



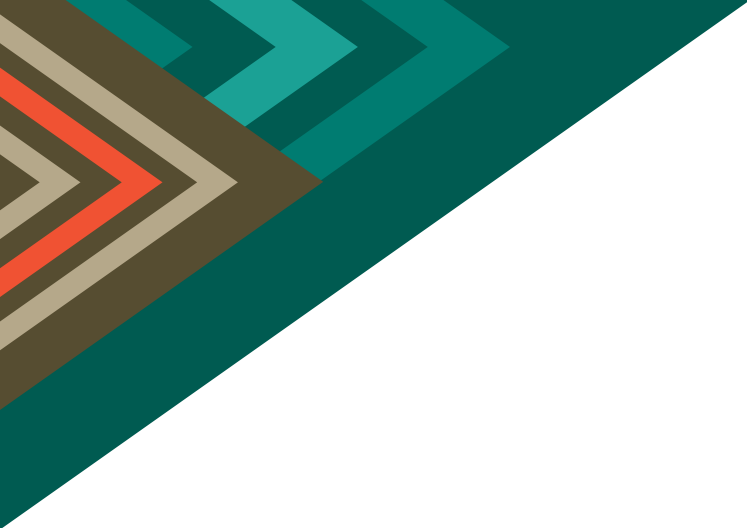
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PACIFIC WOMEN
SHAPING PACIFIC DEVELOPMENT

ANNUAL PROGRESS REPORT
2015-2016



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Ms Sulique Waqa (Fiji)

Ms Yoshiko Yamaguchi-Capelle (Republic of the Marshall Islands)

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PACIFIC WOMEN SHAPING PACIFIC DEVELOPMENT

ANNUAL PROGRESS REPORT 2015-2016

Supporting the Pacific Leaders' Gender Equality Declaration

PACIFIC WOMEN
SHAPING PACIFIC DEVELOPMENT



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ACRONYMS

ACIAR	Australian Centre for International Agricultural Research	IPPWS	Increasing Political Participation of Women in Samoa Programme
BCFW	Business Coalition for Women (PNG)	IWDA	International Women’s Development Agency
BSP	Bank of South Pacific	M4C	Markets for Change
CEDAW	Convention on the Elimination of all Forms of Discrimination against Women	MP	Member of Parliament
CEO	Chief Executive Officer	MWCSO	Ministry of Women, Community and Social Development
CIFWA	Cook Islands Family Welfare Association	NCS	NCS Holdings Pty
CRPD	Convention on the Rights of Persons with Disabilities	NGO	Non-Government Organisation
CSOs	Civil Society Organisations	NHRI	National Human Rights Institution
CSW	Commission on the Status of Women	PACTAM	Pacific Technical Assistance Mechanism
DFAT	Australian Department of Foreign Affairs and Trade	PCC	Pacific Council of Churches
DIVA	Diverse Voices and Action for Equality	PGEP	Progressing Gender Equality in the Pacific program
FDPF	Fiji Disabled People’s Federation	PGK	Papua New Guinea Kina
FGGA	Fiji Girl Guides Association	PLGED	Pacific Leaders’ Gender Equality Declaration
FSC	Family Support Centre	PLP	Pacific Leadership Program
FSM	Federated States of Micronesia	PNG	Papua New Guinea
FSV	Family and Sexual Violence	PSDI	Pacific Private Sector Development Initiative
FSVAC	Family Sexual Violence Advisory Committee	PWPP	Pacific Women’s Parliamentary Partnerships project
FWCC	Fiji Women’s Crisis Centre	RMI	Republic of the Marshall Islands
FWRM	Fiji Women’s Rights Movement	SFHA	Samoa Family Health Association
GBV	Gender Based Violence		
IPPF	International Planned Parenthood Federation		

SIWIBA Solomon Islands Women in Business Association

SMS Sustainable Management Services

SPC RRRT Pacific Community Regional Rights Resource Team

SPC Pacific Community

SRHR Sexual and Reproductive Health and Rights

SSGM State, Society and Governance in Melanesia

SWIBDI Samoa Women in Business Development Inc.

TSM Temporary Special Measures

UN United Nations

UNDP United Nations Development Programme

UNICEF United Nations Children’s Fund

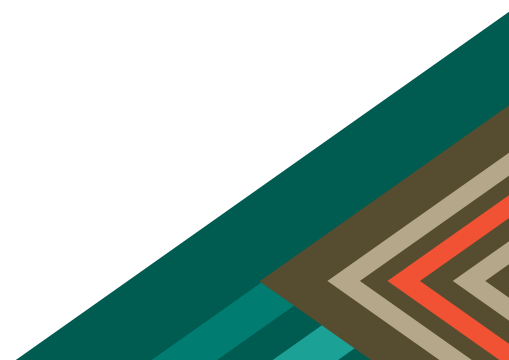
VBMS Vois Blong Mere Solomon

WCCC Women and Children Crisis Centre Tonga

WISDM Women in Shared Decision Making

WUTMI Women United Together Marshall Islands

YWLP Young Women’s Leadership Project



FOREWORDS

THE HON JULIE BISHOP

AUSTRALIA'S MINISTER FOR FOREIGN AFFAIRS



The Hon Julie Bishop with children and parents at Buk bilong Pikinini, University of Goroka, Papua New Guinea. Photo: DFAT

There is much to celebrate about Pacific women's achievements in the last year. Dr Hilda Heine was elected as President of the Republic of the Marshall Islands, the first female leader of any independent Pacific island nation. Another first was the appointment of Samoa's first female Deputy Prime Minister, the Hon Fiame Naomi Mata'afa.

Pacific women are breaking through barriers to achieve their dreams and to demonstrate what women can achieve. Women are active in law, business and finance, agriculture and fisheries, media, science, the arts, engineering, academia, and social and community services.

Australia is providing practical and immediate support to women and girls in the Pacific. In March this year I travelled to Fiji, just weeks after it was devastated by tropical cyclone Winston. Tropical cyclone Winston wreaked havoc on more than half of Fiji's population and its effects will continue to be felt for years to come. People lost their homes, their crops, their property, and most sadly, some lost their lives. I met many women and heard their stories with the common themes of resilience, determination, courage and hope. I visited the Rakiraki Market which had housed more than 200 vendors, 76 percent of whom were women, selling their produce every day to support their families. At that time there was only shelter for a quarter of the vendors and many of the tables and chairs had been damaged or destroyed. The

Markets for Change project, with funding from Australia and implemented by UN Women Pacific, provided tents, tables and chairs that enabled the market to operate while buildings were repaired or rebuilt.

Pacific Women Shaping Pacific Development (*Pacific Women*) has just entered its fourth year of operation. Key pieces of new work in 2016 include programs working with communities and churches to prevent family violence, an increased focus on child protection, a regional meeting of Pacific parliamentarians on women's economic empowerment, support for women's groups and coalitions to promote progressive ideas and drive positive change, and new programs to increase women's employment and business opportunities.

Pacific Women does not work in isolation. It complements Australia's broader aid programs in the Pacific, including our investments to support private sector growth and human development, and Australia's economic diplomacy engagement with Pacific governments.

I thank all of the partners working with us to achieve better outcomes for women, men, girls and boys across the Pacific. Together we have made progress but there is still a long way to go.

DR COLIN TUKUITONGA

DIRECTOR GENERAL, PACIFIC COMMUNITY (SPC)



Dr Colin Tukuitonga, Director General, SPC - Regional/Niue. Photo: SPC

SPC recognises the centrality of gender equality for sustained and inclusive Pacific growth. We have been a proud partner of *Pacific Women* since its inception. We have worked together on a regional program entitled 'Progressing Gender Equality in the Pacific'. This ground breaking program works with Pacific governments to mainstream gender equality through policies, programs and budgets. A second component is helping to ensure that Pacific governments and civil society organisations have the data and information that they need to develop policies and programs and to monitor and report on progress towards gender equality.

