primarily been used as an advocacy tool for the sector. Several communication resources were produced, including a [video](#). In 2021, the second updated iteration, CTS2, was launched with clearer parameters defined by the evidence base. This has enabled civil society to be more strategic and speak in a common voice.

Suggested process to build a shared understanding of VAWG prevention:





USEFUL RESOURCES

→ [Part 2](#) of this Handbook and the introduction to [Part 3B](#) contains an overview of preventing VAWG that will be a useful starting point for articulating the drivers of VAWG.

→ [The Prevention Collaborative](#) also provides some useful resources to support understanding prevention.

Developing a TOC for prevention

→ The [RESPECT Framework](#) provides guidance for developing a ToC (pages 12–13).

→ The [UN Prevention Framework](#) also provides advice for a ToC approach (pages 30–31).

→ Other useful resources are also available through the [Prevention Collaborative website](#).



CAUTION!

A lack of shared understanding among key stakeholders on the links between gender inequality and VAWG, and other contributing risk factors, can result in efforts to prevent VAWG that are short-term, disjointed, and not informed by evidence, leading to wasted resources and ineffective prevention efforts.

Step B2: Map existing prevention efforts

This step is focused on understanding existing VAWG prevention work, in order for the NAP to elevate, resource, and coordinate these efforts, to achieve a national approach.

This step also encourages government departments to think about how prevention efforts can be integrated into their existing policies, frameworks, and processes. For example, how can the prevention of VAWG be integrated into national disaster response? How can actions to prevent VAWG inform education policy or the design of national transport infrastructure?

The government department(s) or bodies leading cross-government coordination of the NAP may wish to commission a study or review of the prevention landscape in the country, including identifying entry points for prevention work in different sectors and the linkages across government. If there are not sufficient resources to commission a review, the lead department can use the checklist opposite to map existing prevention work.



LESSONS LEARNT

As part of NAP development, you should also review and revise existing national legislation to ensure it directly addresses different forms of VAWG and aligns with law and policies at the international and regional level.



CHECKLIST

MAPPING EXISTING PREVENTION WORK

○ **Preliminary discussion:** Engage with each government department to explain the importance of the NAP and the ways in which it can amplify their existing work. Explain that a prevention lens can be applied to existing frameworks, plans, and policies, thus maximising resources and strengthening coordination.

○ **Conduct a survey to map existing prevention work across of government departments:** This could be completed independently or in a face-to-face meeting with each department (see [Annex 4, Template 5](#)).

As part of this survey, explain what can constitute prevention work in each setting, ask for information on existing efforts to address VAWG and promote gender equality, and explore existing frameworks, policies, and plans that could integrate actions to support prevention. Refer to [Annex 1](#) for examples of prevention actions for each government department.

○ **Consider other actors:** Also consider effective prevention efforts being implemented by CSOs or the private sector. Could the NAP support the scaling up of this work?

○ **Keep a record:** This mapping will be used in the drafting process (see [C3, Step 5](#)) to support a whole-of-government approach.

This mapping should inform the national consultation process ([Step B5](#)). Consultation provides a forum to test the information collected and to understand the effectiveness of prevention initiatives.



TEMPLATES

[Template 5 in Annex 4](#) is an example of a survey that can support government departments to think about any prevention work they are currently undertaking or any strategies, frameworks, or future plans that could integrate prevention initiatives.



PARTNERSHIPS & COORDINATION

Coordination across government at national and subnational levels is critical for the successful implementation of a NAP. As you begin discussing the NAP with various departments and authorities, also consult with them on a coordination mechanism. Ask what they think enables government departments and different levels of government to collaborate and coordinate successfully.

Step B3: Identify key priority settings and actions

This step involves identifying the priority settings and population groups your NAP will focus on, together with draft priority strategies and actions.

- ✓ A **strategy** is what you are going to do to achieve your desired outcome (the prevention of VAWG) and how you will ensure your targets (whole-of- government/specific population groups) make the change.
- ✓ Each strategy will involve a number of different **actions** (or activities) that together create the change.

[Part 3, C3](#) of the Handbook sets out five steps for developing your strategies and actions to prevent VAWG, as well as ideas as to what these can include. For example, in C3, Step 1 of the Handbook, you will identify the priority settings and population groups that the NAP will focus on.

We recommend you work through Part 3, C3 in meaningful consultation with researchers and practitioners with prevention expertise, diverse women’s organisations, VAWG survivors, and sector-specific representatives. This will assist you to develop preliminary strategic focus areas and specific actions for each focus area. You can then test and further develop these as part of your national consultation ([Step B5](#)), and then refine your strategic areas and actions as part of [Step B6](#).



PARTNERSHIPS & COORDINATION

If violence prevention initiatives are to have a sustained and powerful impact, they need to keep the expressed priorities of women, particularly those facing intersecting discriminations, at the centre. This is crucial for the development of guiding principles in [Step A4](#). To learn more about intersectional discrimination, see [Part 3C](#)) Content.

Step B4: Develop a communications plan

The next step is to think about what contextualised national and community-level strategic communications are required to support your NAP development and implementation.

Steps B4 and B5 are not linear and will inform each other. Your communications plan will be a critical component of your consultation process (Step B5), and the consultation findings will also inform how and what you communicate.

The four steps for developing a NAP communications strategy:

Step 1: What?

Develop key messaging



Step 2: Who?

Identify target groups and tailor messaging



Step 3: When?

Pinpoint strategic opportunities and timings



Step 4: How and why?

Determine key channels and content for impact



CHECKLIST

IDENTIFYING PRIORITY SETTINGS AND ACTIONS

○ Priority settings and population groups:

Based on the shared understanding and vision for change developed to inform your NAP and discussions during your inception meeting, develop a draft list of priority settings and population groups in your context.

○ Strategic focus areas:

Identify strategic focus areas (see [C3, Step 1](#)) needed to respond to the priority settings and population groups in your context, in meaningful consultation with researchers and practitioners with prevention expertise, diverse women's organisations, VAWG survivors, and sector-specific representatives.

○ Sector-specific meetings:

Based on the strategic focus areas, the priority settings, and population groups identified, convene setting-specific meetings with diverse representatives from civil society, government, and prevention experts.

○ Draft priority actions:

In these meetings, identify draft priority actions (see [C3, Step 4](#)) for each strategic area, and for each government department, to be tested and refined through the consultation process. Specific priority actions or groups of actions should aim to address specific risk factors and/or promote protective factors of VAWG.

1. DEVELOP KEY MESSAGING

If stakeholders and community members understand what the NAP is and why it matters for your country (see [Part 2](#)), they are more likely to be invested in the process and to support NAP implementation. Strategic communications and clear messaging also enable a shared understanding of prevention (see [Step B1](#)), which is integral to the NAP's success. It may be useful to develop some key messages to answer the following questions:

- What is VAWG, why is it important to tackle it, and how can it be prevented?
- What is a NAP?
- Why does your country need a NAP? How does the NAP help with addressing VAWG?
- What is the role of different stakeholders in preventing VAWG?

Sample key messages

We know from the global evidence that VAWG is preventable.

It is everyone's responsibility – as nations, as communities, and as individuals – to stop violence before it starts.

What is needed is widespread commitment and coordinated action from every level of government, every sector in society, and all members of the community.

A NAP with a clear focus on prevention is a crucial first step to articulating a country's shared commitment and strategic approach to prevent VAWG.



PARTNERSHIPS & COORDINATION

This step works best if done in collaboration with the NAP decision-making mechanism, key women's rights organisations, and relevant development partners.

2. IDENTIFY TARGET GROUPS AND TAILOR MESSAGING

Once you have refined and agreed on the key messages, you need to think about who you are communicating with, and when and how you will communicate these messages.

Examples of target groups:²⁰

- Leaders in specific settings and sectors.
- Policymakers in relevant government agencies at national and subnational levels.
- Specialist services responding to VAWG.
- Women's organisations, networks, and others working on gender equality and VAWG.
- NGOs working with or on behalf of women, indigenous communities, culturally and linguistically diverse communities, people with disability, and LGBTQIA+ communities.
- Community members, including: youth, older people, men and boys, local businesses, minority ethnic groups, people with disability, LGBTQIA+ people, faith groups, and community leaders.

²⁰ Based on groups identified in the Fiji NAP process.

It is likely you will need to tailor your messages in order to effectively engage each of your different target groups. Your messaging should consider the different needs, interests, priorities, relationships, and outcomes of each group. For example, community members will have different priorities and experiences compared to policymakers. Consider: What information will most likely cause the target group to act? Remember also that there will be overlap between these target groups and the stakeholders who are engaged in the NAP's development and implementation. Your messaging should take this into account.

Your core message will remain the same but will be framed differently depending on the needs of the target group.

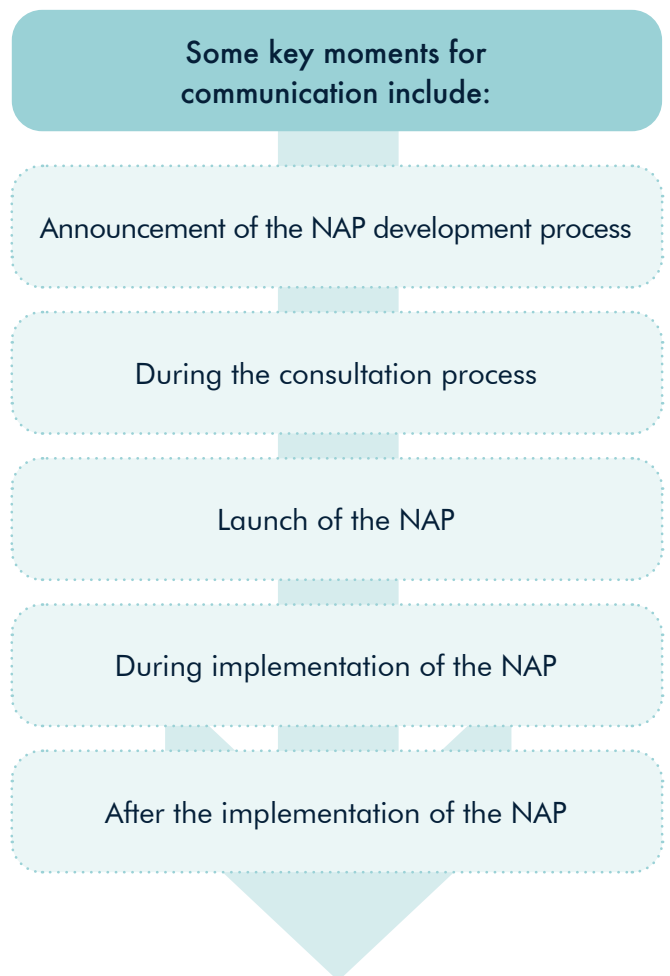
Think about the target groups you have identified:

- What role will these groups play in the NAP's implementation?
- What information will be most useful for this group?
- What interests and motivates them?
- What communication has worked well to engage this group in the past?

3. PINPOINT STRATEGIC OPPORTUNITIES AND TIMINGS

Identifying your target groups will help determine at which point in the process you need to communicate with each group. For example, if you do not have strong commitment from senior ministers, this must be a focus of your communication as early in the process as possible. Stakeholders should also be kept up to date. Being transparent around the realities of political processes you may be navigating can ensure civil society remains invested and supportive of the NAP development process.

Building a shared understanding of prevention will take time. Your communications strategy should thus include a long-term vision and approach that continues during NAP implementation. It is also important to communicate the results of the NAP, including celebrating achievements and reflecting on areas for future work.



4. DETERMINE KEY CHANNELS AND CONTENT FOR IMPACT

Next, it is crucial to consider the specific content and communication channels that will be most effective in reaching the target groups in your context. For example, senior ministers are likely to be more responsive to an in-person meeting with an engaging PowerPoint presentation, rather than a series of social media tiles.

Ideas for NAP communication:

- An animation explaining VAWG including its causes and consequences;
- A video introducing the NAP;
- A policy brief explaining the NAP and the development process;
- PowerPoint presentations (able to be tailored to different audiences and events);
- Press releases at key moments;
- Statements of support from senior levels of government and community leaders;
- Posters with key messages and/or promoting relevant events;
- Targeted web page with key messages and resource links;
- Infographics;
- Attitudinal change campaigns;
- A radio segment or podcast on VAWG and gender equality;
- Face-to-face training sessions for staff tasked with implementation;
- Social media tiles with key messages;
- Materials to support peer education.



PROMISING PRACTICE

Communicating a shared understanding

Fiji produced a suite of resources tailored for different audiences, including: [an engaging animation on VAWG in Fiji](#) and how to prevent it; a NAP communications brief; and a PowerPoint presentation slide deck with accompanying speaking notes. In addition, [eCards for social media advocacy](#) on prevention of violence were developed to promote national dialogue and support available resources including the national helpline. A [knowledge-sharing platform](#) was also created for easy access to information and NAP resources.



USEFUL RESOURCES

→ UN Women have developed [The Big Conversation: Handbook to address VAW in and through the media](#), to guide on addressing VAWG through the media.

Step B5: Conduct national consultations and dialogue

Meaningful nationwide consultations with diverse stakeholders are critical to generating a sense of ownership, buy-in, and strategies that resonate with the community and mobilise action. This step will also build on the mapping of existing prevention work carried out in [Step B2](#), and will allow you to test the priority settings and actions identified in [Step B3](#). It will also be informed by your communications plan ([Step B4](#)).

National consultation has two aims:

1. To build a shared understanding of and vision for VAWG prevention in your country including the drivers of VAWG, its impacts, and the obligation to act under legal frameworks.
2. To ensure that NAP strategies to prevent VAWG are informed by the experience, knowledge, and expertise of individuals and organisations across diverse communities.

The first step is to create a consultation plan that clearly states who will be consulted and the time frame. This should be prescriptive and based on expertise rather than politically motivated. Use the checklist below to develop your consultation plan.



LESSONS LEARNT

Consultation and collaboration with the prevention sector and meaningful engagement with women's organisations is key. Government staff often learn by doing. It is crucial to listen to the experts.



TEMPLATES

[Template 6 in Annex 4](#) supports you to plan your consultation process. It contains key questions to help you to develop the detail and should be completed collaboratively with members of your advisory mechanism(s) and key staff, in consultation with civil society.



CAUTION!

Consultation is only useful if it informs the drafting of the NAP. There needs to be some transparency around the process so people can see how their input is being used. If not, the consultation process can appear tokenistic, disingenuous, and merely a 'tick box'.

Safeguard against individual interests (with resources and networks for advocacy) influencing the content of the plan. Engaging through peak bodies can be useful in this respect.



CHECKLIST

DEVELOPING A CONSULTATION PLAN

○ **Goal and objectives:** What is the goal and the objectives for your consultation? What is the consultation aiming to achieve?

○ **Method for consultation: How will you consult?** What different consultation methods will you choose, such as in-person consultations, virtual consultations, and/or online surveys (see box on the next page)? How can you use a number of these strategies to reach as many stakeholders as possible?

○ **Consultation targets: Who will you consult with?** Can you identify key settings for prevention as a way to define the consultation process? For example, Fiji identified [13 prevention settings](#) and then set a target to consult with 2,500 diverse women, men, and youth across these settings. Can you create a list of key stakeholders to ensure these individuals are consulted within each setting? For example, local leaders, policymakers, specialist service providers, women's organisations and networks, NGOs working with marginalised communities, and researchers (see list in [Step A3](#)).

○ **Time frame and budget:** What are your time frames and budget? This will impact on who will be consulted and the consultation methods you will use. Where will the budget be allocated from? Who will monitor spending and make decisions about funding priorities?

○ **Consultation tools and materials:** What information will you share to build understanding drawing on your communications plan? For example, in Fiji, global evidence relating to each prevention setting was shared. What do you want to learn from the consultation process? Use this information to develop your consultation tools. What resources do you need to support facilitation in order to ensure a consistent approach throughout the consultation process? For example, to ensure consistency across your consultations sessions, you may wish to develop a guidebook for your facilitators and arrange training for facilitators and note-takers.

○ **Monitoring and reporting:** What will you use for data collation and analysis processes such as an information management system that can systematically gather, collate, and analyse participant information and inputs? How will you build in monitoring and reflection processes to enable facilitators, note-takers, and those involved with data collation and analysis, to provide feedback to enable processes to continually improve? How will participants in the consultation receive feedback and further information as the NAP progresses? How will you provide public updates on the outcomes of the consultation in an inclusive and transparent way?

Consultation methods: What to consider

IN-PERSON CONSULTATIONS (these can include group discussions, small in-depth sessions, or whole-day workshops)

- Can you use traditional processes which are indigenous to your local context (see Fiji examples on the next page)
- Have you allocated budget for travel to communities for facilitators and logistical support to arrange dates and venues?
- Have you allowed time for travel delays?
- Have you provided detailed guidance to facilitators so that consultations are consistent across locations, including ethical considerations and accessible language?
- How will the information gathered from consultation processes be recorded, stored, and analysed? How will paper records be kept secure and returned to a central location for analysis? Is there a need to allocate budget for e-tablets so that data can be gathered and uploaded remotely and more efficiently?
- How will communications material be transported to various locations, and what materials will work best in each location?
- What language(s) will the consultation be held in and are interpreters required?

VIRTUAL CONSULTATIONS

- Will stakeholders have access to technology to be able to participate?
- What digital platforms are easy to use and will facilitate the most participation?
- How can consultation tools be adapted so that they are appropriate for online platforms and support facilitators with digital facilitation techniques?

- Have language and other accessibility requirements for the digital space been met?
- Have you considered this approach may exclude rural and indigenous women and groups who are less likely to have access to the internet?

ONLINE SURVEY (should be anonymous and confidential)

- How will you publicise the survey to ensure a high response rate?
- Will stakeholders have access to technology to be able to participate? If not, consider providing access to tablets or laptops in specific communities or locations for community members to complete the survey.
- Have you included information on how respondents can access support from local specialist support services, as well as contact details, should they wish to know more about the survey or the NAP development process?
- How will you analyse the survey data and allow sufficient time for this?

Consultation is important, not only in the development of priorities for the NAP, but also to check that the content will work for everyone. In Peru, focus groups were held with technical experts, practitioners, and those without prevention experience to check the contents would work for all.

Fiji provided a [progress update on the consultation process](#) as it was underway, sharing the numbers of people consulted and the settings reached. This is a great way to maintain momentum and celebrate progress.



PROMISING PRACTICE

Using traditional processes

Using the local language and traditional processes that are indigenous to your country can bring people together and foster stronger local ownership. A unique feature of the Fiji NAP development process was the inclusion of a national *talanoa*, a comprehensive consultation and national dialogue designed to gain input from as many Fijians as possible. In the iTaukei language, *talanoa* means to hold a conversation in an inclusive, receptive space. It is a traditional method for discussing complex issues and can be a forum to solve differences in Fiji. See the [Fijian NAP 2023-2028](#) for more details about the national talanoa and consultation process.

Listening sessions

As part of the NAP development process, the US government organised a series of listening sessions. These included sessions with key domestic organisations, as well as sessions to learn from experiences of other countries. Recommendations were collated and trends identified, and a civil society forum was also organised to report back to US government officials. These sessions informed the vision, guiding principles, and the pillars of the US NAP.

Virtual consultations

Our adaptations in response to the COVID-19 global pandemic demonstrated the potential of virtual communications. Examine a combination of different forms of communication, to increase reach when planning consultations. In Peru, consultation on the national framework was limited to online forums instead of the planned face-to-face processes due to the pandemic. Interestingly, this strengthened these virtual modes of communication and ultimately extended the reach of the consultations, as more people could participate online compared to in-person.

Facilitator guide

In Fiji, a comprehensive consultation guidebook was developed for Fiji NAP facilitators. The guidebook includes: guiding principles and approaches; session guides with accompanying PowerPoints, facilitation notes, and speaking notes that can be adapted for different audiences; guidance for logistics and setting up the consultation to ensure inclusion and a safe space; and setting-specific syntheses of global evidence on strategies that prevent VAWG.

SAFETY AND ETHICAL CONSIDERATIONS

Discussing gender inequality and issues such as the prevention of VAWG may cause distress or result in someone disclosing their own experiences of violence.