SPC's recent paper on the Status of Gender Equality in the Pacific outlines the substantial achievements made in gender equality across the Pacific. It states that '*The past 20 years have seen significant progress in gender equality being recognised as being an integral part of the economic, political, cultural and social development of Pacific Island countries and territories.*' However, the paper also documents that significant gender inequalities remain in all sectors of the Pacific community.

The SPC Director General is a member of the *Pacific Women* Advisory Board. The Advisory Board is an important accountability and transparency mechanism for *Pacific Women*. The Board is a diverse group of 12 Pacific women and men, who regularly meet to get an update on progress, discuss barriers and emerging issues, and who are able to question and guide the future direction of the program. The discussions are rich and fruitful and I believe do provide strategic direction for *Pacific Women*.

What is different about *Pacific Women* is that it is not one entity, but a program that consists of partners and activities across the whole of the Pacific. We are all essential to *Pacific Women* just as we are all essential to the Pacific's response to gender inequality.

PACIFIC WOMEN ADVISORY BOARD



Pacific Women Advisory Board. **Back (L-R):** Reverend Sereima Lomaloma (Fiji), Dr Audrey Aumua (SPC Dr Aumua attended on behalf of SPC Director General, Dr Colin Tukuitonga), Ms Lesieli Taviri (PNG). **Front (L-R):** Mrs Marilyn Tahī (Vanuatu), Ms Maere Tekanene (Kiribati), Hon Fiame Naomi Mata'afa (Samoa), Ms Yoshiko Yamaguchi-Capelle (RMI), Ms Andie Fong Toy (Pacific Islands Forum Secretariat), Ms Natalia Palu Latu (Tonga) and Ms Natasha Stott Despoja (Australia's Ambassador for Women and Girls). **Other Board members (not in photo):** Dr Lawrence Kalinoe (PNG), Ms Jane Kesno (PNG), Ms Savina Nongebatu (Solomon Islands) and Dr Colin Tukuitonga.

Photo: Shazia Usman / Pacific Women Support Unit.

The Pacific Women Advisory Board comprises 12 eminent women and men from across the Pacific - Fiji, Kiribati, Papua New Guinea (PNG), Republic of Marshall Islands (RMI), Samoa, Solomon Islands, Tonga and Vanuatu. They work in a wide range of areas - government, bureaucracy, private sector and civil society and are strong advocates for gender equality in their own communities. The Pacific Islands Forum Secretariat and the Pacific Community (SPC) are also represented on the Board. Australia's Ambassador for Women and Girls is an observer to the Board.

The Advisory Board held its fourth meeting in Apia, Samoa on 4 April 2016. Chairing the meeting, the Hon Fiame Naomi Mata'afa said: *'The Pacific Women Advisory Board provides advice to the Australian government on the direction of the program, ensuring it responds to the needs of Pacific island countries and takes into account Pacific Island beliefs and culture.'*

She added that *'it is a privilege to work with such passionate and experienced people who are working to improve the lives of women, men and children across the region.'*

Following the Board meeting, members attended the Pacific Women's Parliamentary Partnership's fourth annual forum, also held in Apia. Members had an opportunity to speak with Supreme Court Judge, Justice Mata Tuatagaloa, and head of the new Drug and Alcohol Court and Family Court, Judge Leilani Tuala Warren. They visited the Samoa Returnees Charitable Trust and the Samoa Police where they learned from some of the flagship initiatives in Samoa that address violence, including towards women and girls.

The Board's terms of reference and records of meetings are available on the Pacific Women website: www.pacificwomen.org/about/pwspd-advisory-board/.

Board member profiles are provided at Annex A.

Including young women's perspectives on the Pacific Women Advisory Board

Yoshiko Yamaguchi-Capelle's participation on the Pacific Women Advisory Board demonstrates the value of including young Pacific women in leadership and decision making.

The Pacific Women Advisory Board provides advice on the strategic direction of Pacific Women. It is composed of Pacific Island women and men who are strong advocates of gender equality in their own communities, including 26-year-old Ms Yoshiko Yamaguchi-Capelle.

Ms Yamaguchi-Capelle was the first young Pacific Island woman to be appointed to the Board in 2015, nominated through the Pacific Young Women's Leadership Alliance.

She sees her involvement as a young woman leader on the Board as 'crucial' to the spirit of the initiative.

'Most often, you don't find enough safe accessible space for young women from different diverse backgrounds to participate in. Having a young woman representative on the Board is a great standard to set for future decision making bodies both regionally and nationally.'

Ms Yamaguchi-Capelle knows the opportunities and challenges of being a young Pacific Island woman. Born and raised in the RMI's capital Majuro, she travelled to Hawaii for university where she majored in political science and women's studies.

'I have been an advocate of youth from a human rights perspective since I returned from university in 2012 because of the issues surrounding youth in the Marshalls. More than half of the population consists of people below the age of 30, most of who are struggling with numerous social issues. I was a teenage mother myself, having my first child at seventeen. So when I came back and was working with WUTMI¹ as the Public Awareness Coordinator, I would go and talk to communities about domestic violence and I also incorporated information about teenage pregnancy.'



Ms Yoshiko Yamaguchi-Capelle is the first young Pacific Island woman to be appointed to the Pacific Women Advisory Board. Her nomination was supported by the Pacific Young Women's Leadership Alliance. Photo: Emily Miller/Pacific Women Support Unit.

In early 2016, Ms Yamaguchi-Capelle participated in the Pacific Women and Pacific Leadership Program jointly organised adaptive leadership training. She said the workshop allowed her 'to connect the dots. It was really a mapping of how I came to be where I am and identifying possible routes to take in the future in my advocacy.'

The training was timed to support representatives attending the 60th Commission on the Status of Women (CSW) in New York.

'It was thrilling be a part of something so big as the CSW!' she said. 'On top of my agenda was to lobby for young women's right to participate at all levels of decision making.'

Ms Yamaguchi-Capelle believes young people need to 'have a say' because they make up such a large proportion of Pacific populations.

'Imagine the work that can be done if we have more youth participation'.

¹ Women United Together Marshall Islands

INTRODUCTION

This is the second progress report of Pacific Women Shaping Pacific Development (*Pacific Women*). It provides a summary of the program's achievements and challenges from July 2015 to June 2016.

Pacific Women is a 10-year \$320 million initiative that aims to support women – regardless of their income, location, disability, age or ethnic group – in the 14 Pacific Island Forum countries to participate fully, freely and safely in political, economic and social life. *Pacific Women* supports countries to meet the commitments made in the 2012 Pacific Islands Forum Leaders' Gender Equality Declaration. *Pacific Women* is managed by the Australian Department of Foreign Affairs (DFAT) in Canberra and through its offices in the Pacific.

Pacific Women

Goal: Women in the Pacific (regardless of income, location, disability, age or ethnic group) participate fully, freely and safely in political, economic and social life.

The **outcomes** sought by the program are:

- > Women, and women's interests, are increasingly and effectively represented and visible through leadership at all levels of decision making.
- > Women have expanded economic opportunities to earn income and accumulate economic assets.
- > Violence against women is reduced and survivors of violence have access to support services and to justice.
- > Women in the Pacific will have a stronger sense of their own agency, supported by a changing legal and social environment and through increased access to the services they need.

In summary, by the end of the fourth year of implementation *Pacific Women* has:

- > funded 126 activities, of which 93 are implementation activities² and 33 are strategic direction setting and learning activities³; the 93 implementation activities include 20 regional activities and 73 activities at country level; and
- > spent \$86.16 million to support gender equality across the region.