During these consultation sessions, it is essential that trauma-informed care is available for people who have experienced violence, and facilitators and note-takers know how to respond appropriately if someone discloses an experience of violence. One way to do this is to ensure you consistently provide information about where community members can access support, such as local service providers and national hotlines. If no local support is available, consider whether a trained support worker may need to travel with the consultation team.

If, as part of the consultation process, you are gathering personal information and seeking to utilise or publish information and input provided to you by participants, you must obtain informed consent from them to use this information publicly.

ACCESSIBILITY CONSIDERATIONS

It is important to create a consultation space which is a safe, accessible, and respectful environment for participants.

Overall:

- Can you appoint an accessibility coordinator to ensure accessibility is prioritised throughout the consultation process?
- Have you engaged with community-based organisations in each location and asked about participants' needs?
- What are the power dynamics? Will participants feel open to share? Can you group older and younger community members separately or have sex-segregated groups?

For in-person consultations:

- Is the consultation venue comfortable, welcoming, and well lit?
- Is the venue and surrounding area safe for participants?
- Have you thought about access for, and other needs of, participants with disability?
- How will you ensure information is available in the local language? Do you need interpretation support?
- Is childcare available if it is needed?
- Is the consultation methodology and facilitation appropriate for the targeted audience?
- Is the facilitator the appropriate person for the audience?
- Does the facilitator understand the context and audience for the consultation?
- What are the ethical and safety issues? How will you ensure trauma-informed in-person consultations and that the wellbeing of the survivor is paramount?

For online consultations:

- Are there any accessibility needs? How can you plan for this ahead of time such as by sending out a Google form?
- How can you keep the presentation simple? For example, can you do without any large videos that require bandwidth?
- Have you thought about other accessibility requirements, such as giving participants the option to follow your screen, follow the presentation directly, or offering screen-reader-text versions of presentations?



USEFUL RESOURCES

- The [Fiji NAP Online Survey](#) is an example of a national survey.
- [Beyond Consultations](#) is a self-assessment tool designed to support a range of actors to improve their approach in engaging with women and women's groups locally.
- For guidance on ethical considerations, see [Ethical Considerations for Research and Evaluation on Ending VAWG](#).
- [Feminist Organizing Toolkit: Planning virtual meetings](#) may also be useful.
- [Working Together: Including children in research on VAC](#) is a resource to support meaningful research initiatives with children, including consultation processes.

Step B6: Refine priority settings and actions

Now that you have tested the draft strategies and actions for each sector, as identified in [Step B3](#), it is time to reflect on and refine these as needed.

It is useful to check whether the draft actions respond to the priority settings, and the needs and experiences of the priority population groups identified in [Step B3](#).

You should also check if the actions address the change that is needed at each level of the socio-ecological framework – individual, relationship, community, and societal (see the introduction in [Part 3B](#)). The checklist in [C3, Step 4](#) will assist you in refining your actions.

It may also be helpful to reflect on any changes to vision, guiding principles, or definitions that may have arisen from the consultation process so that these can be discussed and finalised prior to the drafting stage.

PRIORITISATION

It will not be possible to achieve all you want to achieve during the lifetime of a NAP – long-term transformative social change takes time.

Prioritise your strategies and, in turn, your actions. Key questions to support prioritisation include:

- What can you realistically achieve in the time frame?
- What is your starting point? If government departments are new to prevention you will need to include actions to support technical development and buy-in before implementation.
- What resources do you have? The available human and financial resources will impact on what you can achieve. Increasing the resourcing for prevention work across government may be a key initial strategy if you do not yet have acceptance/will and cross-government funding.
- Consider what will achieve the change that is needed in our context. What will be transformative in shifting power?



CHECKLIST

REFLECTING ON AND REFINING PRIORITY SETTINGS AND ACTIONS

- **Goal and objectives:** What is the goal and the objectives for your consultation? What is the consultation aiming to achieve?
- **Organise a meeting:** Convene a meeting with government, sector stakeholders, diverse women's organisations, and prevention experts.
- **Revisit and refine:** For each strategic focus area, revisit the draft actions and refine these based on consultation outcomes. Also revisit the NAP vision, guiding principles, and key definitions to reach agreement or note any tensions to inform the drafting process. Stakeholders, including implementing government departments, should check how their mandates, roles, and responsibilities contribute to the advancement of the agreed vision for the NAP.
- **Prioritise:** Consider whether your strategies and actions are realistic and prioritise accordingly.
- **Keep a record:** Document the discussion and outcomes so that this can inform the drafting process.

Step B7: The drafting process

This section helps with determining the process you will use to draft the NAP policy documents. The next part, [Section C](#), focuses on the content of the NAP.

As emphasised throughout this Handbook, the process of developing the NAP – including drafting and validation – is as important as the final NAP document itself. Again, the drafting process should continue to draw on the expertise, insights, and perspectives of civil society, including women’s organisations and partner organisations. It is also critical to have a whole-of-government approach – if the relevant government ministries departments do not lead the drafting of the actions and outcomes relevant to their sectors, there is unlikely to be resourcing and commitment for implementation.

It is advisable to engage with stakeholders using a feedback process and provide updates on progress. Political events or other unexpected scenarios can threaten to derail the drafting process. Your situational analysis ([Step A6](#); [Annex 4, Template 3](#)), as well as other external levers, can help with mitigating this.

If progress is stalled, you could also consider bringing members of government and civil society together, with an independent facilitator to map out the content of the NAP. This approach requires This approach requires openness from government agencies, civil society, and other actors to being guided in a facilitated process.

External levers such as third-party funding obligations, international commitments, development partners, civil society, and/or media pressure can all be useful in keeping things on track when political events threaten to derail the process.



CHECKLIST

DETERMINING THE NAP DRAFTING PROCESS

- **Roles and responsibility:** Who will have responsibility for drafting the NAP? Will other stakeholders have responsibility to support the drafting process in certain ways, such as providing information or reviewing sections? What role will the governance structures established in [Step A5](#) play?
- **Cross-government involvement:** How will you ensure that government departments with sectoral responsibilities are involved in the drafting, review, and approval of the NAP?
- **Transparency:** How will you ensure accurate integration of both the consultation findings and the evidence around preventing VAWG at the national, regional, and global level? How will you keep stakeholders informed?
- **Validation:** What participatory validation processes will you put in place for the policy document drafts? For example, written feedback, workshops, in-person dialogue, and further community consultation.



CAUTION!

Engaging independent prevention policy experts to assist with the drafting process can provide a fresh perspective, dedicated resources, and specialist expertise. However, if external consultants are contracted, ensure transparency and accountability around the work plan and provide clear opportunities for civil society to meaningfully engage. Also make certain that there is adequate buy-in and local ownership if international consultants are leading the drafting process.

Another approach is to source or recruit prevention policy expertise internal to government. This builds internal capacity that can be utilised throughout the NAP's implementation.



PROMISING PRACTICE

Feminist strategies of collaboration

Other NAP development processes have demonstrated the importance of informal collaboration. Examples include engaging with counterparts across ministries (off the record) to move the process forward, seeking informal advice and support, and informal 'behind-the-scenes' engagement between civil society and advisory mechanisms to influence the NAP development and drafting process.



PROMISING PRACTICE

Models for drafting NAPs

A prevention policy expert was engaged to play a dedicated role in drafting the Fiji NAP, with rounds of revision and participatory processes with the Secretariat and technical working group throughout each step.

For the development of Australia's National Plan, an Australian-based global feminist agency was engaged to lead the drafting of the national plan, with support from the DSS. Various government departments were involved in drafting sections of the national plan related to their mandates. Drafting revisions were made on the basis of feedback from federal ministers, state and territory representatives, advisory groups, and public consultation.

External specialist international consultants were used as a means of providing international learning and expertise to the government drafting team in Peru.

An interim steering committee including government, civil society, researchers, academics, and international organisations, including UN Women and UNICEF, played a key role in the drafting of the NSP in South Africa. A consultant was engaged to facilitate and drive the coordination and writing process.



C) Content: What should be included in the NAP?

This section sets out some elements that you may consider including in your NAP. Each NAP will be different and what you include will be determined by consultation findings, previous policy documents, and your context.

C1: Framing your NAP

C2: Shared understanding of prevention

C3: Key strategies and actions to prevent VAWG

C4: Elements to support implementation

Before you begin – the importance of taking an intersectional approach.

The ‘leave no one behind’ (LNOB) principle, which is central to the SDGs, requires countries to end discrimination and reduce the inequalities and vulnerabilities that leave people behind. This commitment means your NAP should take an intersectional approach to addressing VAWG.

An intersectional approach is a lens for seeing the way in which various forms of inequality often operate together and exacerbate each other.²¹ It recognises that violence and gender inequality exist in relation to multiple and intersecting structural forms of discrimination, such as racism; ableism; homo-, bi-, and transphobia; ageism; and class discrimination.

This means that women will have different experiences of violence and that the probability of experiencing violence (or particular forms of violence) is higher for some women. This is “because of the intersections between the social, political, and economic processes of gender inequality and other forms of systemic and structural inequality.”²² For example, Australia’s National Plan to End VAWC 2022–32 recognises that sexism and ableism intersect and compound to drive high levels of violence, and particular forms of violence, against women and girls with disability.²³

Your NAP should address intersectional inequality through the development of specialised or tailored strategies or even standalone action plans. The checklist and example in the box on the next page contain some ideas on how to do this.

²¹ Steinmetz, K. (2020). [“She Coined the Term ‘Intersectionality’ over 30 Years Ago. Here’s What It Means to Her Today.”](#) Time. 20 February 2020.

²² Our Watch. (2021). [Change the Story. A Shared Framework for the Primary Prevention of VAW in Australia](#) (second edition). Melbourne: Our Watch; DSS, Commonwealth of Australia. (2022). National Plan to End VAWC 2022–2032: Ending GBV in one generation. Canberra: Commonwealth of Australia, p.72.

²³ Australian Bureau of Statistics (ABS). (2021). [Disability and Violence – In Focus: Crime and justice statistics](#). ABS website, cited in: DSS, Commonwealth of Australia. (2022). [National Plan to End VAWC 2022–2032: Ending GBV in one generation](#). Canberra: Commonwealth of Australia, p.43.



CHECKLIST

APPLYING AN INTERSECTIONAL LENS TO YOUR NAP

- **Shared understanding:** Ensure your country's shared understanding of VAWG is informed by the experiences and structural barriers faced by indigenous women;²⁴ women with disabilities; older women; adolescent girls; young women; and lesbian, bisexual, and trans women.
- **NAP development process:** Ensure the processes to develop the NAP reflect diversity and are culturally safe.
- **Strategies and actions:** Strategies and actions should address not only gender inequality, but also discrimination based on other identity characteristics. Integrate the NAP with other relevant strategies such as your national disability strategy and LGBTQIA+ strategy.
- **Inclusive terminology:** Use definitions of violence against women, children, and LGBTQIA+ people that are inclusive of the diversity of all intersectional groups.
- **Data collection and disaggregation:** Expand data collection and data disaggregation efforts to include demographics such as gender identity, sexuality, disability, ethnicity, visa and residency status, language barriers, and age.



PROMISING PRACTICE

Creating targeted action plans

In the latest iteration of its NAP, Australia has developed and launched an [Aboriginal and Torres Strait Islander Action Plan 2023-2025](#) in recognition of the disproportionately high rates of family, domestic and sexual violence that Aboriginal and Torres Strait Islander women experience.

This targeted action plan was developed in partnership with the Aboriginal and Torres Strait Islander Advisory Council on family, domestic and sexual violence.



USEFUL RESOURCES

- Kimberlé Crenshaw [explains intersectionality](#).
- This [UN Women](#) paper looks at the value of intersectionality in understanding VAWG.
- The Equality Institute has developed this [video explainer on intersectionality](#).
- Australia's [National Plan to End VAWC 2022-32](#) includes an infographic explaining intersectionality (page 76).

²⁴ Fotheringham, S. Wells, L. and Goulet, S. (2021). "Strengthening the Circle: An international review of government domestic violence prevention plans and inclusion of indigenous peoples." *Violence Against Women*, 27(3-4), pp.425-446.

C1: Framing your NAP

There are several key elements to consider when framing your NAP, and working through these corroboratively can set the foundations for a NAP that is nationally owned and supported by diverse stakeholders. Elements to consider include:

1. Duration, scope, and title;
2. Terminology;
3. Vision statement and guiding principles;
4. Reference to international and regional commitments to prevent VAWG;
5. Situating your NAP in relation to other national and subnational policy frameworks and legislation;
6. An overview of the participatory process used to develop the NAP.



PROMISING PRACTICE

One way to maintain momentum if your NAP covers a longer time frame is to develop a number of implementation plans during that period. For example, the first [Australian National Plan to Reduce VAWC 2010–2022](#) was delivered through a series of four three-year action plans building on each other over time. The second [Australian National Plan to End VAWC 2022–2032](#) will be implemented through two five-year action plans.

1: Duration, scope of title of NAP

Discussions around the scope and time frame for the NAP should begin with stakeholders as early as possible. This can ensure that your vision and strategies align with what is achievable over that time period.

The issues that may be contentious when defining the scope of the NAP will be different in every context. Diverse women's organisations and prevention experts, in close consultation with relevant government departments, will be able to provide guidance on what these issues may be, as well as evidence-based approaches and best practice centred on human rights.

WHAT IS THE TIME FRAME FOR THE NAP?

Many NAPs tend to be five or ten years in duration, but this will depend on your policy context and what your NAP is aiming to achieve.

Violence against women and children can be a difficult and triggering topic. A document, such as a NAP on VAWG, could bring up strong feelings for some readers or be (re)traumatising for those who have lived experience of violence. It is helpful to include information and contact details for local VAWG support services somewhere in the beginning of the NAP document.

Key questions:

- What is the time frame for your NAP?
- Will your NAP be supported by shorter implementation plans?
- How does the time frame for your NAP align with the time frames for other national policy development processes and existing policy frameworks and commitments?
- Have you considered the timing of parliamentary approval processes, budgetary processes, and the length of the parliamentary term?

WHAT FORMS OF VIOLENCE WILL YOUR NAP PRIORITISE?

Identifying the focus of your NAP from the outset is critical, as it will influence how key terms are defined and what evidence base is used. Below are some key questions, together with examples from other countries.

Key questions:

- Will your NAP use the language of VAWG and/or GBV? How will you define these terms?
- Are there any forms of violence which your NAP will specifically prioritise given your context and data on the prevalence of different forms of VAWG?
- How will your NAP approach GBV against children (see the next page)?
- How will your NAP relate to other existing frameworks focused on violence (such as those relating to VAC; response systems; and women, peace, and security)?

Australia's [National Plan to End VAWC 2022–32](#) explicitly includes LGBTIQ+ people and children as part of Australia's commitment to ending all forms of GBV. It uses the language of 'violence against women' recognising that "women make up the overwhelming majority of victims of gender-based violence."²⁵ It also uses the language of 'gender-based violence' to acknowledge that LGBTQIA+ communities, sexually and gender diverse people, and intersex people are also impacted by violence with the same gendered drivers. The plan also acknowledges children as victims/survivors of GBV in their own right and targets actions towards preventing and addressing VAC.

South Africa's [National Strategic Plan on GBVF](#) focuses on all forms of GBVF directed at all women, children, and LGBTQIA+ persons, "with a specific focus on violence against ALL women (across age, physical location, disability, sexual orientation, sexual and gender identity, nationality, and other diversities) and VAC and how these serve to reinforce each other".²⁶ The plan contains a list of target groups and also specifically draws attention to femicide through its title and focus, given the high incidence of femicide in South Africa.

²⁵ Department of Social Services, Commonwealth of Australia. (2022). [National Plan to End VAWC 2022–2032: Ending GBV in one generation](#). Canberra: Commonwealth of Australia, page 35.

²⁶ Interim Steering Committee, Department of Women, Youth and Persons with Disabilities, Government of South Africa. (2020). [National Strategic Plan on Gender-Based Violence and Femicide \(GBVF\)](#). Pretoria: Government of South Africa, p.38.

Violence against children (VAC)

Evidence shows there are some overlaps in risk factors between VAWG and VAC, and also demonstrates the role that childhood trauma plays in driving perpetration of VAW in adulthood.²⁷ It therefore makes sense to consider strategies that can reduce VAC, such as gender-responsive parenting, as part of efforts to prevent VAWG.

Many countries will have in place a national strategy or action plan to respond to and prevent VAC. It is crucial to think about how the VAWG NAP will support and align with any existing commitments to address VAC, which may also play a role in preventing VAWG, such as frameworks for protecting children and for preventing and responding to child sexual abuse.

Some NAPs to prevent VAWG have decided to include children as victims/survivors of GBV in their own right, and to include targeted actions towards preventing VAC. This recognises that strategies, such as access to age-appropriate respectful relationships and consent education and support for recovery from childhood trauma, are important for preventing GBV. This approach also considers the impact of family violence on children's mental health, wellbeing, and security.²⁸

However, it is essential that if the decision is made to specifically include children in your NAP to prevent VAWG, that it does not detract from national policies focused specifically on VAC.

You can find evidence, research, and data critical to ending VAW on the [End VAC Knowledge Platform](#).

The [INSPIRE](#) framework includes seven strategies for ending VAC.

²⁷ Guedes, A. Bott, S. Garcia-Moreno, C. and Colombini, M. (2016). "Bridging the Gaps: A global review of intersections of VAW and VAC." *Global Health Action*, 9, p.1; Bott, S. et al. (2021). "Gender Dimensions of Violence Against Children and Adolescents". Strategy Paper, New York: UNICEF; Gennari, F. and Guedes, A. (2021). *Ending VAWC in Asia and the Pacific: Opportunities and challenges for collaborative and integrative approaches*. Bangkok: UNICEF, UNFPA, and UN Women.

²⁸ Department of Social Services (DSS), Commonwealth of Australia. (2002). *National Plan to end VAWC 2022–32: Ending GBV in one generation*. Canberra: Commonwealth of Australia, p.44–45.

Violence against LGBTQIA+ people

Based on evidence and emerging practice, some NAPs are also explicitly including LGBTQIA+ people as part of national commitment to ending all forms of GBV. There is considerable crossover between the drivers of violence against LGBTQIA+ people and the drivers of VAWG, particularly regarding rigid gender norms.²⁹

Keep in mind that the inclusion of LGBTQIA+ people in the NAP to prevent VAWG does not alleviate the need for targeted standalone national and subnational policy responses to promote and protect the rights of LGBTQIA+ people. For example, see this recent [LGBTIQ+ strategy](#) developed by the Victorian Government, Australia.

It is also crucial to use inclusive language in the NAP that recognises the evidence base and the experiences of female- or woman-identifying and non-binary people (see section on terminology below).

Resources to support a strategic approach include:

- The [Pride in Prevention: Evidence guide and Guide to primary prevention of family violence experienced by LGBTIQ+ communities](#) were developed by Rainbow Health Victoria and the Victorian Government in Australia to inform primary prevention initiatives aimed at family violence experienced by LGBTQIA+ communities.

- The [Promoting and Protecting the Rights of Lesbians, Bisexual Women, Transgender and Intersex Persons report](#) draws on the diverse experiences and expertise of participants at a regional consultation in Asia and the Pacific
- [Joint UN Statement on Ending Violence and Discrimination against Lesbian, Gay, Bisexual, Transgender and Intersex People](#) demonstrates commitment on the part of UN entities and calls on governments to act.

²⁹ Carman, M. et al. (2020). [Pride in Prevention: A guide to primary prevention of family violence experienced by LGBTIQ communities](#). Melbourne: Rainbow Health Victoria.

DECIDING ON THE TITLE FOR YOUR NAP

Bring together relevant stakeholders to determine the title for your NAP can help provide clarity around its scope and focus. The questions below will help you think about the key points, while examples from other countries might provide inspiration.



PARTNERSHIPS & COORDINATION

This step works best if done in collaboration. You could start discussing the title when you first bring stakeholders together at the inception meeting (see [Step A3](#)) and test ideas as part of the consultation process.