Pacific Women has gained momentum in the past year, through strong stakeholder engagement and proactive project implementation, supported by strengthened systems, resources and technical assistance.

Support Unit offices have been established in Fiji and Papua New Guinea (PNG). To support DFAT with program management and the many facets of program- and activity-level implementation of this large initiative, the *Pacific Women* Support Unit (Support Unit) provides technical, administrative and logistical support to the *Pacific Women* program (both bilaterally and regionally). Two Support Unit offices have been established; the main office in Suva, Fiji and a sub-office in Port Moresby, specifically to support *Pacific Women* activities and partners in PNG. The Support Unit and DFAT's *Pacific Women* team (based in Canberra, Suva and DFAT offices around the region) use a one team partnership approach to manage the *Pacific Women* program.

Monitoring and Evaluation (M&E) systems have been put in place to ensure that the program is learning from and about itself continuously. M&E frameworks, technical specialists, toolkits and trainings, accompanied by a schedule of activity evaluations ensure that *Pacific Women* is drawing from current experience to promote evidence-informed policies and programs.

² 'implementation activities' include investments in projects and long-term technical support, such as advisers working with *Pacific Women* implementing partners

³ 'strategic direction setting and learning activities' include project designs, reviews, scoping studies and strategic planning exercises, such as the *Pacific Women* program evaluation

It has also been a period of development for the Knowledge Management Database that will systematically capture, collate and analyse project data.

There has been a range of direction setting work that draws on local and international knowledge to help set the future path for *Pacific Women*. Consultants have been recruited to develop a 'roadmap' that will guide *Pacific Women's* future investments in the areas of women's leadership and decision making, women's economic empowerment, ending violence against women and enhancing women's agency, with a focus on investments at the regional and multi-country levels. An examination of legal barriers to gender equality in 14 Pacific Island countries highlighting ways in which gender equality can be supported through legislative change, practical action and consultation with governments and other stakeholders, will inform DFAT's gender mainstreaming and advocacy work. *Pacific Women* will learn from the Last Taboo research initiative that examines barriers to women and girls' effective menstrual management and potential impacts of these barriers on their participation in education and income generation. A regional review is also underway to assess the relevance and quality of counselling services available to survivors of violence in the Pacific in order to inform efforts to increase the effectiveness of these services.

***Pacific Women* has continued to support research and learning events** that bring together stakeholders on targeted themes. These events enable participants to share information and promote coordination and liaison across the region. The fourth annual forum of the Pacific Women's Parliamentary Partnerships (PWPP) project brought together 60 parliamentarians from Pacific Island countries, Australia and New Zealand. They had the opportunity to share and learn from each other and developed priority actions for Pacific parliaments to promote women's economic development. A regional symposium on advancing gender research in the Pacific attracted participants involved in conducting and using Pacific gender research. Participants developed Pacific-led actions to take forward the recommendations from the

Pacific Gender Research Scoping Study. The symposium also enabled experts to contribute to the planning of *Pacific Women's* own research strategy.

To build the capacity of key implementing partners, *Pacific Women* has delivered a range of customised organisation strengthening strategies. These have included organisational assessments, training in financial management and support for the development of financial systems, program planning and risk management facilitation, as well as tailored programs of support for building the capacity of implementing partners from grassroots organisations like the Women in Fisheries Network and WUTMI.

This brief introduction to the Annual Progress Report highlights some examples of how *Pacific Women* is working in line with its program principles. Case studies, along with key facts and figures and lessons learned from the fourth year of *Pacific Women* are presented in the remainder of this report. They reflect the diversity of voices and talent across the Pacific committed to supporting gender equality.

Key Principles of Program Implementation

- > The program will promote evidence-informed policies and programs, drawing from current experience and ongoing attention to high-quality monitoring, evaluation and research.
- > The program will support sharing of information and increased coordination and liaison between development partners working for women's empowerment in the Pacific.
- > Change for Pacific women can be supported by donors but must be shaped and led by women and men in the Pacific.

PROGRAM AT A GLANCE

FACTS AND FIGURES

In the first four years of Pacific Women:



Crisis Support Services

22,217

Women have accessed crisis support services (includes counselling, health and justice services) – this includes **9,320** in this reporting period.

Financial Information and Services

3,495

Women have access to financial information and services (this number includes financial literacy training and financial services) – this includes **1,224** in this reporting period.





Sharing Ideas

2,548

Women have had formal opportunities to share their ideas and learn from each other (includes learning forums, as well as research and program learning events organised by *Pacific Women*) - this includes **2,056** in this reporting period.

Engaging Men

692

Men have actively engaged in promoting gender equality in this reporting period.



Leadership Roles

9,385

Women were supported to take on leadership roles at the community, provincial and national-level (includes women participating in market decision making structures) - this includes **4,669** in this reporting period.



PROGRAM AT A GLANCE

COUNTRY AND REGIONAL SNAPSHOT⁴

1 Cook Islands

- > Total commitment: \$780,000
- > Number of activities: 2

2 Federated States of Micronesia

- > Total commitment: \$445,000
- > Three activities proposed to commence in 2016

3 Fiji

- > Total commitment: \$16,011,416
- > Number of activities: 16

14 Vanuatu

- > Total commitment: \$3,980,000
- > Number of activities: 5

13 Tuvalu

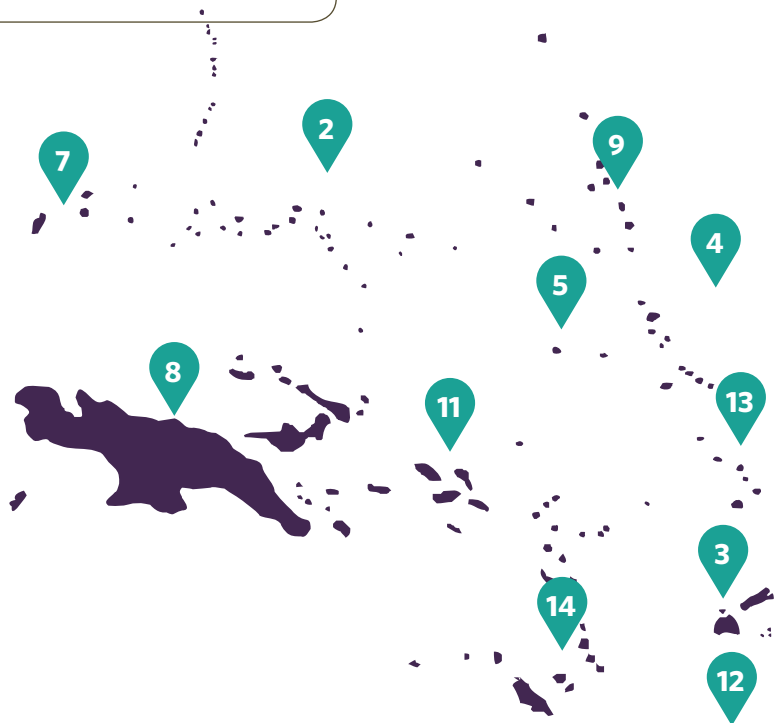
- > Total commitment: \$1,800,000
- > Number of activities: 1

12 Tonga

- > Total commitment: \$2,600,000
- > Number of activities: 4

11 Solomon Islands

- > Total commitment: \$9,494,038
- > Number of activities: 9



A full list and brief descriptions of these activities is available at Annex C and on *Pacific Women's* website, through an interactive map: <http://map.pacificwomen.org/>

⁴ The funding commitment identified for each country is the value of activities included in country plans. It does not reflect the total commitment under *Pacific Women* over the 10-year program period.

Regional

- > Total commitment: \$58,933,396
- > Number of activities: 24

4 Kiribati

- > Total commitment: \$1,800,000
- > Number of activities: 6

5 Nauru

- > Total commitment: \$690,000
- > Number of activities: 2

6 Niue

- > Activities in Niue are supported through the *Pacific Women* regional program

7 Palau

- > Total commitment: \$450,000
- > One activity proposed to commence in 2016

8 Papua New Guinea

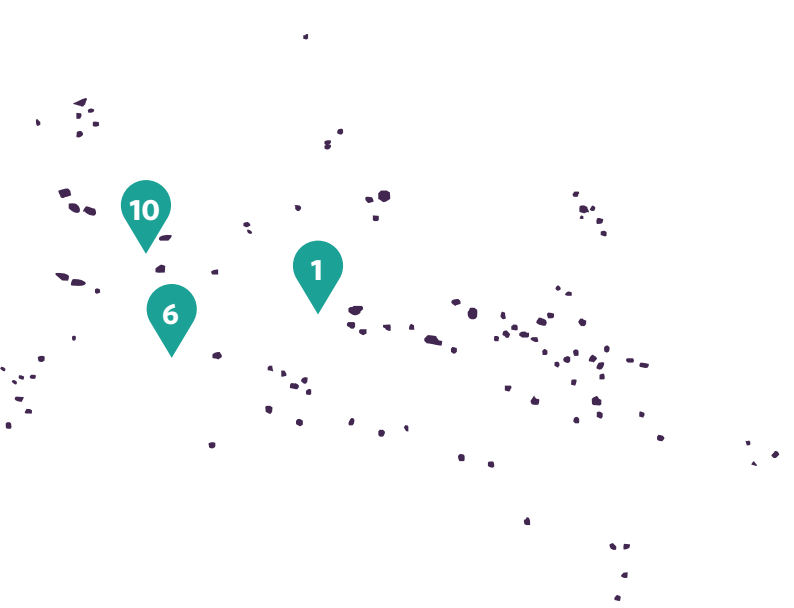
- > Total commitment: \$58,780,000
- > Number of activities: 28

10 Samoa

- > Total commitment: \$4,300,000
- > Number of activities: 2

9 Republic of the Marshall Islands

- > Total commitment: \$703,180
- > Number of activities: 4



PROGRESS AGAINST THE PACIFIC LEADERS' GENDER EQUALITY DECLARATION

This section provides a snapshot of the progress the Pacific Islands Forum member countries are making in meeting their commitments to the Pacific Leaders' Gender Equality Declaration (PLGED) made in 2012. It is based on the PLGED Trend Assessment Report 2012–2016 (2016 PLGED report).⁵ It identifies progress and challenges to achieving gender equality priorities in the region. In addition, it provides the context for understanding the contributions of *Pacific Women* to current progress.

What is the Pacific Leaders' Gender Equality Declaration?

The 2012 PLGED represents a high-level political commitment to gender equality. It also provides an accountability framework that countries and development partners can use to focus their programs and measure progress.

The areas of work identified in the PLGED parallel *Pacific Women's* commitments to ending violence against women, and enhancing women's economic empowerment and women and leadership. The Leaders' Declaration also clearly directs policy change to build links between the strategic promotion of gender equality and women's practical needs for education, appropriate and accessible health care, and their rights to live in a world free from physical and sexual violence.

Full text of the Declaration is available at Annex B.

All Forum countries have made progress on their gender equality commitments since 2012, some faster than others. The 2016 PLGED report highlights these gains and emphasises that political will is critical to further accelerate progress on women's rights in the region:

'Political will and leadership is required at all levels – in all government sectors, including central planning, finance, civil society, private sector, regional organisations, communities and among development partners'.¹

Countries have made greater efforts toward mainstreaming gender equality issues into government policies and programs, and built legal and regulatory frameworks designed to end violence against women. Samoa and Solomon Islands have recently enacted legislation to support women in political leadership. In addition, across the region there has been expansion of women's financial inclusion and financial literacy programs and introduction of more gender equitable policies that protect women in formal employment. These actions demonstrate how governments are promoting women's rights and addressing international commitments to the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW), regional frameworks such as the Revised Pacific Platform for Action on Advancement of Women and Gender Equality (2005–2015) and national gender policies.

⁵ The report was released at the Forum Leaders meeting held in the Federated States of Micronesia in September 2016.

'Six countries demonstrated significant increases in the number of women in local government through the introduction of quotas. The number of women contesting local elections has also increased due to personal leadership development, support networks and capacity building programs ⁱⁱ.'

The 2016 PLGED report also identifies ongoing challenges linked to socially-entrenched negative perceptions of women and girls' roles in Pacific society. These contribute to the perpetuation of violence against women and girls and negatively impact how girls and women are treated in education, in the workplace, at home and in public. Gender inequality slows development progress across the region.

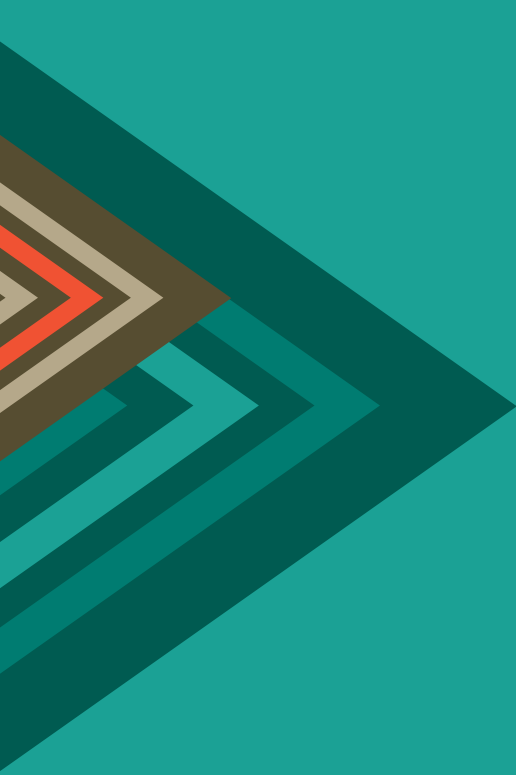
To address challenges and respond to lessons learned there is a need to build political will and change attitudes at all levels, and to make systemic and structural changes. Systemic changes include, for example, aligning national

legislation with the articles of CEDAW, increasing domestic budget and donor support for national women's offices, developing tracking systems to monitor gender equality expenditures, resourcing the implementation of violence against women legislation and policies, and investing in improving women's access to justice, social welfare and health services.

The report also highlights lessons learned across countries about region-wide needs for improved collection of sex-disaggregated data and the development and use of standardised gender equality indicators.

'Implementation of the PLGED across all six priority areas⁶ is challenging due to limited resources, lack of data and political will to adapt regional commitments to national aspirations... National Women's Office budgets in Forum island countries are less than 1% of national appropriations. Tracking allocations of domestic budgets towards gender equality is critical at national-level ⁱⁱⁱ.'

⁶ The six priority areas addressed in the PLGED are: i) gender responsive government programs and policies; ii) decision making; iii) economic empowerment; iv) ending violence against women; v) gender parity in education; and vi) sexual and reproductive health.



PROGRESS HIGHLIGHTS BY OUTCOME

Leadership and Decision Making

‘ I speak to you today as the first woman leader of an independent Pacific small island nation. [...] And it may be that the Pacific and the world must adjust to a new era, where the voice of women and girls gains its rightful place in community, home, and all levels of politics from the local to the UN.’

Her Excellency Dr Hilda Heine,

President, Republic of Marshall Islands
(General Assembly of the United Nations, 2016) ^{iv}.

‘ We have fostered the ideals of inclusive governments and human rights yet we shy away from ensuring that women are better represented in the highest decision making body in Parliament. The representation of women in Parliament is not a gender issue but a social justice issue; ensuring that all members of society are fairly represented to make decisions about the social and economic wellbeing of everyone.’