Key questions:

- What terminology will you include in your title? For example, gender-based violence, violence against women or/and girls/children?
- Will you include a subtitle to expand on your title?
- What time frame is your NAP covering? It is a good idea to include this in the title.



LESSONS LEARNT

Using a subtitle can be a useful way of reflecting different preferences for terminology. For example, the Australian approach uses VAWC in the title and GBV in the subtitle. A subtitle can also reflect the vision for the NAP (for example, see the title used by South Africa).

EXAMPLE NAP TITLES

Country	Title
Australia	National Plan to End Violence against Women and Children 2022–2032: Ending gender-based violence in one generation
South Africa	National Strategic Plan on Gender-based violence and Femicide (2020–2030): Human Dignity and Healing, Safety, Freedom & Equality in our Lifetime
Fiji	Fiji National Action Plan to Prevent Violence Against All Women and Girls (2023–28)
Peru	The National Strategy for the Prevention of Violence against Women – Women free from violence
Cambodia	National Action Plan to Prevent Violence against Women 2019–2023

2: Terminology used in NAP

Having a shared understanding of prevention and being clear on your NAP's scope also involves discussing the terminology that best suits your national context and clearly defines terms such as VAWG and GBV.

Many NAPs include a glossary of terms listing key definitions according to context, including the multiple and intersecting forms of VAWG. This glossary should be developed collaboratively and included for feedback as part of the draft review process. It is useful to include a list of any frequently used acronyms. It is also essential to use inclusive language, such as acknowledging the use of 'woman/women' or 'man/men' also refers to female- or male-identifying people.



LESSONS LEARNT

Consider including an acknowledgment in your NAP that there is no single set of terminology that suits all stakeholders, and that no exclusion or harm is intended by the terms used in the NAP. It is also useful to clarify that the terms defined in the glossary are not intended to serve as legal definitions. For example, see Australia's [National Plan to End VAWC](#) (page 35).



USEFUL RESOURCES

- UN Women's [NAPs Handbook 2012](#) includes guidance on defining VAW as a human rights violation and linking definitions to international norms (pages 10–11).
- South Africa's [National Strategic Plan on GBV](#) includes an example of a glossary (pages 9–15).
- Australia's [National Plan to End VAWC 2022–32](#) also includes a glossary (page 126–134). The NAP also includes some national definitions of the different forms of violence (pages 37–38), which aims to ensure everyone can work from a consistent understanding.
- UN Women's [Gender Equality Glossary](#) is an online tool that provides concepts and definitions from a gender perspective.
- UN Women's searchable [GenderTerm](#) is a gender-inclusive lexicon that includes some 650 entries in Arabic, English, French, Russian, and Spanish.
- UN Women's [Gender Inclusive Language Guidelines](#) and the Victorian Government's [LGBTIQ+ Inclusive Language Guide](#) explain how to use language respectfully and inclusively.

3: NAP vision statement and guiding principles

Many countries choose to include an overall vision for their NAP. A vision statement could be drawn up alongside your guiding principles ([Step A4](#)), with initial discussions during the inception forum and refinement throughout the consultation process. The vision statement can provide a sense of local ownership and momentum, and should be ambitious and articulate the long-term structural change the NAP is trying to achieve. The vision is a commitment of engaging stakeholders to collectively prevent VAWG in a coordinated and comprehensive manner.

Fiji's [National Action Plan 2023-2028](#):

...We, Fijians, believe we have the potential as a country to create a society where violence in all its forms is eliminated; where women and girls in all their diversity are safe and free from discrimination, barriers, and backlash; and where all women and girls have the power to determine their own future.

Tanzania's [National Plan of Action to End VAWC in Tanzania 2017/18–2021/22](#):

"Tanzanian women and children live free from violence and enjoy their rights in safe communities."



PROMISING PRACTICE

Example vision statements

South Africa's [National Strategic Plan on GBVF](#): "A South Africa free from gender-based violence directed at women, children and LGBTQIA+ persons."

Australia's [National Plan to End VAWC 2022–23](#): "Australia's vision is for a country where all people are safe at home, at work, at school, in the community and online."

Cambodia's [National Action Plan to Prevent VAW 2019–2023](#) refers to the vision of the Strategic Plan for Gender Mainstreaming and Women's Empowerment (Neary Rattanak) (page 8).

The guiding principles developed at the start of the NAP process and refined through the consultation process should also be included in the NAP (see [Step A4](#)).

4: Aligning your NAP with existing international and regional commitments to prevent VAWG

Referring to your country's existing international obligations – including commitments under CEDAW, SDGs, and the Women, Peace and Security (WPS) Agenda – is a useful framing tool.

In this section, acknowledge your country's commitment to any international or regional multilateral forums or contribution to global movements such as the [Generation Equality Forum](#). The Action Coalition on GBV provides a multi-stakeholder platform for taking collective commitments at the global level to advance the prevention agenda.

If your country has ratified CEDAW, you have obligations to tackle discrimination and VAWG.³⁰ This includes promoting policies, laws, organisations, structures, and attitudes that ensure women are guaranteed the same rights as men. Your country is also required to [report periodically](#) to the CEDAW Committee on efforts to deliver on these international commitments.

In the 2030 Agenda for Sustainable Development, SDG 5 sets out to achieve gender equality and empower all women and girls. Under SDG 5, there are two targets related to preventing VAWG:

- **Target 5.2** Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.
- **Target 5.3** Eliminate all harmful practices, such as child, early and forced marriage, and female genital mutilation.

These targets require your country to report on the proportion of women and girls who have experienced physical, sexual, or psychological violence; or have undergone FGM. In addition, achieving gender equality and women's empowerment is integral to each of the 17 SDGs.³¹

The UN Security Council Resolution 1325 on WPS and related resolutions call on UN Member States to prevent GBV, including sexual violence in conflict. The UN Security Council has also [encouraged](#) national-level implementation through WPS NAPs focused on the four pillars of the resolution, including prevention. If your country has a WPS NAP, you should consider how these NAPs interlink and reinforce each other.



USEFUL RESOURCES

- [Step A2](#) of this Handbook and [Annex 3](#) provide details of the relevant international and regional frameworks relating to VAWG.
- You can find details of which treaties your country has ratified [here](#), as well as country-specific information on other human rights processes.
- You can find information on WPS NAPs [here](#).

³⁰ United Nations. (1979). [The Convention on the Elimination of All forms of Discrimination against Women](#). Geneva: UN General Assembly.

³¹ Homan, S. and Fulu, E. (2019). [Sustainable Development Goals and VAWG](#). Melbourne: The Equality Institute.

5: Situating your NAP in relation to other national and subnational policy frameworks and legislation

It is also useful to identify any related national and subnational policies. These could include existing policies, policies in development, and any reports that may provide evidence and data to support your prevention work (such as parliamentary reviews or independent inquiries). Outline how they specifically relate to the NAP – for example, do they include targets, specific population groups, or specific forms of violence?

As part of your initial engagement with stakeholders across government and in civil society, you can begin to map these policy frameworks. These may focus on:

- Health
- Education
- WPS
- Disability
- Older people
- Children
- Indigenous people
- Online safety
- Social protection and insurance
- Economic development and recovery
- Climate change
- Disaster risk reduction, preparedness, response, and recovery
- Workplace safety



LESSONS LEARNT

Australia's [National Plan to End VAWC 2022–32](#) includes a useful infographic that illustrates the plan's relationship to other national frameworks, policies, and reports (Page 98).

6: An overview of the participatory process used to develop the NAP

Including a short overview of the participatory process used to develop your NAP demonstrates to stakeholders that the NAP is a nationally owned document shaped by community priorities. You may wish to include details of the scope of your consultation process, an outline of governance mechanisms, and details of any communication resources.



LESSONS LEARNT

South Africa's [National Strategic Plan on GBVF](#) includes an infographic (page 20) to illustrate the development process, as well as an overview of how the plan was developed (page 38). Australia's [National Plan to End VAWC 2022–32](#) includes a description of the consultation process (page 23).

C2: Shared understanding of prevention

As building a shared national understanding of prevention is an ongoing process, it is useful to also include an explanation of it in the NAP.

Using evidence and data, demonstrate how the gendered drivers of VAWG operate and are expressed in your country, and what additional drivers may be most relevant in your context and make VAWG more likely to occur. It is also helpful to make the case as to 'why' investing in prevention matters (see [Part 2](#)).

You may find it useful to look back at the key messages developed as part of your communications plan ([Step B4](#)). Including these key messages, such as why a NAP is needed in your context and what prevention is and why it is important, can provide a 'common language' and useful advocacy tool for policymakers. Alongside the launch of the NAP, other communications materials could be prepared, which reiterate these key messages.



LESSONS LEARNT

Fiji produced a visual to explain the root causes of VAWG in Fiji and the contributing factors. This was used in various communications as a tool to explain prevention in an accessible way.



USEFUL RESOURCES

- South Africa's [National Strategic Plan on GBVF](#) contains a background chapter including a situational analysis of GBV and femicide in South Africa (from page 24).
- Australia's [National Plan to End VAWC 2022–32](#) features an infographic detailing the current VAWG landscape including key statistics (page 17), as well as a visual depicting the gendered drivers of VAWG and reinforcing factors (page 34).
- [Fiji's National Action Plan](#) includes visuals explaining the root causes of VAWG in Fiji and the transformative action needed to prevent violence against women and girls (see pages 15 and 26).
- Cambodia's [National Action Plan to Prevent VAW 2019–23](#) includes a situational analysis drawing on recent research (from page 3).

C3: Key strategies and actions to prevent VAWG

This section provides guidance, using ideas and examples, to assist you with outlining the key strategies and actions needed to address the factors that cause and contribute to VAWG in your country. Ultimately, your strategic approach will be specific to your country context, and will be discussed and developed during your consultation process.

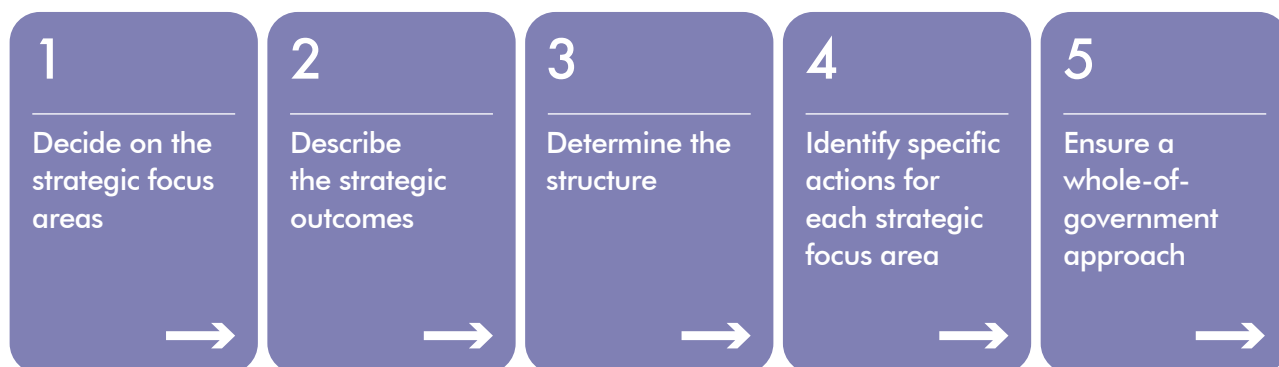
Part 2 of this Handbook, which includes an explanation of prevention, and [Annex 2](#) which is a bibliography of the evidence base on effective prevention, are useful resources here.



PARTNERSHIPS & COORDINATION

If violence prevention initiatives are to have a sustained and powerful impact, they need to keep the expressed priorities of women, particularly those facing intersecting discriminations, at the centre. This is crucial for the development of guiding principles (see [Part 3, C1](#)).

The following five steps can assist in developing your strategies and actions:



Step 1: Decide on the strategic focus areas

After identifying, testing, and refining your priority actions in Part 3B, it is now time to decide on the strategic focus areas of your NAP. The checklist below is a useful starting point.



CHECKLIST

IDENTIFYING PRIORITY AREAS FOR ACTION

- **The RESPECT Framework:** Use the RESPECT Framework as a starting point and consider how the strategies might apply in your context.
- **Specific population groups and priority settings:** Taking an intersectional approach, think about specific population groups and settings in your context and what areas of strategic action may be required.
- **Different sectors:** Think about what the RESPECT strategies might look like across different government sectors ([C3, Step 5](#) and [Annex 1](#) will support you to do this).
- **Different socio-ecological levels:** Apply the different levels of the socio-ecological framework. What strategies may be required at the individual, relationship, community, and societal levels?

THE RESPECT FRAMEWORK – STRATEGIES TO PREVENT VAWG

The RESPECT Framework provides a good foundation for your strategic areas to be further explored at the national level. It is based on a global compilation of information and evidence covering a range of initiatives across diverse countries and contexts.

The RESPECT Framework sets out seven strategies, which together are part of a comprehensive, system-wide approach to preventing and responding to VAWG. These strategies intersect and interventions may fall across more than one strategy.



USEFUL RESOURCES

- The [RESPECT Framework implementation guide](#) contains a detailed summary for each of the seven strategies including guidance, promising practices, and resources.
- USAID's CARE-GBV [Foundational Elements for GBV Programming in Development section on prevention](#) includes guidance on each RESPECT strategy.

The RESPECT Framework strategies

Relationship skills strengthened	Strategies aimed at individuals or groups of women, men, or couples to improve skills in interpersonal communication, conflict management, and shared decision-making.
Environments made safe	Efforts to create safe schools, public spaces, and work environments, among others.
Empowerment of women	Both economic and social empowerment including inheritance and asset ownership, microfinance plus gender and empowerment training interventions, collective action, creating safe spaces, and mentoring to build skills in self-efficacy, assertiveness, negotiation, and self-confidence.
Services ensured	A range of services including police, legal, health, and social services provided to survivors.
Poverty reduced	Strategies targeted to women or the household whose primary aim is to alleviate poverty ranging from cash transfers, savings, microfinance loans, labour force interventions.
Child and adolescent abuse prevented	Establishing nurturing family relationships, prohibiting corporal punishment, and implementing parenting programmes as mentioned in INSPIRE: Seven strategies for preventing VAC.
Transformed attitudes, beliefs, and norms	Strategies that challenge harmful gender attitudes, beliefs, norms, and stereotypes that uphold male privilege and female subordination, that justify violence against women, and that stigmatise survivors. These may range from public campaigns, to group education, to community mobilisation efforts.

WHAT STRATEGIES SHOULD BE PRIORITISED IN YOUR CONTEXT?

Some of the factors presented in the RESPECT Framework will resonate in your context, while others will differ. Your shared national understanding of VAWG, including the identified drivers of VAWG and its risk and protective factors, can help to guide the priority strategies needed in your country.

(a) Settings and population groups

As a first step, consider the different settings and population groups in your context. Addressing VAWG must be targeted across all settings and sectors where people live, work, learn, socialise, and play in your country context.



LESSONS LEARNT

Prevention settings can include education, workplaces and corporations, sports and recreation spaces, arts, health and social services, faith-based contexts, public spaces, and the defence sector. The Fiji NAP, for example, identifies 13 settings for prevention.

Within these settings, different population groups may have different experiences. We know that women frequently experience violence simply because they are women and strategies need to address the common drivers of this violence in your country context (see [Part 3, C2](#)). However, some groups of women are more likely to experience particular forms of violence, more severe violence, or violence that is unique to specific settings.

In applying an intersectional approach (see the beginning of [Part 3C](#)), your strategies should consider the needs of particular subpopulations of women and complement other frameworks and resources targeting these population groups.

Peru has adopted the following areas of strategic focus that highlight different population groups: human rights, disability, generation/age/life course, multilevel and multidisciplinary interventions, interculturality, intersectionality, territorial considerations, intergenerational relations, ageism, and the promotion of older people's active participation in society.

(b) Different government departments

You should also think about what the RESPECT strategies might look like across different government departments, such as health, education, the media, justice, social protection, economic development and recovery, disaster risk reduction and response, and climate change. [Part 3, C3, Step 5](#) provides guidance for your NAP to achieve a whole-of-government approach.

(c) Strategies targeting different levels

To effectively and sustainably prevent VAWG, change is needed at the societal, community, interpersonal, and individual levels. You should therefore think about the different strategies that may be needed at all these levels across the different settings and population groups, to further focus your strategic prevention approach. For example, if you are considering the RESPECT strategy focused on transformed attitudes, beliefs, and norms, this could include strategies to work with individual women and men to challenge harmful attitudes and beliefs around gender and violence; strategies to challenge gender

inequality and gendered division of labour in the household; strategies which challenge norms that sustain violence and justify gender inequality at the community level; and strategies which promote social movements against violence at the societal level.

(d) Examples of strategic focus areas

Priority areas for preventing VAWG in your country context may include:

- ✓ Promotion of gender equality and positive social gender norms;
- ✓ Addressing harmful masculinities including through engaging men and boys;
- ✓ Holding perpetrators to account and addressing the underlying causes of perpetration;
- ✓ A holistic response system that supports prevention including housing, needs of remote and regional areas, and coordination;
- ✓ New and emerging forms of VAWG including technology-facilitated abuse, financial abuse, coercive control, and sexual harassment at work;
- ✓ Protecting and supporting children and young people, including healthy relationships education, and consent education;
- ✓ Meeting the needs of women with diverse experiences, such as indigenous women; migrant and refugee women; women with disability; older women; and queer, lesbian, bisexual, and trans women.

A whole-of-government multisectoral comprehensive and coordinated approach to prevention is critical as strategic focus areas employ multi-plonged interventions to prevent VAWG at different levels across different settings.



PARTNERSHIPS & COORDINATION

Strong and autonomous feminist movements advocate for progressive policies and play a role in shaping the policy agenda and demanding institutional reforms. They are essential to the sustainability of the NAP's actions and vision over time, and changes of government. Think about how your strategies will support and engage women's rights organisations, networks, and movements.

Australia's [National Plan to End VAWC 2022–32](#) contains the following strategic focus areas for prevention (page 20):

- ✓ Challenge the condoning of VAW and embed prevention activities across sectors and settings;
- ✓ Advance gender equality and promote women's independence and decision-making in public life and relationships;
- ✓ Strengthen positive, equal, and respectful relationships between all people in public and private spheres;
- ✓ Listen to Aboriginal and Torres Strait Islander voices;
- ✓ Support men and boys in developing healthy masculinities and positive, supportive relationships with their male peers;
- ✓ Harness technology in the prevention of VAWG;
- ✓ Invest in making workplaces safe and preventing sexual harassment;
- ✓ Elevate the voices of children and young people as victims/survivors in their own right.



USEFUL RESOURCES

The Prevention Collaborative has developed a [helpful brief](#) that sets out strategies to address specific factors at different levels (page 5).

Step 2: Describe the strategic outcomes

For each of your strategic focus areas, describe the outcome – that is, the change you are hoping to achieve. This will assist in focusing your actions and is a useful first step in developing your monitoring framework.

Looking at strategies and outcomes together makes sense. There is no point in thinking of a good outcome if you cannot achieve it, nor of adopting a strategy if success will not contribute towards preventing VAWG in your country.

You will find some example outcomes from different countries below.

South Africa

PILLAR	STRATEGIC FOCUS AREAS	OUTCOME
Prevention and restoration of social fabric	Strengthen the delivery capacity of South Africa to roll out effective prevention programmes.	South Africa has made considerable progress in rebuilding/reweaving the social fabric in ways where GBVF, and violence more broadly, is deemed unacceptable.
	Change behaviour and social norms that drive GBV with key groups using a variety of approaches	
	Challenge and transform toxic masculinities driving GBVF perpetration.	
	Harness approaches to prevention that facilitate integration and deepen impact.	
	Restore human dignity, and build caring and safe communities that are responsive to individual and collective trauma.	