Dr Transform Aqorau,

Technical and Legal Support, Adjunct Visiting Fellow, School of Government, Development and International Affairs, University of the South Pacific, Fiji (Australian National University Pacific Update Conference, 2016, Canberra).

LEADERSHIP AND DECISION MAKING

Women's absence from many decision making forums in the Pacific inhibits countries from reaching their development goals. From family and clan groups that make decisions about land and marine resources, to senior posts in the public service, and in formal political bodies, women make up only a small percentage of those engaged in leadership. However, there are signs of progress across many sectors.

A number of Pacific governments have introduced temporary special measures legislation to support women's engagement in politics. In addition, progressive coalitions of civil society and faith-based organisations are working to raise awareness and transform attitudes about women as equal partners in decision making. Policies and new legislation in the region make women's rights to participate in public life explicit, and programs are being designed to monitor and evaluate the ways in which women's engagement in decision making can positively influence development interventions.

Pacific Women's support of coalitions promoting gender equality is critical to advancing women's leadership. Coalitions are made up of Pacific people who contribute to changing social norms about gender roles and encourage women to make their own decisions and advance their own views. Regional and national coalitions advocate for women's rights, including to live full and productive lives, participating as equal citizens in their respective countries.

During this reporting period, *Pacific Women* funded nine activities focused primarily on women's leadership. Of these activities, five focus on community-level leadership; one on local-level leadership; and three on national-level leadership.

Pacific Women is also funding three activities that have a secondary focus on promoting the participation and leadership of women on boards and associations.

Pacific Women supports strategic leadership interventions with young women, building their capacity and mentoring them as they engage in public life and decision making. Activities such as the Young Women in Leadership program in Bougainville and the Fiji Young Women's Forum are showing that these interventions can generate ripples of influence in families, peer groups and the wider public and reinforces the likelihood of generational change. The result is enhancement of young women's opportunities to find employment, be role models in their families and communities, and defend their own choices and rights.

Pacific Women is also working to increase the number of women parliamentarians in the Pacific above its current level of 6.7 percent.⁷ Partners are striving to reduce systemic constraints, and change perceptions about women as leaders. Interventions such as the regional Pacific Women's Parliamentary Partnerships project and work by United Nations Development Programme to increase political participation of women in Samoa, facilitate networking on gender equality in political arenas. Activities identify and address barriers that hold women back from political leadership and build capacity for more gender equitable political decision making. PWPP also works with parliamentary officials, supporting them to integrate gender issues into their work.

The following case studies highlight these and other initiatives supported by *Pacific Women*.

⁷ This figure is inclusive of nonelected speakers of the House.

CASE STUDIES

Parliamentarians develop strategies for encouraging women's economic empowerment

Project name: Pacific Women's Parliamentary Partnerships (PWPP) project

Project partner: International and Community Relations Office, Australian Department of the House of Representatives

Total funding: \$2,850,037

Funding timeframe: 2013–2018

Only 6.7 percent of parliamentarians across the Pacific (excluding Australia and New Zealand) are women. The PWPP project is working with Pacific Island women and men to change this. It aims to improve understanding of the factors that constrain women's political participation, and to build the capacity of women parliamentarians in the Pacific, the institutions in which they work and the staff who support them. Annual forums to bring together parliamentarians from across the Pacific, Australia and New Zealand are an important element of the program.

In April 2016, the fourth PWPP annual forum was held in Samoa with the theme of exploring women's economic empowerment in the Pacific. Sixty parliamentarians from 21 parliaments in the region participated in the forum, including eight male parliamentarians.

As women's incomes rise they spend proportionately more on their children's education, nutrition and housing. Recognising that this contributes to economic development and prosperity on a national level, the delegates developed six priority actions for Pacific parliaments to promote women's economic development: legislative protection for women in business; access to finance; skills training; attitudinal change; partnerships and cooperation; and government and political leadership.

Parliamentarians at the forum committed to taking back lessons to their own countries. The Hon Francesca Semoso will take the shared lessons from the forum home to the parliament of the Autonomous Region of Bougainville where she is the Deputy Speaker.

'We, collectively as governments, as women parliamentarians with women's organisations can make this happen,' she said. 'I hope to go back from the Forum and work with my colleagues in seeing how we can make policies that will make informal and formal markets more accessible to women.'

Ms Natasha Stott Despoja, Australia's Global Ambassador for Women and Girls, spoke on the positive contribution the PWPP annual forums are making to ensure Pacific women's equal involvement in public life. She noted how vital it is that MPs use their voices to support other Pacific women and men who are advocating for gender equality and transformation at local, national and regional levels.

In addition to the annual forums, the PWPP project has supported a number of exchanges between MPs from Australia and the Pacific.



Hon Fiame Naomi Mata'afa, Deputy Prime Minister and Minister of Natural Resources and Environment (Samoa) addresses fellow Members of Pacific Parliaments at the PWPP Forum in Samoa Photo: Shazia Usman/Pacific Women Support Unit.

Understanding women's political and administrative leadership in the Pacific

Project name: Improving women's leadership, political participation and decision making in the Pacific

Project partner: State, Society and Governance in Melanesia (SSGM) program, Australian National University

Total funding: \$313,000

Funding timeframe: 2014-2017

***Pacific Women* aims to better understand and improve women's leadership and decision making in the region. Researchers from the SSGM program at Australian National University have produced an overview of the existing research and analytical work on women in political and administrative leadership in the Pacific. This research⁸ will be used to inform future *Pacific Women* programing on this topic.**

Over the years, efforts around women's leadership in the Pacific have not resulted in the gains expected or desired. For example, women's representation in parliament for the region remains the lowest in the world. Understanding what has enabled women to be elected successfully to parliament can lead to new ways of engaging and new modalities for support, so that future efforts do result in change.



L-R: Senators Jerrlyn Uduch Sengebau Senior (Palau) and Daisy Alik-Momotaro (Republic of the Marshall Islands) joined fellow Pacific women parliamentarians in Samoa to discuss women's access to formal and informal economies.
Photo: Shazia Usman/Pacific Women Support Unit.

SSGM's report *'Women's political and administrative leadership in the Pacific'* found that, across the region, women candidates who poll well are typically community-based, have deep connections to their electorates, are well educated, have strong male backers, are from high-profile families, have often built good reputations as a local representative, have a strong constituency support base, have significant involvement in the church, and are recognised as serving the community or delivering benefits locally.

The report cautioned that focusing on political representation at the national level is not sufficient; support to women in local leadership positions is required or there will not be a critical mass of women in leadership positions across all levels of decision making. Researchers, Dr Nicole Haley and Dr Kerry Zubrinich, note: *'The success or otherwise of initiatives aimed at improving women's political participation and political representation need therefore to be assessed in broader terms not just in terms of the number of women elected to parliament. Because even when women's formal participation is secured (i.e. through special measures) their access to informal political spaces may remain constrained.'*

The report also recognised that public administration offers an important opportunity for women's leadership, particularly as the public sector is the largest single employer of women across the region. Positive factors for women in administrative leadership positions were found to be access to scholarships and professional mentoring. However, research shows that gender inequalities make it difficult for women to reach positions of leadership in the public service. Women are more likely to be found in professional services roles such as teaching or health work, than in decision making positions. Using statistics from Papua New Guinea in 2014 as an example, 38 percent of all public servants were women, but only 18 percent of senior management positions and seven percent of executive appointments were held by women.

The reports' findings, drawn from the pool of existing evidence, will help shape future *Pacific Women* initiatives.

⁸ Research available on *Pacific Women's* website under the Resources section.

Empowering young women leaders in Bougainville

Project name: Young Women in Leadership Project

Project partner: Bougainville Women's Federation and International Women's Development Agency (IWDA)

Total funding: \$1,402,906

Funding timeframe: 2016-2018

Recognising the need for more skilful and confident leaders in Bougainville, the Young Women in Leadership Project is training and supporting 120 young women to develop their leadership skills. A key component of the project is to strengthen the younger women's relationships with mature women leaders, creating opportunities for mentoring and skill sharing. Young women who participated in the pilot program in 2015 are now trainers and are imparting their knowledge to a new cohort of young women leaders.

In May 2016, the Bougainville Women's Federation chose nine young women from the 29 who participated in the 2015 pilot phase project to trial its leadership manual in workshops. Through assessments of their performance, five of these young women were selected as trainers. *Pacific Women* is supporting these women to roll out the Young Women in Leadership Project to a new group of young women leaders.

Ms Irene Subalik is one of the newly chosen trainers. Ms Irene Subalik comes from Nissan Island and her childhood dream was to become a teacher. However, unable to attend teacher's college after completing Grade 12, she instead focussed her attention on community work. She joined her church youth group and became an active member of the Nissan District Women's Federation.

Now, through her involvement with the Young Women in Leadership Project (YWLP), Ms Subalik has been employed as a short term researcher and trainer, conducting leadership trainings for Caritas Australia's Catholic Youth Leadership Program.

Reflecting on her experience with the project, Ms Subalik said: *'After attending the ToT (Training of Trainers), coupled with mentoring from Bougainville Women's Federation staff and the experience from running two leadership trainings for Caritas young women program, I feel I'm very capable of running other trainings that I have already attended and importantly knowing the context of the target communities or groups. To me it's not just about being a trainer that matters but also being an advocator on issues that are affecting young women and encouraging them on making informed choices in their lives. My involvement with the YWLP has brought me this far because of my commitment to learn and build my capacity to help young women and people in my community.'*



Ms Irene Subalik facilitating a leadership training at the Goro Village in Arawa, Autonomous Region of Bougainville. Photo: Judith Oliver.

Women in Samoa's parliament reach 10 percent

Project name: Increasing Political Participation of Women in Samoa (IPPWS)

Project partner: United Nations Development Programme (UNDP)

Total funding: \$500,000

Funding timeframe: 2015–2016

A reserved seats quota for women was used for the first time in Samoa in the March 2016 elections. In the lead up to the election, the IPPWS program worked to build the capacity of women candidates and to educate voters about the introduction of reserved seats. Following the election, the program turned its attention to post election mentoring support.

Pacific Women supports IPPWS' work on awareness raising, education and capacity building for women participating in the electoral process, and training for political parties.

In the past year, activities focused on the national elections, with strong use of social media and multimedia communications.

IPPWS' initiatives included the first ever weekly talk back show on Samoan radio dedicated to women in politics *Fa'asoa I Le Palota* (Elections Talk) and a radio drama following the story of a woman running for office *Fa'atino Lou Vala'auina* (Follow Your Calling). IPPWS' radio and TV productions were received by over 80,000 people.



Ms Faimalotoa Kika Stowers (in blue), one of three women MPs in Samoa, at an election information session in Samoa. The session focused on the impact of the Constitutional Amendment Act of 2013 that guaranteed 10 percent of seats in Samoa's Legislative Assembly for women. Photo: Ellie van Baaren/UN Women.



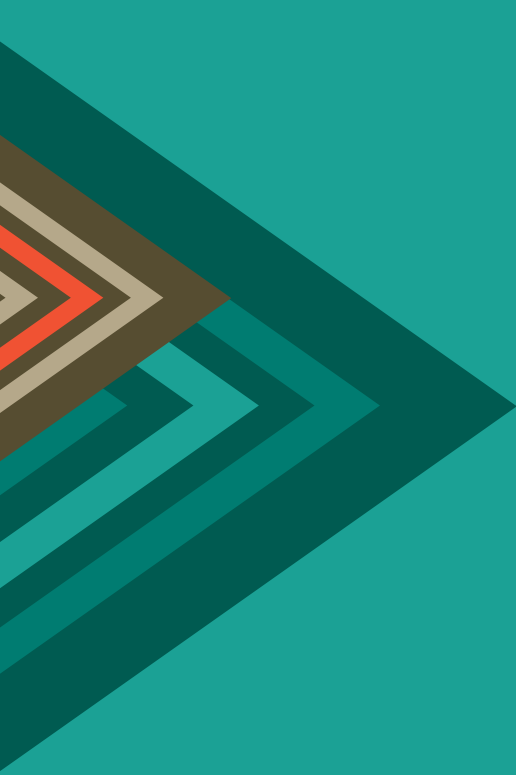
National University of Samoa journalism students taking part in the IPPWS program training on gender sensitive election coverage. Photo: Ellie van Baaren/UN Women.

Journalism students at the National University of Samoa participated in a workshop on gender sensitive election reporting. Attitudes shifted significantly as a result of the IPPWS training. Before, 68 percent of students agreed that men were naturally better leaders than women; after, this dropped to 23 percent. Before the training, 68 percent of the students believed there was no such thing as sexist language; this fell to 40 percent afterwards.

Following the elections, the new women parliamentarians had the opportunity to attend a mentoring retreat with women parliamentarians from Australia, New Zealand, Fiji and Samoa. These discussions were held in a safe environment which facilitated knowledge sharing and lessons learned. The group tackled issues such as how women parliamentarians can be most effective in the parliament chamber and understanding how political and cultural hierarchies affect the work of MPs on a day-to-day basis.

Of the 164 candidates who stood for election, 24 were women. Four women candidates were elected outright, with a fifth being appointed to reach the 10 percent quota of women parliamentarians required by the reserved seats measure. This raises women's political representation in Samoa above the regional Pacific average of 6.7 percent (excluding Australia and New Zealand).





PROGRESS HIGHLIGHTS BY OUTCOME

Economic Empowerment

‘We also know that improving women’s economic empowerment is not a straightforward process. We must recognise from the outset the complexity of improving women’s economic status, but not be deterred by it. There is so much opportunity for creativity and innovation and importantly cooperation.’

Dame Meg Taylor,

Secretary General of the Pacific Islands Forum (2016) ^v.

‘Empowering women economically and in their leadership roles is not only a shared regional responsibility but also a local, cultural and ethical one.’

His Highness Tui Atua Tupua Tamasese,

Head of State, Samoa (Pacific Women’s Parliamentary Partnerships 4th Annual Forum, Samoa, 2016) ^{vi}.

ECONOMIC EMPOWERMENT

Women's economic empowerment matters. Both for its own sake, but also because without sufficient access to and control over income and other resources, it is difficult for women to advance their leadership or escape violence in the home.

The informal economy is an important source of income and livelihood for the majority of households in the Pacific. For example, an estimated 80 percent of households in Papua New Guinea (PNG) and 75 percent of households in Vanuatu rely on the informal economy^{vii}. Whilst *Pacific Women* also supports the transition of women into the formal economy, women are likely to continue to work largely in the informal economy. Barriers that women face in benefiting from the economy, particularly the informal economy, include lack of social and legal protections, and the absence of voice in decision making around policies and legislation^{viii}. This is why *Pacific Women* seeks to support activities that look at how regulations, policies and services, as well as social norms, affect how women gain from and influence both the formal and informal economies.

UN Women's six-year multi country Markets for Change (M4C) program is one example of a *Pacific Women* investment that is supporting women's decision making and enhancing safety, as well as building more inclusive markets that promote women's economic empowerment. The project works on the structural and systemic barriers

that constrain women's full potential, such as gender-blind local government regulations, as well as supporting women's agency through offering market vendors new skills training in finance and leadership.