Cambodia: Strategic area – prevention

STRATEGIC FOCUS AREAS	OUTCOMES
Coordination and cooperation	Improve coordination and cooperation at all levels, including between government ministries, institutions, development partners, service providers, civil society, and the private sector in primary prevention interventions.
Education and youth	Enhance knowledge and skills of youth and adolescents to promote and build gender equitable, non-violent relationships and to improve their attitudes, behaviours, and practices on human rights.
Family and children	Increase positive parenting knowledge, understanding, and skills among parents to build safe, gender equitable, non-violent families, and environment.
Community and workplace	Provide safe and harassment-free environment in the workplace and community.
Culture and media	Promote gender-equitable, non-violent social norms, images, and messages, and increase the capacity of the media including social media to sensitively prevent VAW.

Step 3: Determine the structure

Structuring your NAP carefully will assist in framing your actions. If you are integrating prevention into an existing NAP or developing a NAP that has a broader focus than prevention, you should include a pillar or strategic area focused on prevention. For example, South Africa's [National Strategic Plan on GBV](#) includes a pillar on 'prevention and rebuilding of social cohesion' (pillar 2 of 6, page 44), and within this pillar, there is an action to develop a comprehensive national prevention strategy.

Your NAP's structure should primarily be guided by your context, ToC/shared understanding framework, and the outcomes of your consultation process. Below are three potential structures, to ensure your NAP remains focused explicitly on prevention.

OPTION 1: LEVEL OF INTERVENTION

This structure works well if you are developing a NAP that has a broader focus than prevention and prevention is one pillar/focus area. This option involves grouping the priority areas and outcomes by level of intervention – for example, primary prevention, early intervention, response, and recovery. This approach is used in Australia's [National Plan to End VAWC 2022–32](#), with actions grouped across these four priority areas.

PRIORITY AREAS



PRIMARY PREVENTION

Whole-of-population initiatives that address the primary drivers of VAWG.



EARLY INTERVENTION

Actions to identify and support individuals and families experiencing, or at risk of, GBV.



RESPONSE

Efforts and programmes used to address existing violence.

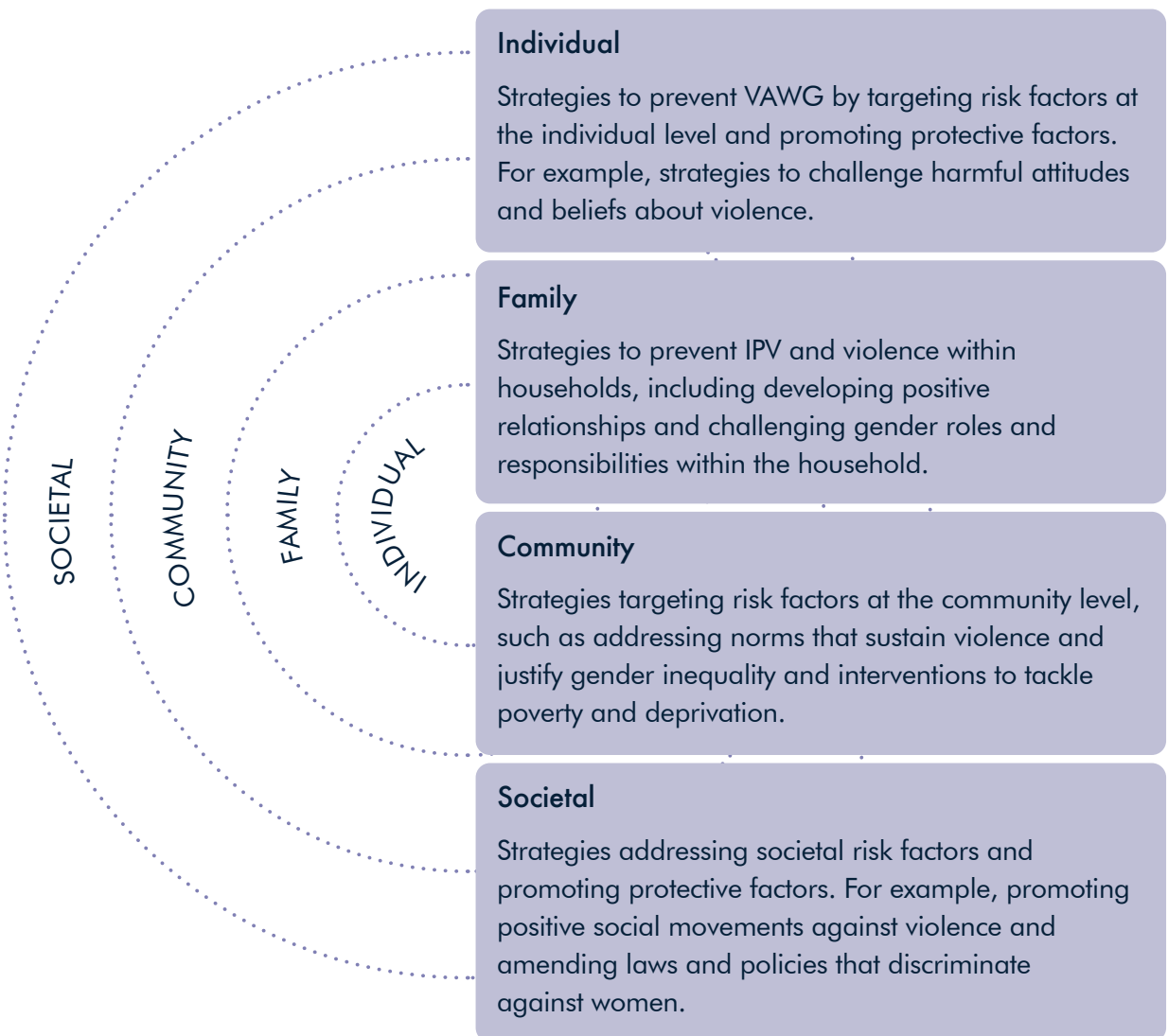


RECOVERY

Efforts to support an ongoing process that enables victims/ survivors to be safe, healthy, and resilient.

OPTION 2: LEVEL OF INFLUENCE

This structure groups the priority areas and outcomes using the socio-ecological model, at the individual, relationship (family), community, and societal levels (see [Part 2.2](#)). This is in keeping with international models and frameworks, including those used by the WHO. Strategies should respond to the specific risk and protective factors identified in your context (see the introduction to [Part 3B](#) and [Part 3, C3](#) for examples).



OPTION 3: SECTORAL

This option groups the priority areas and outcomes by sector. This structure illustrates the importance of a multisectoral response to ending VAWG.

Global evidence demonstrates that because the causes of VAWG are so complex, and the risk factors for VAWG exist across whole settings and sectors, multisectoral approaches are key to prevention. This requires strategies in different sectors to address different risk factors and to promote social norm change as well as collaboration across sectors to achieve maximum impact. The NAP provides an opportunity to coordinate efforts across sectors and to promote consistency between legislation, policy, programs, and other prevention efforts.

A sectoral approach is used in the Fiji NAP. Sectors may include:

- Education
- Workplaces
- Cultural institutions and networks
- Arts
- Sports and recreation
- Media and popular culture
- Local government
- Health
- Finance
- New technologies and cyberspace
- Justice
- Social protection
- Economic development and recovery
- Academic
- Military institutions
- Community services
- Private sector
- Faith communities
- Environmental protection

- Disaster risk reduction
- Climate change



LESSONS LEARNT

Australia's [National Plan to End VAWC 2022–32](#) includes a visual representation of the strategic approach (pages 20–21). This includes the vision, guiding principles, and strategic focus areas (termed 'domains'). Using a visual can make your strategic approach more accessible and easier to understand.

Step 4: Identify specific actions for each strategic focus area

Earlier in the process (Steps B3, B5, and B6), you developed some preliminary actions to be tested and refined as part of the consultation. Now it is time to finalise your prevention actions under each strategic area using the structure you have agreed upon.

The checklist on the next page can get you started. Refer to the NAPs referenced throughout this Handbook for examples of specific actions, which you could then adapt or build upon in your country context.

Complete this step alongside [Part 3, C3, Step 5](#), to ensure a whole-of-government approach.



PARTNERSHIPS & COORDINATION

As you are working on this section of the NAP, you should seek further advice from sector-specific experts, counterparts in other departments, and diverse women's rights organisations and networks.



PROMISING PRACTICE

Emerging issues

In your NAP, you may want to include a section on actions to address emerging issues in your context. This could include areas such as the impact of COVID-19 on women and girls, the climate crisis, technology-facilitated abuse, and coercive control. For example, Australia's [National Plan to end VAWC 2022–32](#) includes a section analysing the impacts of COVID-19 on VAWC (page 48).



CHECKLIST

IDENTIFYING ACTIONS

- Range of actions:** Have you included short-, medium-, and long-term actions? Have you included actions to support data collection, research, and build the evidence base?
- Cross-government:** Are your strategies truly cross-government (that is, does every department have dedicated actions to take)?
- Intersectional:** Are you applying an intersectional lens?
- Realistic:** Do you have the necessary resources for a particular activity? Are the time frames achievable or do you have multiple activities taking place simultaneously?
- Leadership:** Who will take the lead? Is this leadership shared and reflective of an intersectional approach?
- Risks and mitigation:** Are you considering risks and the mitigating actions that might be necessary?

EVIDENCE BUILDING

Experiences from other countries reveal a consistent tension between needing the evidence to make the case for investment in the NAP, while at the same time needing the investment to undertake the research to fill the gaps.

Actions in the NAP should aim to build this evidence base and expand the collection, analysis, and communication of data, disaggregated by sex, race, age, ethnicity, and other relevant characteristics, on the nature, prevalence and impact of all forms of VAW. This should include a broad definition of evidence that includes indigenous knowledge systems, practice-based learning, and qualitative research. It should also support independent research on emerging issues related to VAW.



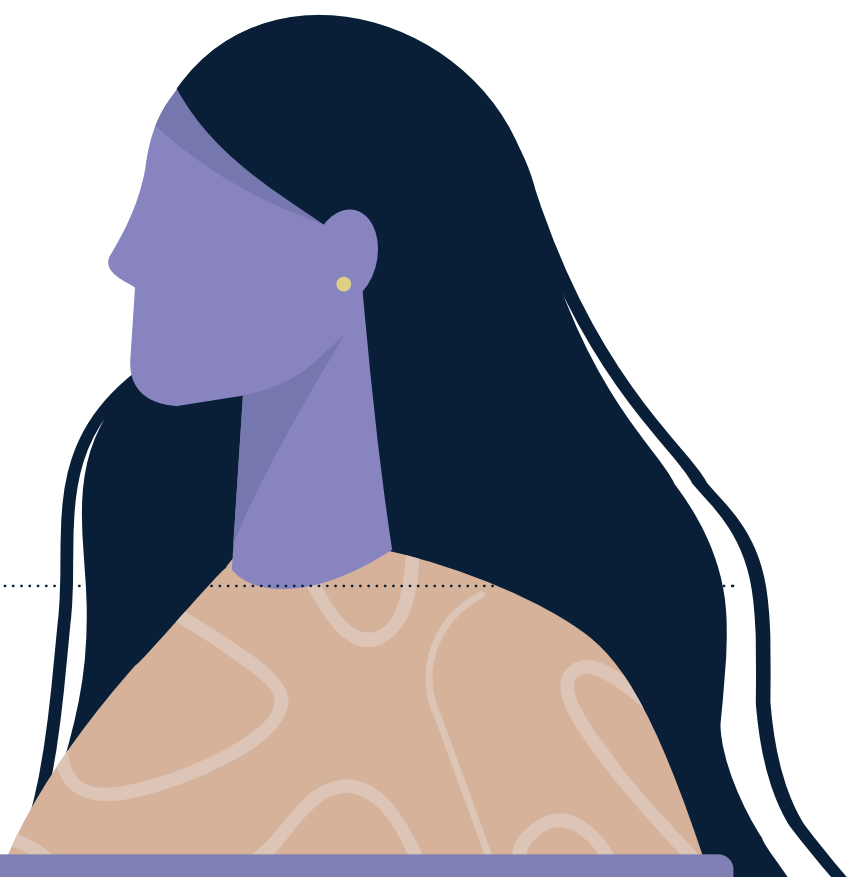
PROMISING PRACTICE

Using the NAP to create a research agenda

In Australia, the NAP is aligned with a research agenda, to identify gaps in the field and respond to these. [Australia's National Research Organisation for Women's Safety \(ANROWS\)](#) was also formed to support building and disseminating the evidence base on VAW.

Examples of strategies and actions in NAPs

COUNTRY	STRATEGY	ACTION/ACTIVITY
South Africa	Challenge and transform toxic masculinities driving GBV and femicide perpetration.	<ul style="list-style-type: none">• Commission studies to better understand how to intervene in the development of toxic masculinities in South Africa.• Design and adapt interventions that provide skills that shape new forms of positive masculinities.
South Africa	Harness approaches that facilitate integration and deepen impact.	<ul style="list-style-type: none">• Use parenting and early childhood development programmes to build non-violent and gender transformative approaches to parenting.• Integrate GBVF prevention into sexual orientation and gender identity programming and vice versa.• Integrate GBVF prevention into wider violence and crime prevention.• Integrate GBVF prevention into substance abuse interventions.• Integrate GBV prevention into sexual and reproductive health and rights, and HIV prevention interventions.



COUNTRY	STRATEGY	ACTION/ACTIVITY
Cambodia	Promote gender-equitable, non-violent social norms, images, and messages, and increase the capacity of the media, including social media, to sensitively prevent VAW.	<ul style="list-style-type: none"> • Develop a media communications strategy with common messages for both national and subnational levels to promote positive social and gender norms. • Promote increased understanding and implementation on Media Code of Conduct and conduct media monitoring. • Provide training on VAW to religious leaders and agencies. • Implement mass media campaigns to ensure awareness-raising on domestic violence laws, and rights of women to live free from violence. • Coordinate to conduct training to journalists to raise their awareness on VAW and the Media Code of Conduct for reporting on VAW. • Conduct inter-religious workshop at the national level to increase awareness and engagement of religious leaders to prevent VAW. • Provide training to relevant ministries/ technical officers on CEDAW.
Cambodia	Increase positive parenting knowledge, understanding, and skills among parents to build safe, gender equitable, non-violent families, and environment.	<ul style="list-style-type: none"> • Provide support and interventions for couples for improving their problem-solving skills in non-violent communication, conflict resolution, and life skills so they can foster gender equitable, respectful non-violence, and healthy relationships and support prevention of VAW. • Expand positive parenting strategy (all children 0–18) implementation to new target areas (with a focus on engaging men and women).

Step 5: Ensure a whole-of-government approach

No matter how you structure the strategies and actions to prevent VAWG in your country, action must be taken by each government department.

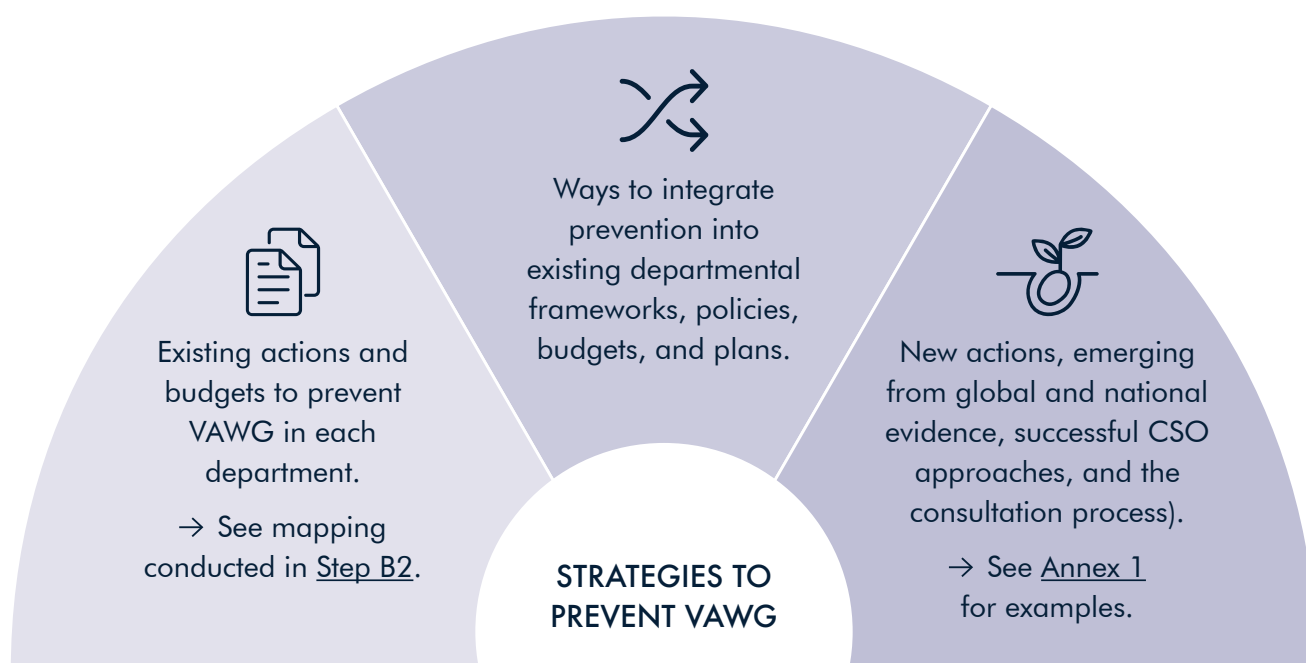
Earlier in the process you mapped existing prevention efforts by each department, as well the opportunities to link with existing frameworks, policies, and plans (see [Step B2](#)). Refer to this mapping to ensure existing prevention efforts are reflected in the NAP.

Each government department should look at:



LESSONS LEARNT

Even if you are still building readiness for a national approach to prevention, individual government departments can start to act and integrate prevention work into their existing strategies and plans. For example, sector specific prevention of VAWG strategies could be introduced.



USEFUL RESOURCES

→ [Annex 1](#) lists example actions to support prevention for a range of government departments/sectors, as well as useful resources to guide these actions. This guidance covers: education, health, transport and urban planning, communications and media, justice, treasury, labour and employment, sport, environmental protection, and social protection.

→ USAID's [Foundational Elements for GBV Programming in Development](#) includes guidance across 12 sectors including strategies for integrating GBV into sectoral programming, sector-specific approaches to prevention, and how programmes have integrated GBV.

C4: Elements to support implementation

Elements to support NAP implementation are usually included in the NAP itself. Some countries decide to also develop implementation plans to provide specific detail. For example, Australia developed four action plans to support its first NAP.



CHECKLIST

INCLUDING ELEMENTS TO SUPPORT IMPLEMENTATION

- Roles and responsibilities:** Have you clearly outlined the roles and responsibilities of each stakeholder (including across government departments)?
- Coordination:** Who will coordinate the implementation of the NAP?
- Budget:** What funding is allocated and how will you track spending against the NAP?
- Accountability:** How will stakeholders be held accountable to deliver on NAP commitments?
- Monitoring:** How will you monitor progress?
- Local stakeholder engagement:** How are you engaging with women's rights organisations and local organisations that are implementing the plan in communities?

ELEMENT 1: ROLES AND RESPONSIBILITIES

The NAP should outline the different stakeholders and their roles, responsibilities, expertise, and capacities to prevent VAWG in your country. These should include national, regional, and local governance structures; businesses; workplaces; civil society; and other institutions.

One way to do this is to use an implementation matrix, which spells out who is responsible for each action in the NAP.

Alongside determining roles and responsibilities, you may decide to prioritise certain elements of your NAP over certain time periods. For example, South Africa prioritised the first pillar of its National Strategic Plan on GBVF, which focused on accountability, during year 1.



TEMPLATES

Use Template 7 in Annex 4 as a model for creating your implementation matrix, including developing indicators to monitor progress and identifying resourcing and responsibility against each activity.



PROMISING PRACTICE

Implementation matrix

Cambodia's third National Action Plan to Prevent VAW 2019–23 includes an implementation matrix to ensure multisectoral coordination and collaboration (across institutions, private sector, and individuals) (from page 9). It clearly sets out who is responsible for implementing each action. It also includes indicators for monitoring progress. While this is a useful tool, it must be supported by budget and buy-in for effective implementation.

ELEMENT 2: GOVERNANCE AND COORDINATION

Next, determine the governance mechanism for the NAP's implementation. The group that was established to support the development of the NAP (such as a technical working group or advisory group) may continue to play a role in the implementation of the NAP or you may establish new mechanism(s).

Ideally implementation of the NAP should be led by a steering committee made up of senior government officials across all government departments and other stakeholders, including women's organisations and networks. The work of this committee should be supported by a technically expert central government unit with the mandate to drive action and oversee day-to-day tasks and coordination.

The NAP should also include provisions for strengthening national gender equality machinery to meet international good practice and support implementation of the plan.

In addition to governance of the NAP, consider who will coordinate implementation across all levels of government and other stakeholders, including monitoring and reporting on progress and spend. A centralised secretariat could be established with dedicated staff or a team of dedicated staff/focal points across departments. It should be clearly outlined how this coordination function will be resourced and how the coordination and decision-making mechanisms will work together.



CHECKLIST

GOVERNANCE AND COORDINATION OF THE NAP

- **Responsibility for implementation:** What body will be responsible to ensure action is being taken? Does this body have sufficient seniority to drive commitment and action?
- **Coordination:** Who will coordinate across government and other stakeholders to ensure joined-up action and the best use of resources?
- **Reporting:** Who will coordinate the reporting of progress?
- **Monitoring spend:** Who will monitor spend?
- **Communication:** Who will lead communications and continued national engagement with the NAP?



LESSONS LEARNT

It is crucial to resource your coordination function such as funding a secretariat role, establishing focal points, and/or ensuring dedicated staff. Experience from other NAP processes dictates that absorbing this function into existing staff time can lead to limited engagement.



PROMISING PRACTICE

Mechanisms for governance and coordination

South Africa's [National Strategic Plan on GBVF](#) sets out detailed mechanisms for governance and coordination. A permanent National Council on Gender-Based Violence and Femicide (NC GBVF), backed by legislation, has primary responsibility for driving implementation. The key roles of this council are set out in the NSP. This council is supported by an inter-ministerial committee to play a facilitation and political liaison role between the council and government, as well as an executive board (made up of seven civil society and six government members). The NC GBVF secretariat unit led by a chief executive officer provides technical and administrative support to the council. See page 58 of the NSP for a visual representation of the structure.



CAUTION!

Continue the participatory approach, which was used in the development of the NAP, throughout implementation. This might involve including representatives from diverse groups, including women's organisations and their networks, on the decision-making mechanism; having a formal space for dialogue and engagement on a regular basis; and/or working with diverse stakeholders to report on progress. Experience shows that the continued engagement of civil society with the NAP is key to successful implementation.

ELEMENT 3: RESOURCING

A clear and costed budget is crucial for NAP implementation. Also consider how spend against the NAP will be tracked. For example, one year into implementation of the South Africa's [National Strategic Plan on GBVF](#), challenges were noted in monitoring the flow of funds.

It is also crucial to strengthen resourcing for prevention work at all levels of government. Experience shows that a failure to resource and prioritise a NAP at the local, district, and provincial levels will lead to a lack of ownership and inaction. You should also consider how civil society, including diverse women's organisations, are resourced to engage with the NAP at subnational levels. In South Africa, implementation progress was noted in government departments where civil society was actively engaged at the provincial level.



PROMISING PRACTICE

Resourcing NAP activities

Annex II of the [National Plan of Action to End VAWC in Tanzania 2017/18–2021/22](#) shows detailed costings against each NAP activity (from page 53).



CHECKLIST

RESOURCING THE NAP

Resourcing for implementation of actions

- Have you included the budgetary allocation for each initiative and the source of funding?
- Is there resourcing to support action at all levels of government?
- Have you considered resourcing technical assistance from an independent organisation or individual experts to support relevant government departments to implement their actions under the NAP?
- Is there resourcing to support cross-cutting actions such as training, data collection and analysis, continued consultation, legislative and policy reviews, and learning reflection processes?

Resourcing for WROs and movement building

- How will the NAP ensure sustainable funding for women's rights organisations and movement building, and support their ongoing work?

Resourcing for monitoring, tracking, reporting and evaluation

- How will you track and report on spend against the NAP?
- Is there resourcing to support the work of decision-making, advisory, research, and monitoring mechanisms?



LESSONS LEARNT

To support the development of a clear and costed budget, a participatory costing and budgeting workshop can be a useful tool. This [manual](#) (focused on WPS NAPs) provides guidance on hosting a workshop and other costing tools. [Gender responsive budgeting](#) tools can also be effective in assessing government budgets.



CAUTION!

There are also resourcing challenges in NAPs that include actors outside of government. Decisions as to which organisations will be funded are often political and do not necessarily reflect the investment needed at the local level to implement the plan, such as funding for local women's organisations. Investment can also be uneven, such as funding disproportionately allocated to government coordination at the expense of funding for implementation at the local level.

ELEMENT 4: ACCOUNTABILITY MECHANISMS

Accountability mechanisms are critical to ensure the NAP is implemented. These can be both internal and external in nature. The WPS Agenda provides some useful ideas for holding states to account.



LESSONS LEARNT

As NAPs are approved by the government and their budgets are approved by national legislature, state legislature plays a critical role in holding governments accountable for implementing NAPs efficiently and effectively, and in line with national development plans. For example, in Peru, an ombudsman played a supervisory role and reporting function as part of the NAP development process.



PROMISING PRACTICE

Lessons drawn from NAPs on WPS

- ✓ In 2002 the UN Security Council called upon Member States to design national-level strategies to implement UNSCR 1325 on WPS. This has led to many countries developing NAPs on WPS, and the development of accountability mechanisms that can inform other NAP development processes:
- ✓ Ireland's NAP has established an independent monitoring group (with 50% representation from CSOs), which meets regularly and reports on progress.³²
- ✓ The United Kingdom has a dedicated budget allocation for external evaluations of its NAP.³³ The government is required to report annually to parliament on progress against the UK NAP. An All-Party Parliamentary Group on WPS also plays a critical accountability role.
- ✓ In Nepal, the NAP includes CSOs in the bodies that oversee implementation: the steering committee and the district committees.³⁴
- ✓ The three Dutch NAPs consistently involve civil society as implementing partners. The second and third plans explicitly name CSOs that appear on the documents as 'signatories', next to government agencies.³⁵
- ✓ An annual Security Council Debate on WPS is held each October, providing a focus on action against NAPs, as Member States report on progress.

³² Mundkur, A. and Shepherd, L.J. (2018). "Civil Society Participation in Women, Peace and Security Governance: Insights from Australia." *Security Challenges*, 14(2), pp.84–105.

³³ Ibid.

³⁴ Trojanowska, B. Lee-Koo, K. and Johnson, L. (2017–18). *National Action Plans on WPS: Eight countries in focus*. Clayton: Monash University, Gender, Peace and Security, p.105.

³⁵ Ibid, pp.93–96.

D) Monitoring: How to monitor and report on progress?

Monitoring progress is an essential component of NAP development. The greater the detail and transparency of monitoring framework, the more easily progress can be tracked and communicated. The following steps will assist you in monitoring your NAP progress.

Step D1: Decide where to situate the framework to monitor progress

Step D2: Identify who will monitor implementation

Step D3: Develop measures and indicators

Step D4: Collect data and improve data collection processes

Step D5: Report progress and ensure accountability

Step D1: Decide where to situate the framework to monitor progress

Some countries have included their monitoring frameworks within their implementation plans (see Cambodia's [National Action Plan to Prevent VAW 2019–23](#) from page 8, South Africa's [National Strategic Plan on GBVF](#) from page 63, and the [National Plan of Action to End VAWC in Tanzania 2017/18–2020/21](#) from page 39).

Other countries have produced separate monitoring frameworks. Peru developed a separate monitoring and evaluation document that was approved in February 2022 by ministerial resolution.³⁶ Australia is developing an outcomes and evaluation framework, which will include a four-tiered outcome structure, recognising the importance of action at the individual, service, system, and community levels.

Monitoring progress also enables you to document and celebrate success, which can build momentum and political commitment to NAP implementation.

Many countries have adopted national SDG plans and are collecting data against localised SDG indicators developed, including for VAWG. Your monitoring framework should align with these existing processes.

³⁶ *Women Free from Violence: Guidelines for the implementation, monitoring and evaluation of the national strategy for the prevention of gendered VAW.* A Spanish version of this document, [Lineamientos para la implementación, seguimiento y evaluación de la Estrategia Nacional de Prevención de la Violencia de género contra las Mujeres "Mujeres Libres de Violencia"](#) is available online.



CHECKLIST

DEVELOPING A NAP MONITORING FRAMEWORK

- Location:** Where will you situate your monitoring framework?
- Monitoring:** How will the progress against the NAP be independently monitored?
- Measures of progress:** Have you considered short-, medium-, and long-term measures of progress? Have you included a combination of qualitative and quantitative indicators that are specific and measurable for each of these measures? Have you specified time frames and indicators for specific actions under the NAP?
- Data collection:** What data sources are currently available, including intersectional data on VAWG? What additional data do you need to measure progress? Have you included the collection of baseline data? Is there commitment and budget allocated to ensure consistent and continued data collection and to improve data collection processes and capacity?
- Coordination:** Who will coordinate the compilation of data?
- Stakeholder engagement:** How will civil society and other stakeholders be meaningfully engaged in the design and implementation of monitoring and reporting processes? Are there opportunities for capacity development around monitoring and evaluation with different stakeholders?
- Reporting:** How will you report on progress and how often? What system will you use to facilitate multi-stakeholder reporting?

Step D2: Identify who will monitor implementation

The responsibility for monitoring the NAP's implementation should not rest solely with government departments, as assessing progress and achievements should be an independent process. While these departments will collect data to demonstrate progress or areas for improvement, diverse stakeholders, including women's organisations, should also be part of data collection and the design and implementation of the monitoring process.



LESSONS LEARNT

It is critical to establish a strong and properly resourced mechanism/entity which will monitor implementation of the NAP. This mechanism may be located within government, an independent organisation, national legislature or within an existing statutory authority. For example, in Peru, an ombudsman plays a supervisory role and reporting function. In Australia, a Domestic, Family and Sexual Violence Commission has responsibility for monitoring and reporting on the NAP. South Africa's *National Strategic Plan on GBVF* provides for a special multisectoral parliamentary committee to oversee implementation.



TEMPLATES

Use [Template 8 in Annex 4](#) to create the monitoring and reporting plan for your NAP. This template will assist you to think about not only how to monitor progress, but also the resources and staff time that are needed.

Step D3: Develop measures and indicators

Monitoring the implementation of your NAP, and showing progress, requires a series of measures and indicators that can help track changes to complex social norms, practices, and structures that cause VAWG. This section aims to support you to identify measures of change in the short, medium, and long term.

The figure on the next page sets out measures of change that can be useful to guide the development of indicators. Preventing VAWG requires change across all of these interconnected domains. Change or lack of progress in one area will impact change across others. These domains are focused on measuring change in relation to the enabling environment (short term), root causes and risk factors (medium term), and prevalence (long term).

The Equality Institute and UN Women’s publication [Making Progress in Prevention Possible](#) provides illustrative examples of indicators for each of the domains of change. Some of these example indicators may not be applicable to your national context or you may need to develop new indicators.



LESSONS LEARNT

Aim to create a balance between ambitious targets and acknowledging incremental change. Short- and medium-term indicators such as changes in risk factors, increased rates reporting, and process indicators such as prevention infrastructure, can demonstrate incremental change and therefore contribute to maintaining momentum and political will.



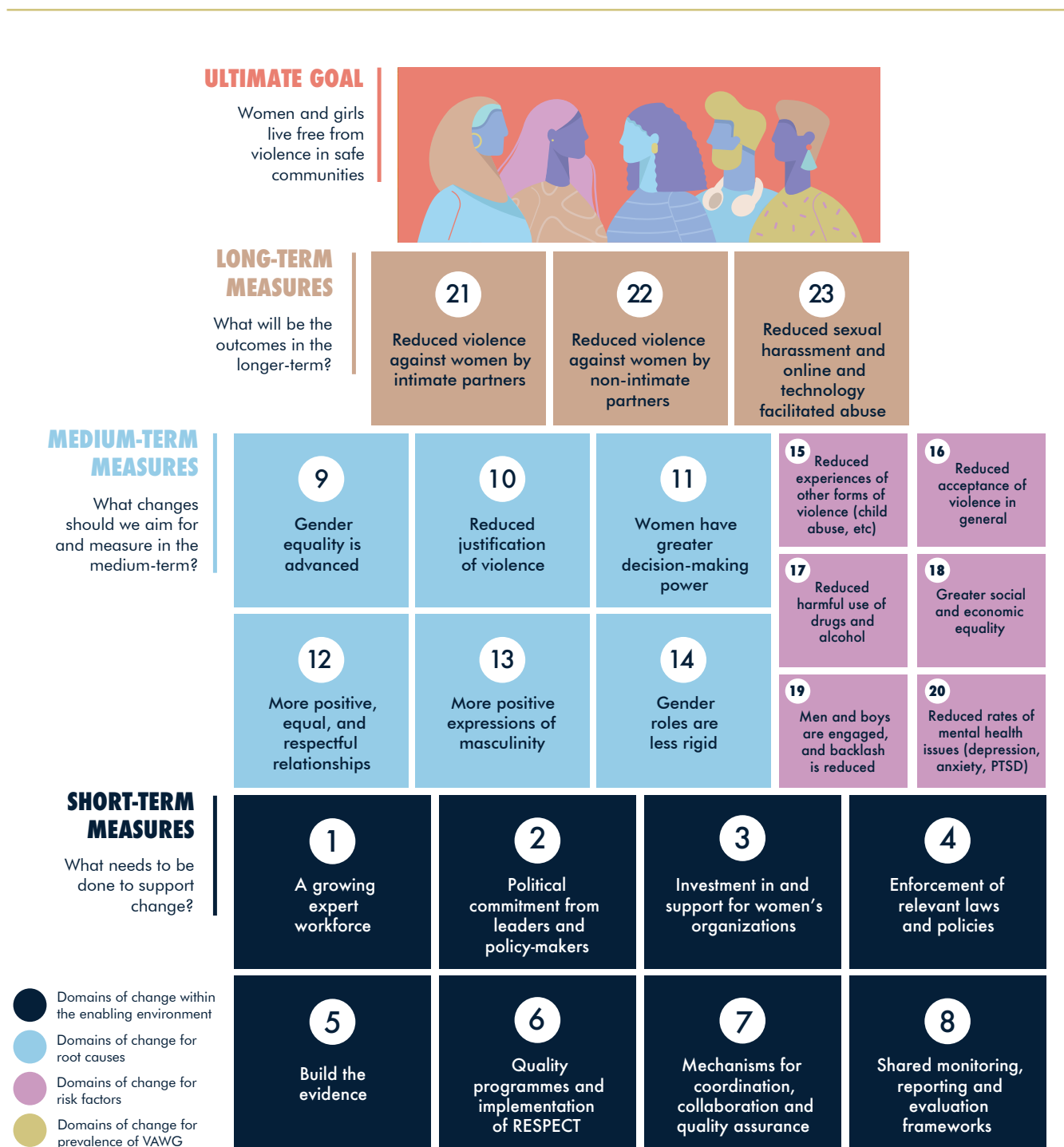
CAUTION!

Remember to distinguish between reporting rates of violence (the number of women who officially report violence to police or services) and indicators of prevalence (the number of women experiencing violence as measured through broad population surveys).

As VAWG becomes less acceptable to society, we can expect reporting rates to rise, approaching prevalence rates over the medium to long term. While prevalence rates are only expected to change in the long term, reporting rates have already shown shifts in the short term.³⁷

³⁷ Ibid, p.23.

Figure 3: Short-, medium-, and long-term measures of change³⁸



³⁸ Homan, S. and Fulu, E. (2021). *Making Progress in Prevention Possible: A monitoring framework for the prevention of VAWG in the Asia-Pacific region*. Melbourne: Equality Institute, for the UN Women Regional Office for Asia and the Pacific, p.25.

An example of the indicators to consider in relation to domains 1 and 2 are included below.

Refer to [Making Progress in Prevention Possible](#) for the full list of indicators for all 23 domains. You will find short-term indicators on pages 29–35, medium-term indicators on pages 37–42 and long-term indicators (aligned with the SDGs indicators) on pages 45–46.

The [RESPECT Framework Monitoring and Evaluation Guide](#) includes examples of indicators that could be used for each of the RESPECT strategies to prevent VAWG (pages 9–21).

You will also need to develop activity-level indicators as part of your NAP implementation plan or separate monitoring framework. You can find examples of these indicators in the implementation plans of other countries (see Cambodia’s [National Action Plan to Prevent VAW 2019–23](#) from page 8 and South Africa’s [National Strategic Plan on GBVF](#) from page 63).

Example indicators – Two domains³⁹

DOMAIN	EXAMPLE INDICATORS
Domain 1: Develop and support an expert workforce	<ol style="list-style-type: none"> 1. Prevention of VAWG workforce and organisational development is resourced and supported – financially and in-kind – by governments, workplaces, and relevant training institutions. 2. Accredited professional development and pre-service training courses are evaluated for quality and long-term impact.
Domain 2: Build political commitment from leaders and policymakers	<ol style="list-style-type: none"> 1. Public statements by political leaders, across the political spectrum and at different levels of government, commit to evidence-based and long-term action addressing the drivers of VAWG. 2. Public statements by CSOs, and public and private sector institutions commit to integrating gender equality and the prevention of VAWG into their core business. 3. Public commitments are accompanied by commensurate investment (financial and in-kind) in quality prevention strategies and initiatives (in government, non-government, and private sectors). 4. Collective activities are initiated by partnerships between women’s organisations and those working on other areas of social justice that drive an intersectional approach to prevention of VAWG.

³⁹ Homan, S. and Fulu, E. (2021). *Making Progress in Prevention Possible: A monitoring framework for the prevention of VAWG in the Asia-Pacific region*. Melbourne: Equality Institute, for the UN Women Regional Office for Asia and the Pacific, p,29-30.

Step D4: Collect data and improve data collection processes

Spending the time to set up robust monitoring and reporting processes, which account for the needs of diverse stakeholders, is critical to the successful implementation of your NAP.

Both quantitative and qualitative data should be used to measure progress and, if possible, data should be disaggregated by age, sex, socioeconomic status, disability, and urban/rural/remote location.

Data to assess the impact of prevention efforts against drivers and risk factors of VAWG in the medium term include surveys that measure social norms and attitudes towards VAWG. These surveys can provide a baseline and can then be repeated during the lifetime of the NAP. For example, the Demographic and Health Survey questionnaires include a standard indicator in relation to when a husband hitting or beating his wife is considered justified. National data collected through community attitude surveys, health surveys, or personal safety surveys are also possible data sources on attitudes towards VAWG, as well as data collected to report against the [SDGs indicators related to ending VAWG](#).

Qualitative data collection could include small-scale qualitative studies (with in-depth and key informant interviews), focus groups, case studies, and desk and literature reviews.

Qualitative data collection is particularly important for understanding complex change such as backlash or the lived experiences of women experiencing intersecting forms of inequality and discrimination.⁴⁰



PARTNERSHIPS & COORDINATION

Data should also be collected to monitor the impact of your NAP development process. Was it a participatory collaborative process? Did you include diverse and marginalised voices?

When identifying the measures to include in your NAP, think about your existing and available data sources. Then, select those that align with these existing data sources.

It is also crucial to identify measures that are important for your context, even if these are not supported by existing data. You can include a commitment in your NAP to improve the collection and consistency of data to allow you to measure progress on these issues over time. For example, Australia's [National Plan to End VAWC 2022–32](#) includes a commitment to new data collections and data development projects.⁴¹ The NAP can be a lever to build investment, knowledge, and systems to fill data gaps and increase technical capacity across government and civil society to measure change.

⁴⁰ Ibid. p.43.

⁴¹ DSS, Commonwealth of Australia. (2022). [National Plan to End Violence against Women and Children 2022–2032: Ending GBV in one generation](#). Canberra: Commonwealth of Australia, p.27.