M4C is one of 14 activities supported by *Pacific Women* that have a primary focus on women's economic empowerment, and one of five that focus specifically on the informal sector. The other nine activities focus on women in the formal economy. The formal sector activities include a Coffee Industry Support Project with CARE Australia in PNG that works at both the structural and individual level, influencing workplace policies in the coffee industry to be more inclusive of women. Many of these activities work strategically across multiple *Pacific Women* outcome areas to better leverage change, most commonly also working in the area of women's leadership.

Pacific Women's investment in women's economic empowerment activities ranges in scale, with 10 activities involving investments of less than \$1 million each, up to the multi country M4C program which has an investment of over \$12 million. The case studies that follow share examples from four countries, showing how economic empowerment has helped build resilience and transform women's lives.

CASE STUDIES

Ni-Vanuatu women celebrate International Rural Women's Day

Project name: Markets for Change (M4C)

Project partner: UN Women

Total funding: \$12,724,587⁹

Funding timeframe: 2014-2019

Despite widespread devastation caused by Cyclone Pam in March 2015, the women market vendors in Emua Village in Vanuatu have rebuilt their market quickly and even found time to celebrate their achievements at the United Nations (UN) International Day of Rural Women.

Pacific Women supports M4C, which is a six-year program that aims to ensure marketplaces in Vanuatu, Solomon Islands and Fiji are safe, inclusive and non-discriminatory, promoting gender equality and women's empowerment.



*The Emua Market House was completely destroyed after Cyclone Pam in March 2015.
Photo: Ellie van Baaren/UN Women.*

M4C is working with women leaders, such as Mrs Winne Douglas, the Treasurer of the Emua Market Committee.

'The market is very important,' explained Mrs Douglas. 'This is our business. It must grow and we have to look after it for our community. We must respect it and work together with one spirit, and we must help other associations like ours.'

Under Mrs Douglas' guidance, the Emua market operates as a cooperative with around 40 to 50 growers contributing, linked to a saving scheme.



*The Emua Market House reopened on 19 May 2015 and women vendors began selling vegetables grown from the first seed distribution after Cyclone Pam.
Photo: Murray Lloyd/UN Women.*

Despite the market house in Emua being completely destroyed by Cyclone Pam, it reopened just eight weeks later. Mrs Douglas said the cash reserve from the savings scheme helped village residents to rebuild their lives.

Six months later, the village was ready to host celebrations for the UN International Day of Rural Women. The event takes place around the world each October to recognise *'the critical role and contributions of rural women, including indigenous women, in enhancing agricultural and rural development, improving food security and eradicating rural poverty.'*

Having watched women villagers' involvement in rebuilding Emua after Cyclone Pam, Mrs Douglas sees great value in affirming the work of rural women and giving them the opportunity to come together to reflect on their achievements: *'Women will realise they are special and have rights and we will celebrate together.'*



Women at Emua with handicrafts made for International Day of Rural Women 2015. Ms Winnie Douglas is on the far right. Photo: Murray Lloyd/UN Women.

⁹ This activity is part of a larger program.

In Vanuatu M4C supported the event for the second time. It was organised in partnership with the Vanuatu Government, the Shefa Provincial Council and the Silae Vanua and Maroe Tanvasoko Market Vendors Associations. Over 2,000 people attended the celebrations in Emua, which included an opening parade, string bands, dancing, speeches, displays, stories, local food and handicraft stalls. The event promoted the economic empowerment of market vendors with profits from the sale of cooked food reaching VUV \$106,000 (approximately \$1,300).

'This day will put warmth in the hearts of all women,' Mrs Douglas said.

A new cadre of women extension officers in the coffee industry

Project name: Coffee Industry Support Project

Project partner: CARE Australia

Total funding: \$4,450,713¹⁰

Funding timeframe: 2013–2019

Coffee production is an essential cash crop in PNG, particularly in the highlands where it provides an income for families who otherwise rely on subsistence farming. CARE PNG's Coffee Industry Support Project works with coffee industry stakeholders, influencing workplace policies and programs to be more appropriate for, and inclusive of, women.

One of the identified constraints to increasing women coffee farmer's more meaningful engagement along the coffee value chain is their ability to access extension services. Extension officers directly support farmers and share knowledge to improve their farming techniques. They are important intermediaries between businesses, research and farmers, promoting better results and better profits for all stakeholders in the value chain of the coffee industry. Before this project began there were only five women coffee extension officers.

The project has been working to improve coffee farmers, extension officers and coffee industry partners' gendered understanding and to deliver family business management training to improve women's participation. The critical gap in women extension officers is also being addressed through the inaugural Coffee Industry Graduate Program introduced this year.

Following organisational capacity assessments with two of PNG's leading coffee exporters, the project has placed the first four high-achieving agricultural studies graduates, three of whom are women, with two private sector partners PNG Coffee Exports and Sustainable Management Services PNG (SMS) as part of the 12-month Graduate Program.

Ms Alma Lance was placed with SMS through the Graduate Program. She recognises that the job has challenges, but she has seen firsthand that the inclusion of women extension officers results in women farmers being more likely to share their views.



Ms Alma Lance with coffee farmers in Henganofi District, Eastern Highlands Province in Papua New Guinea. Ms Lance is the first woman graduate to join Sustainable Management Services PNG as part of CARE PNG's Coffee Industry Graduate Program. Photo credit: Anna Bryan/CARE PNG.

'It's like I'm standing on behalf of the women and I represent them. They come to me and we talk openly. I see that most of the time in society we give males a higher status keeping women behind, and it is holding back families and their work. So I think what CARE and SMS are doing with female extension officers is important I believe in having females in extension because it will create change,' she shared.

Mr Joeri Kalwij, the Director of SMS, said he was motivated to participate in the Graduate Program as it gives his company an opportunity not only to support young professionals to gain valuable work experience, but to also actively recruit young women into a male dominated industry.

Mr Kalwij said the Graduate Program has had a positive impact on his business: *'It is more than a strategic choice*

¹⁰ This activity is part of a larger program.

to have female extension officers on our staff. It is simple common sense. The feedback and active engagement of farmers with our entire team during field visits is fantastic. I like to think this is partly due to the fact we have women in our team that maintain this rapport with PNG's female coffee growers. We certainly have.'

Working through this project, SMS have not only committed to taking on a second cohort of graduates, they have made policy changes to their extension officers' salary scales to ensure all staff regardless of gender receive the same pay and benefits. These changes mark important organisational-level changes within the industry which will enable women's more meaningful participation in PNG's coffee industry.

Exciting opportunities after graduation

Project name: Support for women's economic empowerment

Project partner: South Pacific Academy of Beauty Therapy

Total funding: \$492,672

Funding timeframe: 2014-2015

A Pacific Women-funded scholarship program has enabled its graduates to gain economic independence and has also ended up offering its participants so much more.

Pacific Women supported 25 students (24 women and one man) with low socioeconomic backgrounds from rural areas of Fiji with scholarships to complete a Certificate in

Beauty and Spa Therapy Level IV from the South Pacific Academy of Beauty Therapy.

The 2016 graduates, including Ms Sonam Narayan and Ms Akosita Waqa, are finding work in satisfying careers giving them economic independence.

'I hope every woman in Fiji has a life like mine!' said Ms Narayan, the top student in the course, achieving the *dux* award. Following her graduation, the Wakaya Private Island Club and Spa sought her out to take on the role of spa manager, a position commonly reserved for practitioners with over 16 years' experience.

Having this job enables her to provide for her 8-year-old-son. This is important to Ms Narayan, because as a single mother, she used to rely on her mother and younger sister for financial support.