PROMISING PRACTICE

The importance of collecting intersectional data⁴²

Large-scale datasets are rarely disaggregated by demographic and identity characteristics, leaving out the distinct and complex experiences of different groups of women and other specific population groups. Counting on Change recommends the following actions to bring an intersectional lens to tracking VAWG prevention progress at the population level:

1. Create an intersectionality advisory group.
2. Collect population group disaggregated datasets and comprehensively analyse and report on this data.
3. Highlight gaps in intersectional data.

⁴² Our Watch. (2017). Counting on Change: A guide to prevention monitoring – A guide for policy-makers, researchers, and advocates on measuring population-level progress towards the prevention of violence against women and their children in Australia. Melbourne: Our Watch, p.3; and Homan, S. and Fulu, E. (2021). Making Progress in Prevention Possible: A monitoring framework for the prevention of VAWG in the Asia-Pacific region, Melbourne: Equality Institute, for the UN Women Regional Office for Asia and the Pacific, p.23.

Step D5: Report on progress and ensure accountability

Regular reporting on the implementation and progress of the NAP is crucial for accountability, maintaining momentum, and to demonstrate the outcomes of investment. These reports should be made available to civil society and the general public. For instance, in Australia, the Domestic, Family and Sexual Violence Commission will provide an annual report to the Parliament on the NAP's implementation.

The monitoring framework should detail the schedule for monitoring and evaluation, including reporting timelines over the NAP's lifecycle. For example, Cambodia's [National Action Plan to Prevent VAW 2019–23](#) provides for an annual activity report, mid-term review, and a final evaluation.



PARTNERSHIPS & COORDINATION

There should also be time, resourcing, and space for the direct and meaningful participation of civil society and other stakeholders in the evaluation, monitoring, and reporting processes.



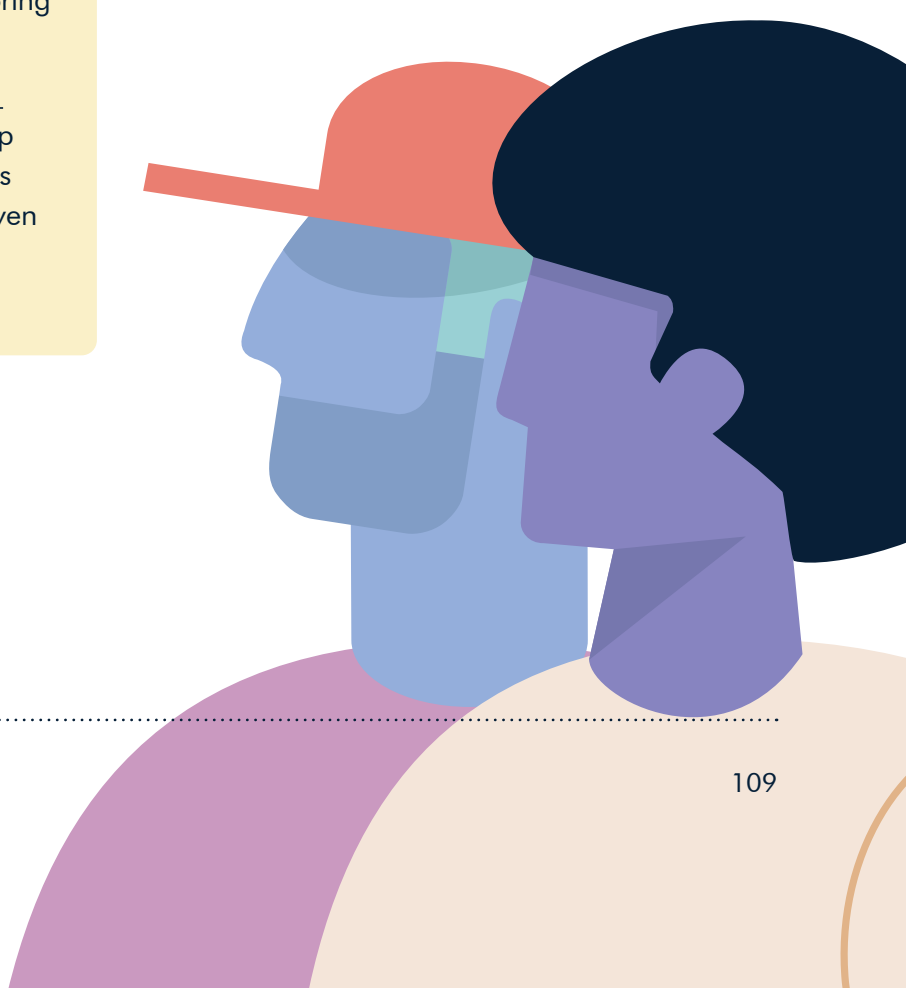
LESSONS LEARNT

Experience from other countries highlights the challenges of reporting on progress. Not all government departments have the technical capacity to report, and this will need to be addressed and resourced in the early stages of NAP implementation. It can also be difficult to facilitate reporting across multiple stakeholders. It is crucial to develop the training and tools to enable this and to consider how stakeholders will be held accountable if they do not report on progress.



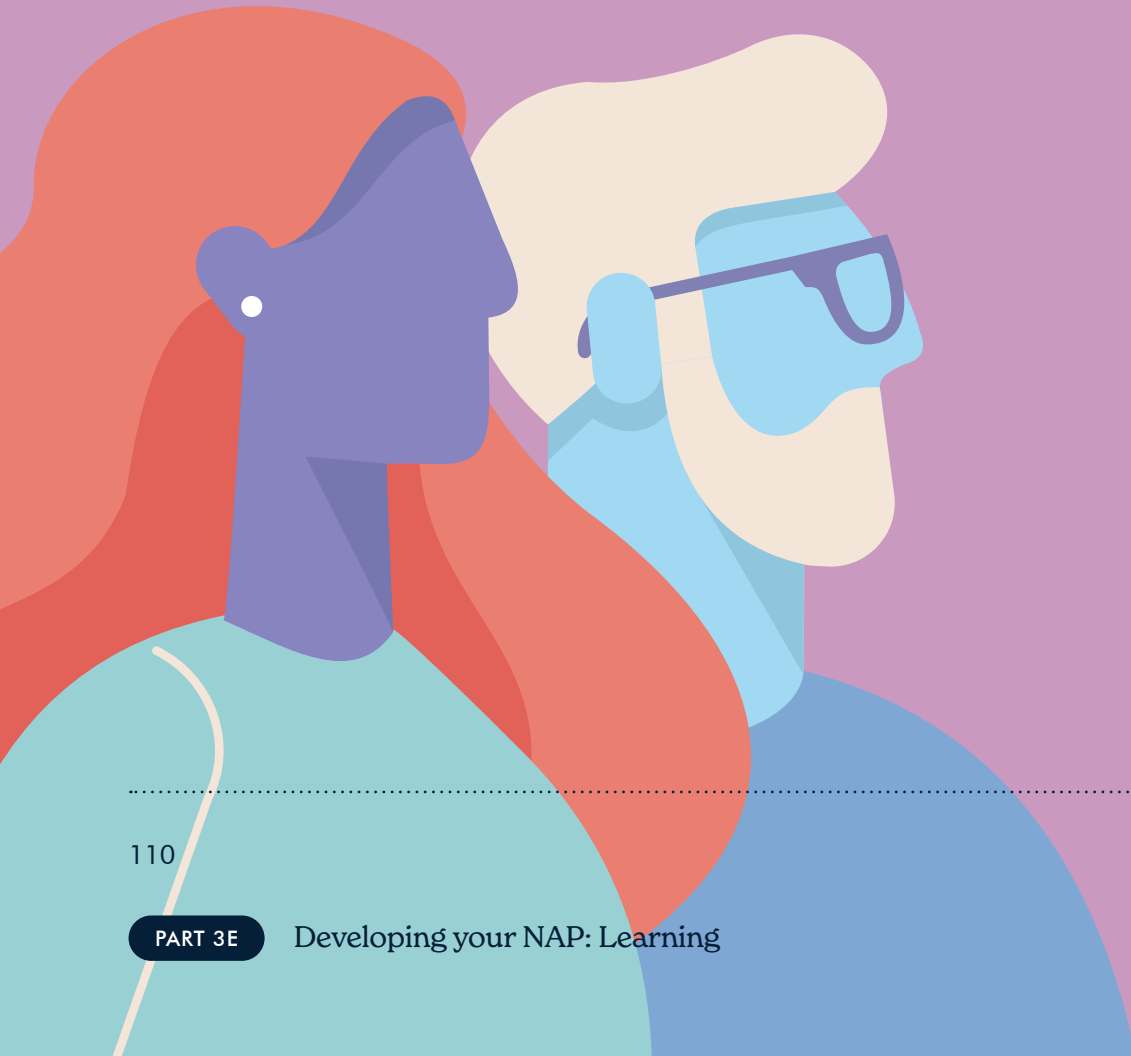
USEFUL RESOURCES

- The [RESPECT Framework Monitoring and Evaluation Guide](#) provides strategies for monitoring and evaluating programming to prevent VAWG, including evaluation design.
- [Making Progress on Prevention Possible](#) is a guide to prevention monitoring in the Asia-Pacific region that provides examples of targets and indicators.
- [Counting on Change](#) is a guide developed for the Australian context that identifies indicators of change for the specific drivers and reinforcing factors of violence identified in the first Australian national plan.
- The WHO's [Ethical and Safety Recommendations for Intervention Research on VAW](#) provides guidance on ethics and safety when researching VAWG.
- DFID's [How to Note: Guidance on monitoring and evaluation for programming on VAWG](#) describes four key stages of monitoring and evaluation for VAWG programmes.
- UNICEF's [INSPIRE Indicator Guidance and Results Framework](#) is designed to help governments and NGOs monitor progress and track change over time across the seven INSPIRE strategies.



E) Learning: How to document and share learnings?

It is vital that you use the learnings at each stage of your NAP journey to improve and adapt your plan. You may need to change activities because of a change in circumstances or your own learning.



Tools to guide after-action reflections can encourage learning and reflection after each step in the NAP development process. It is also useful to plan for specific spaces, such as reflection workshops, to explore your broader NAP strategy and approach with diverse stakeholders and the NAP decision-making mechanisms.

Establishing mechanisms to share learnings, such as a sector-specific community of practice at national or regional levels, can enable a dedicated space for sharing of experiences, lessons learned, and potential adaptation of implementation strategies.

Sharing your experiences and reflecting on what worked and what did not can also support other countries embarking on NAP development processes. For example, Fiji has produced a *How to Guide* (expected launch in late 2023) to support other countries in the Pacific with the NAP development process.

If you are a donor, consider whether you can support efforts to share learnings and develop partnerships by, for example, funding study tours or forums to exchange ideas.



PROMISING PRACTICE

Study tour

In early March 2020, the Peruvian NAP team travelled to Australia where it engaged in a study tour of the Australian whole-of-government approach to VAWG prevention. Delegates learnt about tools which would assist them to adapt experiences from Australia in their own NAP development.



USEFUL RESOURCES

→ The Global Database on VAW provides a platform for Member States to share their NAPs and other action on VAWG.

→ Consider engaging with the Gender-Based Violence Action Coalition as part of Generation Equality, to make commitments, share learnings, and advocate for change.

→ Get involved with the shared advocacy agenda for increased GBV prevention funding driven by the Accelerator for GBV Prevention.

WE WANT TO HEAR FROM YOU

UN Women and The Equality Institute want to continuously improve this resource to support NAP development. Please contact us if you have any questions or feedback on this Handbook.

Email: Admin@equalityinstitute.org



ANNEXES: SUPPORTING MATERIALS

Handbook on Multisectoral
National Action Plans to Prevent
Violence Against Women and Girls



1

ANNEXE

Supporting Materials

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Annex 1: Example actions to support VAWG prevention by department/sector

This section provides examples of actions various government departments and/or sectors can take to support prevention of VAWG. These are outlined for the following departments/sectors:

1. Education

2. Health

3. Transport and urban planning

4. Communications and media

5. Justice

6. Treasury

7. Labour and employment

8. Sport

9. Environmental protection

10. Social protection



1. Education

Example actions to support prevention

Legislation and policy

- Adopt legislation and policies on zero tolerance for all forms of VAWG, including harassment, corporal punishment, and bullying in education and education settings.
- Raise awareness among female and male students, parents, and staff about school policies, codes of conduct and procedures, existing national legislation and policy, and available support services.

School curriculum

- Review textbooks and curriculums to remove inequitable gender norms and stereotypes, and ensure that materials used in classrooms promote positive relationships between women and men.
- Integrate in the school curriculum education on gender equality and women's rights, respectful relationships between women and men, and VAWG.
- Introduce intensive VAWG prevention programmes, applying evidence-based approaches, for different year levels with specific curriculum and delivered in classrooms by trained educators, over a sustained period.
- Review teachers' training curriculum to include one specialised module on gender and VAWG.

Other actions

- Establish adequate reporting mechanisms and access to holistic support services for cases of VAWG.
- Consider design and location of facilities to create a safe education environment.

Useful resources

Country examples:

[Respectful Relationships Education, Australia.](#)

[Safe Dates, a school-based safe dating programme, USA.](#)

[Fourth 'R': Strategies for Healthy Youth Relationships, Canada.](#)

For further guidance:

Department of Foreign Affairs and Trade (DFAT)'s evidence brief [School-Based Interventions to Prevent VAWG.](#)

WHO's [School-based Violence Prevention: A practical handbook.](#)

UN Women & WHO's [RESPECT Implementation Package: Child and adolescent abuse prevented](#)

2. Health¹

Example actions to support prevention

Legislation and policy

- Integrate VAWG prevention and response in health policies, plans, programmes, and budgets.
- Advocate to adopt or reform laws and policies promoting sexual and reproductive health and rights, and gender equality.
- Designate a unit or focal point in the ministry to address VAWG.
- Improve coordination within health and with other sectors.

Service provision

- Implement protocols for providing quality care, using WHO guidelines/tools.
- Provide comprehensive healthcare services to all women and girls who have experienced violence, including in humanitarian settings.
- Improve access to services by integrating care for women experiencing violence into existing programmes and services.
- Provide quality care to survivors that is woman-centred and gender-sensitive.
- Train healthcare providers and integrate training on VAWG in pre- and in-service curriculum for all health professionals.

Data collection and research

- Include VAWG indicators and collection of disaggregated data in health information and surveillance systems.
- Conduct research to develop, evaluate, and scale up health systems interventions to prevent or reduce VAWG.

Useful resources

For further guidance:

WHO's [Resource Package for Strengthening Countries' Health Systems Response to VAW](#) contains links to all resources.

WHO's [Global Plan of Action: Health systems address VAWG](#).

UN Women & WHO's [RESPECT Implementation Package: Services ensured](#)

¹ These actions are taken from: WHO Department of Reproductive Health and Research. (2016). Global Plan of Action: Health systems address VAWG. Geneva: WHO.

3. Transport and urban planning

Example actions to support prevention

Legislation and policy

- Include a gender and VAWG component in national transport/mobility plans and programmes.
- Create guidelines for developing and implementing sustainable and gender-sensitive transport plans.
- Develop protocols or charters to create awareness and identify shared actions to address sexual harassment on public transport and in public spaces.

Program design and delivery

- Provide local governments with technical cooperation and assistance to plan, design, and maintain transport infrastructure, public spaces, and facilities that consider gender equality, inclusivity, and accessibility.
- Support consultation with women and men from all sections of the community to inform the planning and design of public spaces, transport infrastructure, and facilities.

Data collection and research

- Ensure that data are collected and analysed separately for women and girls, and men and boys, to inform decision-making.
- Utilise safety audits and technology platforms to better understand how different people experience and perceive public spaces and effectively respond to their needs and concerns.

Other actions

- Implement national communications campaigns to change attitudes towards women's safety on public transport and in public spaces.

Useful resources

Examples:

UN Women's [Safe Cities and Safe Public Spaces for Women and Girls Global Flagship Initiative: International compendium of practices](#).

UN Women's [Safe Cities and Safe Public Spaces for Women and Girls Global Flagship Initiative: Second international compendium of practices](#).

For further guidance:

UN Women & WHO's [RESPECT Implementation Package: Environments made safe](#)

ActionAid's [Making Cities and Urban Spaces Safe for Women and Girls: Safety audit participatory toolkit](#) and [UN-Habitat's Women's Safety Audit: What works and where](#).

[UN System-Wide Guidelines on Safer Cities and Human Settlements](#) includes guidance as to how national governments can support local governments.

UN Women's [Recommendations into Action Brief COVID-19: Safe cities and safe public spaces for women and girls](#).

Gender equality and transport:

[TramLab Toolkits](#)

[GET IT: Gender Equality Toolkit in Transport](#)

World Bank's [VAWG and Transport brief](#).

4. Communications and media

Example actions to support prevention

Legislation and policy

- Strengthen regulatory frameworks with regard to media, advertising imagery, texts, games, and other popular culture mediums that portray women in a discriminatory, degrading, or stereotypical way.
- Develop a cross-ministerial strategy to address VAW/GBV online and technology-facilitated VAW/GBV.
- Develop a media and communications strategy for national and subnational levels to promote positive social norms, drawing on the shared national understanding of the causes of VAWG in your country.
- Strengthen regulation to increase the participation and access of women to expression and decision-making in and through media, and more equitable and safer access to new technologies of communication.

Guidance and training

- Assess guidance that is needed in your country and draw on the detailed international guidelines and tools geared towards improving reporting on VAWG that have been developed (see resources under further guidance).
- Partner with feminist journalist networks and associations, as well as in-country women's and children's rights advocates and movements, to expand public messaging on the elimination of VAWG and to promote the uptake of guidelines and standards.
- Support training in gender- and age-sensitive reporting including providing incentives for media practitioners to attend training in improving VAWG news reporting practices.

Data collection

- Promote the use of specific indicators for more gender- and age-sensitive and survivor-centred reporting.

Mechanisms

- Establish an advisory committee or other mechanism to best guide practice of media and advertising in relation to VAWG.

Useful resources

Country examples:

[Timor-Leste's National Action Plan on GBV \(2017–2021\)](#) included the role of the media in promoting gender equality and zero tolerance towards GBV.

[Slovak Republic's National Action Plan for the Prevention and Elimination of VAW \(2014–2019\)](#) included the need to track VAW in the media and advertising based on annual monitoring, as well as training activities on tackling VAW and gender equality for professionals in the media.

For further guidance:

UN Women's [The Big Conversation: Handbook to address VAW in and through the media](#).

UNESCO's [Reporting on VAWG: A handbook for journalists](#).

UNESCO and the International Federation of Journalists' [Gender-Sensitive Indicators for Media: Framework of indicators to gauge gender sensitivity in media operations and content](#).

UNICEF, UN Women, and UNFPA's [Responsible Representation and Reporting of VAW and VAC](#) guidelines.

UN Women's [Guidelines for Gender and Conflict-Sensitive Reporting](#).

UN Women and UNICEF's ["10 Essentials for Gender and Age-Sensitive Media Reporting of VAC"](#) brief.

Example actions to support prevention

Useful resources

These actions are primarily focused on seeking justice for victims/survivors and preventing repeat experiences/perpetration of VAWG.

Legislation and policy

- Review policy and legislation to ensure consistent definitions of domestic and family violence and recognition of coercive control, financial, and other forms of non-physical abuse.
- Engage both victim-survivors and perpetrators of violence in all law reforms related to sexual, domestic and family violence, and abuse.

Guidance and training

- Ongoing mandatory education and training for all legal and justice actors who work or could work with VAWG survivors in their respective roles. This should include foundation training on how to ethically and safely respond to VAWG, but also ongoing training and learning on how to prevent VAWG.
- Develop a team of technical and content experts to tailor and deliver prevention initiatives within the justice sector, including for the courts, legal profession, and the police.

Service provision

- Coordination across government to ensure that survivors of VAW have adequate access to effective legal representation and support including access to free legal aid and representation.
- As justice systems move online, ensure access to information and services via information communications and technology for people facing VAWG.

Data collection and research

- Harmonise and centralise police, prosecution, court, and service delivery data collection and record-keeping systems.
- Establish systems to measure support, safety, and satisfaction of victims/survivors with systems and services.
- Conduct a comprehensive investigation into the ways in which different forms of VAW are dealt with in the justice system to identify obstacles to justice faced by victims/survivors and entry points for prevention strategies.

Mechanisms

- Create a specialised court system or specialised court proceedings guaranteeing timely and efficient handling of cases of VAW.
- Establish an expert advisory group, including prevention experts and survivors, to advise on emerging areas including coercive control and technology-facilitated abuse.
- Create or strengthen well-funded specialised police units and specialised prosecutor units on VAWG.

For further guidance:

United Nations Office on Drugs and Crime (UNODC)'s [Repository of Materials and Promising Practices on Crime Prevention and Criminal Justice Responses to VAW](#), by country.

UN Women's [Handbook on Gender-responsive Police Services for Women and Girls Subject to Violence](#).

UNODC's [Strengthening Crime Prevention and Criminal Justice Responses to VAW](#) report.

UN Women Virtual Knowledge Centre to end VAWG's ["Justice" module](#).

² This section draws on: United Nations Development Fund for Women. [Introductory Brief & Suggestions: Formulating national action plans \(NAPS\) to end VAWG](#).

6. Treasury

Example actions to support prevention

Resourcing priorities

- Allocate sufficient resources for NAP development, in collaboration with civil society and the NAP governance mechanisms.
- Budgets should provide expert NGOs and women's groups with direct funding.
- Urgently invest in dramatically expanding the capacity of specialist women's services and community-led responses to VAW to ensure victim/survivors of domestic and family violence have universal access to essential services.

Budgetary mechanisms

- Ensure a clear and costed budget for NAP implementation, which indicates the budgetary allocation for each initiative and the source of the funding.
- Establish channels for each department to report on spend against the NAP.
- Track and transparently report on funding from the government to programmes focused on VAWG.
- Introduce a gender budgeting process across all of the government's planned expenditure.
- Carry out a cost-benefit analysis to contrast the costs of inaction (to public budgets) in comparison to the savings that can stem from increased investments in prevention.

Useful resources

Country examples:

Annex II in the [National Plan of Action to End VAWC in Tanzania \(2017/18 – 2021/22\)](#) shows detailed costings against each NAP activity.

Further guidance:

[This global costing tool](#) is a product of the *Essential Services Package for Women and Girls Subject to Violence* developed to enable national institutions to estimate the resource requirements for a minimum package of services.

[No Money, No NAP: Manual for costing and budgeting NAPs on UNSCR 1325](#) provides guidance on hosting a costing and budgeting workshop with diverse stakeholders.

UNFPA's [Gender Responsive Budgeting in Practice: A training manual](#).

UN Women's [Addressing Violence Against Women Through Social Protection: A Review Of The Evidence](#)

7. Labour and employment

Example actions to support prevention

Legislation and policy

- Integrate VAWG prevention and response in employment-related policies, plans, programmes, and budgets.
- Review legislation to ensure domestic violence is recognised as a world of work issue and that workers have the right to support and protection in employment, including measures such as domestic violence leave and support services for victims/survivors in the workplace.
- Ensure legislation is in place to prevent and prohibit all forms of VAWG at work, including sexual harassment, and including protection for workers in non-standard forms of employment.
- Introduce regulations that require workplaces to adopt and implement a comprehensive violence and harassment prevention strategy.

Guidance and training

- Implement a code of practice for employers to effectively prevent and respond to workplace sexual harassment and supporting resources and training.
- Develop national guidelines and resources to support respectful workplace programmes and training that promote gender equality.
- Adopt measures aiming to support the implementation of legislation on violence and harassment in the workplace, such as guidance, education, and training for workplace inspectors, judges, police officers, and other public officials.

Mechanisms

- Include the presence of sexual harassment policies and procedures as a requirement for bidders in public tendering procedures.
- Maintain an online database to share knowledge of good practice sexual harassment policies, and prevention programmes.

Useful resources

Country and sub-national level examples:

[Gender Equality Act 2020](#) aims at improving workplace gender equality in the Victorian public sector, universities, and local councils.

[2021 Baseline Report](#) by Victoria's Commission for Gender Equality in the Public Sector, which summaries the current state and nature of gender equality in organisations reporting under the above act.

For further guidance:

International Labour Organization (ILO) and UN Women's [Handbook: Addressing violence and harassment against women in the world of work](#).

ILO's [Violence and Harassment at Work: A practical guide for employers](#).

Our Watch Australia's [Workplace Equality and Respect website](#) and [Employee Support website](#)

ILO, "[Domestic workers](#)" webpage.

International Training Centre, ILO's [Gender-based Violence in Global Supply Chains: Resource kit](#).

8. Sport

Example actions to support prevention

Legislation and policy

- Develop national standards and guidelines to support sporting organisations to take action to prevent VAWG.

Guidance and training

- Support professional and community sporting clubs to implement gender equality action plans and provide bystander action training to call out sexism and disrespect.

Research

- Commission research into primary prevention of VAWG through sport settings including funding programme evaluations in this area.

Other actions

- Provide grants for community sporting clubs to deliver evidence-based violence prevention initiatives.
- Implement national communications campaigns, using sport as an entry point, to address the drivers of VAWG.
- Foster partnerships and networks between sporting organisations and those whose primary work is preventing VAWG.

Useful resources

Example of national campaigns:

The [New Zealand national “Family Violence – It’s not OK” campaign](#) includes a partnership with NZ rugby clubs.

[UK campaign to end VAWG](#) partners with football and rugby clubs to [tackle VAWG](#).

For further guidance:

Our Watch Australia’s [Equality and Respect in Sport Standards report](#).

The [Equality and Respect in Sport](#) website containing videos and resources to illustrate the important role that sport can play in promoting gender equality and respect.

[A Team Effort: Preventing VAW through sport](#) is an overview of the evidence and promising practice on prevention in sport.

Victorian Government’s [Guidelines for Preventing VAW: Taking action through community sport](#).

UN Women and UNESCO’s [Tackling Violence Against Women and Girls in Sport: A Handbook for Policy Makers and Sports Practitioners](#)

9. Environmental protection

Example actions to support prevention

Useful resources

Legislation and policy

- Promote and support the meaningful participation of women and marginalised groups in national-level climate change policy including national climate change action plans, land tenure policies, and other climate change mitigation strategies.
- Ensure that effective gender-responsive environmental laws, policies, strategies, and accountability mechanisms are in place; and that gender strategies and laws in turn take environmental factors such as land rights, climate change, and control of natural resources into account.
- Partner with humanitarian and health organisations that have knowledge of and expertise in GBV to develop environmental policies and projects that help prevent violence.

For further guidance:

UN Women and International Union for Conservation of Nature (IUCN)'s [CSW66 agreed conclusions and ways forward for addressing VAWG and climate change linkages in policies, decision making and programming](#)

International Union for Conservation of Nature (IUCN) and UN Women's [Tackling VAWG in the Context of Climate Change](#), report for CSW66.

United Nations Environment Programme, UN Women, United Nations Development Programme (UNDP), and UN Department of Political and Peacebuilding Affairs (UNDPPA)/Peacebuilding Support Office (PBSO)'s [Gender, Climate and Security: Sustaining inclusive peace on the frontlines of climate change](#) report.

Data collection and research

- Invest in research to better understand how GBV is exacerbated by climate change and promising practices that can be developed, replicated, and scaled up.
- Consistently collect and analyse sex, age, and disability disaggregated data in all preparedness and response interventions.

IUCN's [Gender-based Violence and Environment Linkages: Summary for policymakers](#) aids in the understanding of interlinked issues to forge rights-based, gender-responsive interventions across environment-related contexts.

Other actions

- Establish coordination systems between disaster management, law enforcement, and health authorities to prevent and respond to VAWG.
- Apply a gendered lens to disaster management to ensure it considers and addresses gender inequality and the increased risk of VAWG following disasters.

10. Social protection

Example actions to support prevention

Legislation and policy

- Ensure national social protection strategies include specific policies or measures to prevent or respond to GBV and facilitate coordination between these strategies and the NAP.
- Legislate for the provision of paid domestic violence leave (see examples in Philippines, New Zealand, Australia, and Canada).
- Harness the innovations in crisis-response financing and use them to develop concrete proposals for increasing fiscal space available for gender-responsive social protection in the longer term.
- Extend social protection coverage to informal sector workers.

Service provision

- Ensure gender-responsive provision of social protection, public services, and infrastructure and use gender-responsive budgeting to reprioritise expenditure.
- Actively promote the meaningful participation of women and their organisations in the design and delivery of interventions.
- Support and finance risk mitigation of GBV within social protection programming and take a life course approach including protection at all life stages (e.g. adolescence, maternity, old age).
- Ensure that building adequate social housing is placed at the core of government efforts to address gendered violence, in recognition of the impact of domestic and family violence on homelessness for women and children.
- Work to break out of sectoral silos and work with GBV, child protection, humanitarian, and other stakeholders working in this area, as well as both state and non-state actors working to promote women's economic security.

Data collection and research

- Invest in research about the potential forms of social protection and the impacts on GBV in different regions and contexts, including humanitarian emergencies. An intervention that reduces GBV in one context may exacerbate or have a neutral effect in others.

Other actions

- Leverage knowledge and attention from the COVID-19 social protection response to better respond to the needs of girls and women and the drivers of GBV.

Useful resources

For further guidance:

UN Women's [Addressing violence against women through social protection: A review of the evidence](#)

Social Protection Inter-Agency Cooperation Board (SPIAC-B)'s [Resource Sheet on GBV and Social Protection](#).

Social Protection Approaches to COVID-19 Expert Advice Service (SPACE)'s [Gender and Social Protection in the COVID-19 Economic Recovery: Opportunities and challenges](#) report.

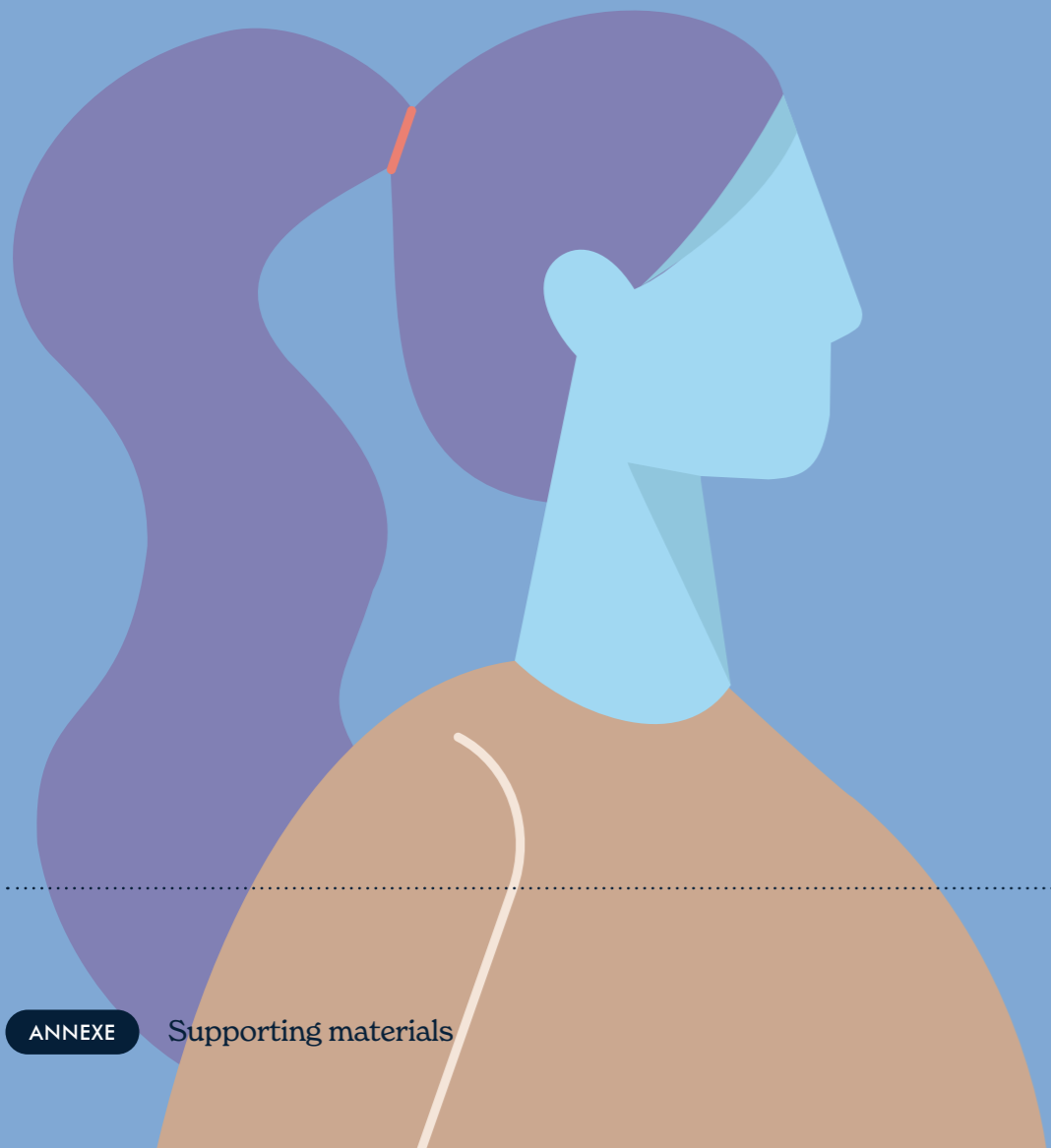
Gender and Development Network Briefing: [How Social Protection, Public Services and Infrastructure Impact Women's Rights](#).

DFAT's [COVID-19 Gender and Social Protection Guidance Note: VAWG- and gender-sensitive social protection programming](#).

World Bank Group's [Safety First: How to leverage social safety nets to prevent GBV](#) operational guidance.

Inter-Agency Standing committee (IASC)'s [Guidelines for Integrating GBV Interventions in Humanitarian Actions](#).

Annex 2: The evidence base on VAWG — Key resources



Global frameworks on VAWG and its prevention

UN Women and WHO. (2019). [Respect Framework: Preventing VAW](#).

UN Women and Social Development Direct. (2020). [RESPECT Women: Preventing VAW – Implementation package](#).

UN Women. (2015). [A Framework to Underpin Action to Prevent VAW](#). New York: UN Women.

UN Women. (2012). [Handbook for NAPs on VAW](#). New York: UN Women.

Gender Equality Forum. (2021). Gender-Based Violence Action Coalition, [Action Blueprint](#).

Frameworks and guidance on VAWG and prevention

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Annex 3: International and regional legal and policy frameworks to support VAWG prevention



International frameworks calling for VAWG NAPs

The [Beijing Declaration and Platform for Action](#) (1995), para 124(i).

[Various UN General Assembly resolutions](#), including the [first resolution in 2006](#) calling for states to establish NAPs (para 8) and the resolution on the “intensification of efforts to eliminate all forms of violence against women” adopted in 2012 that calls on states to establish “a comprehensive integrated national plan” (para 18).³

The Human Rights Council and the Commission on the Status of Women have reinforced the importance of NAPs on VAWG through various resolutions.⁴

The UN Secretary-General’s Campaign [UNiTE to End VAW](#) called on all countries to have adequately resourced NAPs as one of its five outcomes.

[The UN Commission on Human Rights Special Rapporteur on VAW](#) and its causes and consequences, has continued to advocate for and assess the implementation of NAPs as part of its mandate.

The GBV Action Coalition (formed as part of the Generation Equality Forum) has developed a specific [Action Blueprint](#) with a target in relation to multisectoral NAPs.

Regional frameworks supporting action on VAWG prevention

In the 1994 [Inter-American Convention on the Prevention, Punishment and Eradication of VAW, “Convention of Belém do Pará”](#), Article 7 calls for state parties to agree to pursue policies to prevent VAW. Article 8 sets out specific prevention measures and programmes for states to undertake.

In the 2003 [Protocol to the African Charter on Human and Peoples’ Rights on the Rights of Women in Africa](#), Article 4 requires state parties to “take appropriate and effective measures to adopt such other legislative, administrative, social and economic measures as may be necessary to ensure the prevention, punishment and eradication of all forms of violence against women”.⁵

African Union’s [Agenda 2063: The Africa We Want](#) commits to eliminating all forms of VAWG by 2063.

In Council of Europe’s 2011 [Istanbul Convention Action against VAW and Domestic Violence](#), Chapter III is focused on prevention, with Article 12 outlining that parties should take all necessary legislative and other measures to prevent VAW.

[Declaration on the Elimination of VAW in the ASEAN Region](#), 2012, with para 1.2 promoting an integrated and holistic approach to eliminating VAW.

³ Resolution 61/143 of 19 December 2006 (A/RES/61/143) and Resolution 67/144 of 20 December 2012 (A/RES/67/144). See also Resolution 63/155, para 16(a), (f), and (g); and Resolution 65/187, para 16.

⁴ For example, see the 2013 Commission on the Status of Women Agreed Conclusions resolution para 34A(k); Commission on the Status of Women Resolution 54/7 of 2010, paras 8 and 17; and Resolution 51/2 of 2007. See also Former Commission on Human Rights resolution 2005/41 of 2005 on elimination of VAW, para 17(l); resolution 2003/45 of 2003.

⁵ African Union. (2003). [Protocol to the African Charter on Human and Peoples’ Rights on the Rights of Women in Africa](#). Lome: African Union.

International frameworks supporting action on VAWG prevention

Though not explicitly mentioned in [CEDAW](#), in its interpretation the Committee clarifies that VAW is a “human rights violation” that is “prohibited under international law”.⁶

[CEDAW Committee general recommendations No. 19 \(1992\) and No. 35 \(2017\)](#) provide detailed recommendations, including on prevention (see pg 13).

[Targets 5.2 and 5.3 of SGDs](#), including indicators 5.2.1, 5.2.2, 5.3.1, and 5.3.2.

[Beijing Declaration Platform for Action \(1995\)](#), strategic objectives D1, D2, and D3.

[Declaration on the Elimination of VAW, 1993](#).

[The Vienna Declaration and Platform for Action, 1993](#), para 38.

[UN Security Council Resolutions 1325, 1820, 1888, 1889, 1960, 2106, 2122, and 2242](#), which aim to ensure women’s participation in peacebuilding processes and reduction of VAWG in conflict situations.

The UN Human Rights Council adopted a [resolution on accelerating efforts to eliminate all forms of VAW](#) in 2012.

In 2020, at the 64th session of the Commission on the Status of Women, [leaders pledged to ramp up efforts to fully implement the Beijing Declaration and Platform for Action](#), including ending all forms of VAWG.

⁶ See for example, UN Office of the High Commissioner for Human Rights. (2022). [Statement by Regional and International Experts, “Using the international and regional legal framework to stop all forms of violence against women and girls”](#), 8 March 2022, Geneva.

Annex 4: Templates to support NAP development

1. Terms of reference (ToR) for governance mechanism
2. Development plan
3. Scenario planning
4. Risk matrix
5. Consultation plan
6. Mapping existing prevention work
7. Implementation matrix
8. Monitoring and reporting plan



Template 1: Terms of reference (ToR) for governance mechanism

This template assists in creating a ToR for your governance mechanism. Please refer to **STEP A5** (in Part 3 of the Handbook) for more guidance.

HOW TO USE THIS TEMPLATE: This template can be used to guide discussion about governance mechanisms during your inception meeting with stakeholders. Then, building on this discussion it can be used to develop the ToR. Schedule a meeting with government staff leading the preliminary stages of NAP development and members of civil society, to quickly and effectively complete the template as a group.

HOW THIS TEMPLATE ASSISTS THE NAP DEVELOPMENT PROCESS: Terms of Reference (ToR) set out the working arrangement for a governance mechanism, such as its purpose, membership, roles and responsibilities, and dispute resolution processes. The benefit of creating a ToR is to provide members of the NAP governance mechanism with a clear understanding of its scope, objectives, and operational processes from the outset.

Below is an outline of sections you should consider including in your TOR:

SECTIONS	DETAILS TO INCLUDE
1. Role and objectives of governance	The purpose of this section is to identify why the group or committee has been established. It should outline the specific objectives or purpose to be achieved.
2. Responsibilities of governance	This part specifies how the purpose of the governance mechanism is to be met. This section should include reference to any applicable regulations or requirements that relate to its duties, responsibilities, or operations.
3. Powers of governance	This section should outline the governance mechanism's authority, such as: the areas of responsibility or matters for which it can make recommendations; and whether it has decision-making rights or can authorise a particular action. The ToR should clearly state whether the governance mechanism has the power to carry out certain acts, or whether its remit is advisory in nature only.
4. Membership	This section specifies the governance mechanism's composition, and can detail specific requirements, such as: <ul style="list-style-type: none">• the minimum or maximum number of members;• the number of executive or non-executive positions or ex-officio positions and term limits;• the diversity of the members (it is recommended that the mechanism is made up of individuals of different genders and backgrounds, and that individuals from marginalised groups are included where possible);• whether roles are voluntary or paid.
5. Guiding principles	It may be useful to include the values and principles that will guide the operation of the group. This could be informed by your work to develop the guiding principles in Step A4 .
6. Chair	Depending on the model adopted, you may wish to appoint a chair or convenor. This section should outline how the chair is to be appointed. A co-chair structure can provide a good model.
7. Operation of governance mechanism	This section details the procedures that must be used to exercise the mechanism's functions. This can include detail on: <ul style="list-style-type: none">• Who will provide secretariat support to the mechanism?• How often it will be required to meet?• How it will capture and document its decisions, advice, or recommendations?• What will be its term? (i.e. over what time period will it be in operation?)
8. Review and assessment of governance mechanism	This section should outline the process by which the mechanism will be assessed and held accountable on delivering its function.

Template 2: Development plan

This template is to be used alongside **STEP A6** (in Part 3 of the Handbook), in which you outline your NAP's development plan.

HOW TO USE THIS TEMPLATE: This template should be completed collaboratively with a representative from each government department who will be involved in the NAP's development. Once you have a draft NAP development plan, share it with key civil society representatives for their ideas and input.

HOW THIS TEMPLATE ASSISTS THE NAP DEVELOPMENT PROCESS: It outlines, step by step, the elements you will need to support the development of your NAP. It contains key questions to assist you to develop the detail. Being specific with the detail, including specific staff positions who will take on roles, will ensure accountability from the outset.

This plan will also be supported by your consultation plan (see [Template 6](#)), your communications plan (see [Step B4](#)), and your monitoring and reporting plan (see [Template 8](#)).

Step 1: Human resourcing		
Questions and points for consideration	Roles	Staff who will support the process (<i>list names, positions</i>)
What staff will support the development process? Will you also contract any additional support? Think about roles such as consultation coordination and facilitation, stakeholder liaison, data analysis, and technical expertise.	Logistics	
	Leading the consultation process	
	Data analysis	

Step 1: Human resourcing (continued)

Questions and points for consideration	Roles	Staff who will support the process (<i>list names, positions</i>)
<p>What staff will support the development process?</p> <p>Will you also contract any additional support?</p> <p>Think about roles such as consultation coordination and facilitation, stakeholder liaison, data analysis, and technical expertise.</p>	<p>Communications, including developing materials to support consultation process and a communications plan.</p>	
	<p>Members of governance mechanism</p>	
	<p>Coordination of governance mechanism</p>	
	<p>Technical expertise</p>	
	<p>Drafting process</p>	

Step 2: Budget		
Questions and points for consideration	Item	Budget (include funding allocation and source of funding)
<p>What funds are available for the development process? (This will impact on the scope of the consultation process.)</p> <p>Also think about how you will track and report on spend.</p>	Staff/consultant costs	
	Governance group (meeting costs)	
	Consultation process (including travel costs, meeting space, refreshment, facilitator costs, accessibility requirements, translation).	
	Communications materials (including materials to communicate a shared understanding of prevention and design and distribution of the NAP).	
	Monitoring and evaluation including costs associated with reporting	
	Translation costs (for the consultation process and the NAP document)	

Step 3: Time frame/role of government departments			
Questions and points for consideration	Item	Deadline/time period	Responsibilities across government (In this column, specify the dept/agency assigned this responsibility and the lead within the dept/agency.)
<p>Decide when you plan to launch your NAP, then work backwards to identify key milestones including the consultation process, findings analysis, drafting, and review process.</p> <p>Plan for delays and allow sufficient time not only to conduct consultations, but also to analyse findings and continuously seek feedback.</p> <p>Think about how you will involve different government departments so that responsibility is shared.</p>	Launch date for NAP		
	Design of NAP		
	NAP finalised		
	Review processes (allow for 2–3 rounds of feedback)		
	Draft NAP ready for review		
	Drafting process		
	Analyse consultation findings		

Step 3: Time frame/role of government departments (continued)

Questions and points for consideration	Item	Deadline/time period	Responsibilities across government <i>(In this column, specify the dept/agency assigned this responsibility and the lead within the dept/agency.)</i>
<p>Decide when you plan to launch your NAP, then work backwards to identify key milestones including the consultation process, findings analysis, drafting, and review process.</p> <p>Plan for delays and allow sufficient time not only to conduct consultations, but also to analyse findings and continuously seek feedback.</p> <p>Think about how you will involve different government departments so that responsibility is shared.</p>	Consultation period		
	Monitoring and reporting plan finalised		
	Communications plan finalised		
	Consultation plan finalised		
	Map existing prevention efforts/ engagement across government		
	Process to develop a shared understanding		
	Complete steps to prepare for NAP development (see Part 3, Section B of the Handbook).		

Step 4: Monitoring and reporting			
Questions and points for consideration	Item	Detail (Include details about timing, resourcing, etc. in this column.)	Who is responsible? (Include names, positions of individuals assigned this responsibility.)
<p>How will you monitor progress against this development plan?</p> <p>How will you reflect and improve as part of the process?</p>	Reflection processes		
	Reporting on development process		
	Include monitoring of the development process in your plan, including engagement, meaningful, participation, and inclusion.		

Template 3: Situational analysis

This template is to be used alongside **STEP A6** (in Part 3 of the Handbook) to help you to undertake a situational analysis for your NAP development.

HOW TO USE THIS TEMPLATE: This template is designed to be used collaboratively. It should be completed by the mechanisms you have set up to lead the NAP development process (both advisory and governance). Any government staff involved in the day-to-day administration of NAP development should also be included.

HOW THIS TEMPLATE ASSISTS THE NAP DEVELOPMENT PROCESS: Situational analysis and scenario planning – using tools such as a strengths, weaknesses, opportunities, and threats (SWOT) analysis – enable stakeholders to strategically prepare for what might happen and therefore to keep the process on track.

STEP 1: As a group, think firstly about your current situation. What are the strengths and weaknesses of your NAP development process? Some of this thinking will have been done as part of your assessment of readiness ([Step A1](#)). Consider:

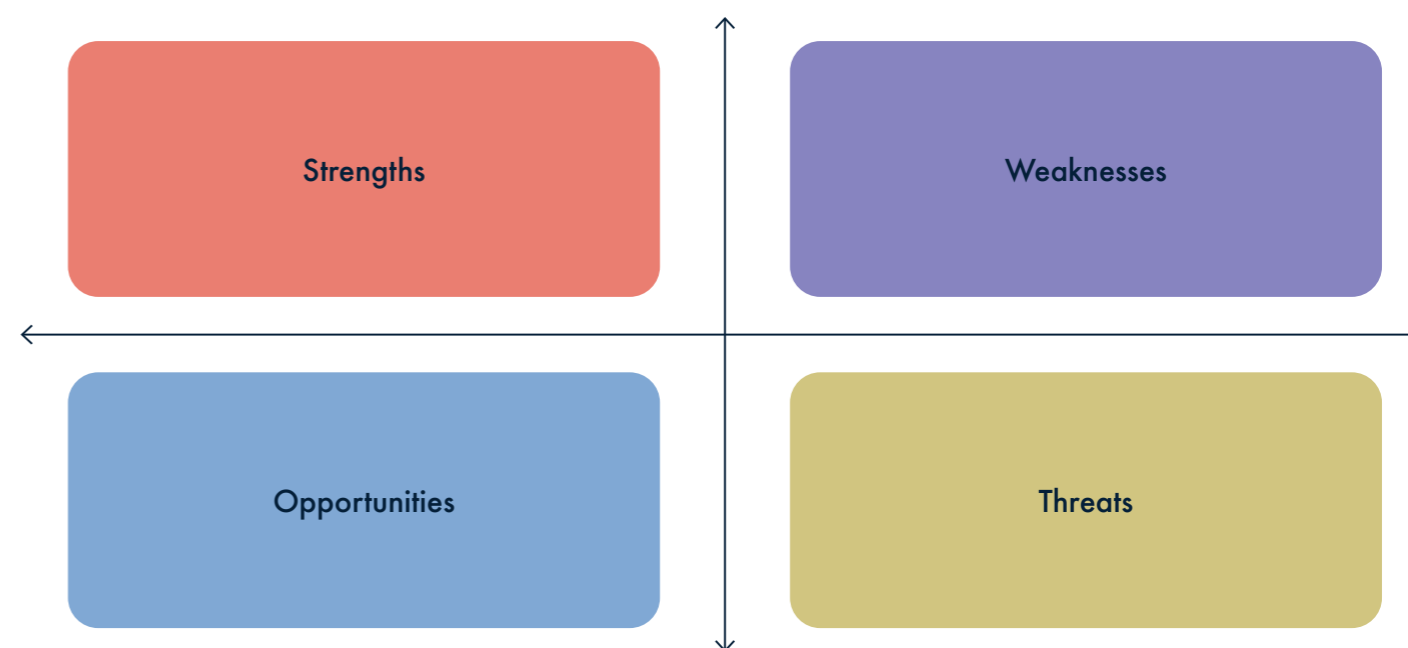
- ✓ What is the level of political will, buy-in, and support from various key stakeholders on addressing VAWG?
- ✓ Is there sufficient funding and resources to develop and implement a national plan?
- ✓ Are there available data sources that provide insights into the extent of VAWG in the country?
- ✓ Are diverse stakeholders supporting the process and willing to share their expertise and time?
- ✓ What skillsets are represented across stakeholders?
- ✓ Who has resources, influence, and decision-making authority?

STEP 2: Now think about the process that lies ahead. What might happen to derail the process (threats)? What opportunities might you be able to capitalise on? Consider:

- ✓ Who might oppose the process?
- ✓ What might be the impact of staff turnover?
- ✓ What impact might changing political priorities have?
- ✓ What might be the potential impact of natural disasters or emergencies (such as COVID-19)?
- ✓ Will there be an election during the process?
- ✓ What work are others currently doing? Who could you collaborate with? How could you mobilise joint resources?
- ✓ What are the conflicts between stakeholders that you might need to navigate or can help resolve?

Record this discussion on the SWOT chart. Discuss and prioritise each of the ideas recorded and then use the table to plan for prioritised scenarios.

SWOT chart



Opportunity/threat to respond to	Strength/weakness	Action	Allies	Risks
<i>Plan for each opportunity and threat (list each in a new row).</i>	<i>Identify the strength you can use or the weakness you may need to mitigate to respond to this threat or opportunity.</i>	<i>What action can you take to prepare for this scenario?</i>	<i>Who can you work with?</i>	<i>What are the key risks (you can use <u>Template 4</u> to plan for these)?</i>

Template 4: Risk assessment

This template is designed to support your situational analysis. Please refer to **STEP A6** (in Part 3 of the Handbook) for more guidance.

HOW TO USE THIS TEMPLATE: It should be completed collaboratively by the mechanisms you have set up to lead the NAP development process (both advisory and governance). It can be completed simultaneously with your scenario planning (Template 3).

HOW THIS TEMPLATE ASSISTS THE NAP DEVELOPMENT PROCESS: Taking the time to identify risks and plan mitigation strategies can save you time and resources during NAP development, help to keep the process on track, and ensure the best outcomes.

Potential risks	Likelihood it will happen (high/medium/low)	Impact if it happens (high/medium/low)	Actions planned to mitigate risk	Who is responsible for monitoring the risk
1				
2				
3				
4				
5				

Template 5: Mapping existing prevention work

This template is designed to be used alongside **STEP B2** (in Part 3 of the Handbook) and will support government departments to think about any prevention work they are currently undertaking, as well as any strategies, frameworks, or future plans that could integrate VAWG prevention initiatives.

HOW TO USE THIS TEMPLATE: This survey should be completed by each government department, either independently or in a face-to-face meeting. Departments may already be undertaking prevention work without identifying it as such. It is therefore a good idea to provide departments with a briefing or supporting information to explain VAWG prevention before you conduct this mapping. The table of actions by sector in [Annex 1](#) may prompt ideas.

HOW THIS TEMPLATE ASSISTS THE NAP DEVELOPMENT PROCESS: It supports an understanding of existing prevention work across government so that the NAP can elevate, resource, and coordinate these efforts.

Name of department:

Questions	Details (e.g. activities/actions, timing, budget, who is assigned responsibility)
Is your department undertaking or has planned to undertake any actions in relation to preventing or responding to VAWG?	
Is your department undertaking or has planned to undertake any actions in relation to gender equality more broadly?	
Does your department have any budget allocation to VAWG or gender equality? Are you tracking this spend?	
Does your department have technical capacity to design, implement, and monitor VAWG prevention actions?	

Questions	Details (e.g. activities/actions, timing, budget, who is assigned responsibility)
<p>Is your department currently monitoring and evaluating any actions in relation to gender equality? Do you have budget to support future monitoring and evaluation of this work?</p>	
<p>Is there any effective prevention work in your sector by stakeholders that your department supports or could support?</p>	
<p>What existing plans, strategies, or mechanisms within your department could support prevention work?</p>	
<p>Does your department have any future plans/ opportunities for prevention initiatives?</p>	
<p>What existing partnerships does your department have with other departments to collaborate in the area of VAWG prevention?</p>	

Template 6: Consultation plan

This template should be used alongside **STEP B5** (in Part 3 of the Handbook), to support your national dialogue and consultation process.

HOW TO USE THIS TEMPLATE: It should be completed collaboratively by the advisory mechanism you have established to support NAP development together with any other government staff across departments who will play a key role in the consultation process. You should also sense check a draft of your consultation plan with women’s organisations in local areas/settings where you plan to consult. Be as specific as possible – identify specific individuals who will take on roles and detail budget for each step.

HOW THIS TEMPLATE ASSISTS THE NAP DEVELOPMENT PROCESS: This template supports you to plan step by step your consultation process. It contains key questions to assist you to develop the detail. This plan will also be supported by your NAP development plan (see [Template 2](#)), your communications plan (see [Step B4](#)), and your monitoring and reporting plan (see [Template 8](#)).

STEP 1: WHAT IS THE GOAL AND THE OBJECTIVES OF YOUR CONSULTATION PROCESS?

Guidance: Set an overarching goal and develop a list of clear objectives for your consultation so that there is an understanding as to what the consultation is aiming to achieve. Refer to [Part 3, Step B5](#) of the Handbook.

Overarching goal of consultation	Objectives <i>(Develop specific, measurable, and time-bound objectives that will help you achieve the overarching goal.)</i>

STEP 2: HOW WILL YOU CONSULT? WHO WILL YOU CONSULT WITH?

Guidance: Think about who you will consult with (such as identifying key settings for prevention). Then, think about the best method to consult with these groups. As part of this step, you may want to identify a target in terms of number of settings and number of individuals by gender. Refer to [Part 3, Step B5](#) of the Handbook.

Who will you consult with? <i>(Identify and list stakeholders and settings. Add more rows if needed.)</i>	Objectives <i>(See Step B5 for details on consultation methods. List the consultation methods for each stakeholder/setting.)</i>

STEP 3: TIME FRAMES, BUDGET, AND SUPPORT NEEDED

Guidance: Think about the consultation methods you have identified above, and plan out the timing, support, and budget needed. Make sure you think about who will lead and support on each step. Refer to [Part 3, Step B5](#) of the Handbook. **PLEASE NOTE:** ‘Support needed’ (in column 3) may include: logistics (travel, venue, accessibility, facilitators, note-takers); communications (supporting materials, publicising consultation, social media); translation; facilitation tools and training of facilitators and note-takers; development of consultation tools (such as online or in-person surveys); and monitoring and reporting – including monitoring risk.

Consultation method	Timing	Support needed <i>(List the forms of support needed. See guidance in notes above)</i>	Responsibilities <i>(Identify who is assigned responsibility to lead or support)</i>	Budget <i>(How much will this cost?)</i>

STEP 4: DATA COLLECTION AND INFORMATION MANAGEMENT

Guidance: Develop data collection and analysis processes, such as an information management system that can systemically gather, collate, and analyse participant information and inputs. Refer to [Part 3, Step B5](#) of the Handbook.

Item	Details <i>(Outline details here, including budget.)</i>	Who is responsible? <i>(List names and positions.)</i>
Data collection processes		
Information management system		

STEP 5: MONITORING AND REPORTING

Guidance: How will you monitor progress against this plan and reflect on progress? Build in monitoring and reflection processes to enable facilitators, note-takers, and those involved with data collection and analysis, to provide feedback to enable processes to continually improve. Refer to [Part 3, Step B5](#) of the Handbook.

Item	Detail <i>(Outline details here, including timing.)</i>	Who is responsible? <i>(List names and positions.)</i>
Reflection processes		
Reporting (including engagement, meaningful participation and inclusion, and progress on targets).		
Steps to continuously improve process		

Template 7: Implementation matrix

This template is to be used alongside [Part 3, C4](#) of the Handbook to support the implementation of the NAP, including developing indicators to monitor progress and identifying resourcing and responsibility against each activity. It is based on the implementation matrix in [Cambodia's National Action Plan to Prevent VAW 2019–23](#) (from page 9). Other examples include [South Africa's National Strategic Plan on GBVF](#) (from page 66) and [Tanzania's National Plan of Action to End VAWG 2017/18 – 2021/22](#) (from page 39).

HOW TO USE THIS TEMPLATE: It should be used as part of the drafting process by the drafting team, with inputs from civil society and prevention experts. You may also wish to expand this template to include baseline, target, and mode of verification. Repeat this template for each outcome you have identified.

HOW THIS TEMPLATE ASSISTS THE NAP DEVELOPMENT PROCESS: It provides a way to outline the different stakeholders and their roles, responsibilities, expertise, and capacities, to prevent VAWG in your country. It makes it clear who is responsible for each action.

Outcome number__:

Outcome indicators:

A)

B)

Activities	Indicators	Expected output	Responsible and implementing institutions	Baseline	Targets	Time frame Short (1–2 yrs) Medium (3–5 yrs) Long (5+ yrs)	Resources

Activities	Indicators	Expected output	Responsible and implementing institutions	Baseline	Targets	Time frame Short (1–2 yrs) Medium (3–5 yrs) Long (5+ yrs)	Resources

Template 8: Monitoring and reporting plan

This template is to be used alongside [Part D](#) (in Part 3 of the Handbook), to support developing a plan for monitoring and reporting on the NAP. See also the checklist (in [Step D5](#)) and the implementation matrix ([Template 7](#)).

HOW TO USE THIS TEMPLATE: To be used by the drafting team as part of the drafting process, with input from civil society and prevention experts. Think about responsibilities across government departments and how you will coordinate these inputs.

HOW THIS TEMPLATE ASSISTS THE NAP DEVELOPMENT PROCESS: Taking the time to work through this template will support you to think about not only how to monitor progress, but also the resources and staff time needed for this to happen.

Step	Time frame	Who is responsible (across government) <i>List name(s), position(s).</i>
1. Develop outcomes and outcome indicators (including qualitative and quantitative) (see Step D3).		
2. Collect data to monitor the impact of your NAP development process. Was it a participatory collaborative process? Did you include diverse and marginalised voices?		
3. Develop activity level indicators as part of your NAP implementation plan.		

Step	Time frame	Who is responsible (across government) <i>List name(s), position(s).</i>
4. Assess existing data and collect baseline data against indicators.		
5. Determine evaluation/review frequency and engagement with civil society in the monitoring and evaluation process.		
6. Plan reporting milestones and methods for reporting.		
7. Map key points for reflection on the NAP development process, the consultation process, and implementation.		