Fellow graduate, Ms Waqa received the highest mark in the practical part of the exam. With a dream to travel overseas, she applied for a position in Samoa and is now a beauty therapist at the Misiluki Day Spa in Apia. She shared her advice for other women:

'Take education seriously. Without education you won't be able to find good work anywhere. If you are qualified, you can stand by yourself and you can say that, yes, I am able to support myself and my family as well.'

In addition to the economic benefits, both women have also reported a positive change in how they are perceived by others.



Some of the 25 scholarship recipients with the Academy's Head Trainer, Ms Anjaleen Kumar (fourth from front). With support from Pacific Women, the students graduated with a Certificate in Beauty and Spa Therapy. Photo: Shazia Usman/Pacific Women Support Unit.

Ms Waqa said her achievements had a profound impact on her 20-year-old-son. *'He was so proud. It really motivated him. He now plans to go for it too [and] finish off his education and graduate.'*

Ms Narayan shared her transformational experience.

'Before, whatever I said or did wasn't accounted for, people said 'oh yeah, yeah' and they just leave it [her opinion] behind. Even in my family now, they respect me, my decisions are being valued even more. In the community, they are looking up to me so that I could help them out in some way.'

'We were really blessed with that scholarship program,' said Ms Waqa, *'because if it wasn't for that program we wouldn't be able to find work.'*

Ms Debra Sadranu, Principal of the Academy and Managing Director of Essence of Fiji: Rejuvenation Centre, also thanked *Pacific Women* for investing in rural women and contributing to Fiji's tourism industry.

'We are truly grateful to DFAT for impacting the lives of our graduates by sponsoring this rural women's program. The impact of this program has not only assisted our rural women but also alleviated the HR issues in this high demand industry. Hotels and resorts are continuously contacting the Academy for graduates. With the increased student intake, we are now able to facilitate with recruitment. It is a win-win for everybody rural women and Fiji's spa tourism industry.'

In praising the graduates, Ms Sadranu said: *'Sonam and Akosita are both outstanding women who clearly excelled from being given this amazing opportunity. To witness the outcome of this program has been most rewarding for me as the Principal and the Director. Watching these students evolve from day one, women from rural areas gaining so much confidence and adapting such professional attitudes. Then to be rewarded with employment for their efforts, is in itself an achievement to be both recognised and appreciated.'*

Improving the marketing and financial literacy of market vendors

Project name: Markets for Change (M4C)

Project partner: UN Women

Total funding: \$12,724,587¹¹

Funding timeframe: 2014–2019

Between 75 and 90 percent of market vendors in the Pacific region are women. The money earned by these women is often pivotal in paying for important family expenses such as children's school fees. In Solomon Islands, UN Women partnered with the United Nations Development Programme (UNDP) and the Bank of South Pacific (BSP) to deliver targeted financial literacy training to vendors to increase their ability to earn, save and manage their market income as part of the Markets for Change (M4C) project.

Principally funded by *Pacific Women*, the M4C project is a six-year multi country initiative working with market vendors in Fiji, the Solomon Islands, and Vanuatu.

M4C workshops focusing on marketing, financial literacy, entrepreneurship, women's leadership and participation are resulting in women increasing sales, increasing their representation on market committees and exercising their voice to ensure their needs are heard and prioritised when it comes to allocating market fees to improve economic opportunity, safety and the health and wellbeing of market vendors.



L-R: The M4C, UNDP and BSP partnership was welcomed by Ms Janet Ramo and Ms Jilly Maehaka, respective chairpersons' of Auki and Honiara Central Market Vendors' Associations. Photo: UN Women.

¹¹ This activity is part of a larger program.

In Solomon Islands, M4C, UNDP and BSP have collaborated on a series of 'Continuing Marketing Business Education' workshops. The trainings build skills in basic financial literacy, budgeting, savings and record keeping. There is also a focus on increasing knowledge and skills around mobile banking services and opportunities to access different types of financial services.

The training is coordinated with the local and provincial governments who have management responsibility for marketplaces in Honiara and Auki.

BSP participates in the training on a pro bono basis and BSP Solomon Islands' Country Manager, Mr David

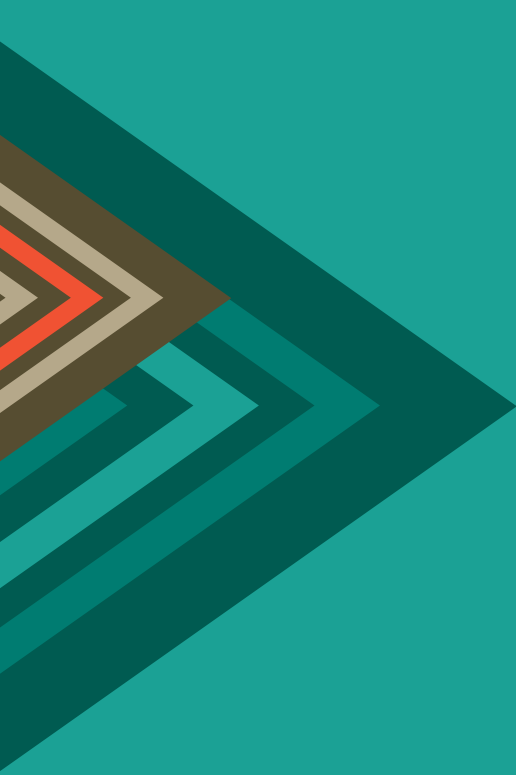
Anderson, is pleased that that the trainings involve those who have previously had limited opportunities to improve their marketing practices and increase their incomes.

Ms Kristy Nowland is UN Women's M4C project manager for Solomon Islands. She noted that the impact of the M4C project on gender equality extends well beyond the walls of the market place.

'Supporting economic and social outcomes at marketplaces has the potential to set into motion longer term transformative processes and practices for women's empowerment and gender equality.'



Key stakeholders celebrate the signing of the M4C, UNDP and BSP financial literacy agreement. Photo: UN Women



PROGRESS HIGHLIGHTS BY OUTCOME

Ending Violence Against Women

‘When women and girls become victims of domestic violence and abuse, it affects the entire family and it causes emotional, mental, physical anguish that victims suffer through lifetime. [...] As a nation, we cannot allow this to continue and we cannot be passive; we must work together to join hands and intensify effort to eliminate this scourge.’

Hon Rosy Akbar,

Minister for Health and Medical Services (former Minister for Women, Children and Poverty Alleviation), Fiji, 2015^x.

‘Men don’t punch the first person they meet, they wait until they get home. That’s not about anger, that’s about power... the more people realise this, the less excuses they can make for perpetrators.’

Tura Lewai,

Pacific Male Advocate for Women’s Human Rights, UN Secretary General’s Network of Men Leaders (2016)^x.

ENDING VIOLENCE AGAINST WOMEN

Violence against women and girls takes many different forms in the Pacific. These include intimate partner violence, non-partner sexual assault, sexual exploitation and trafficking, and harmful practices such as bride price and accusations of sorcery. Prevalence of these types of violence is high in the region; in most countries it is much higher than the global average of 30 percent^{xi}. Rigorous surveys of intimate partner violence against women across the region show prevalence rates range from 68 percent in Kiribati^{xii}, 64 percent in Solomon Islands^{xiii} and in Fiji^{xiv}, 48 percent in the Republic of the Marshall Islands^{xv} and 33 percent in Tonga^{xvi}.

Preventing and responding to violence against women is a key element of *Pacific Women*. The program supports a wide variety of partners to both prevent violence and to respond in a holistic and integrated way to the many needs of women and children who are survivors of physical and sexual violence. In addition, it supports partners in the critical area of improved data collection and analysis on types and prevalence of violence.

Pacific Women works with a range of partners to facilitate prevention approaches that engage multiple stakeholder groups. Local partners can most effectively provide analysis of the socio-cultural factors that drive specific forms of violence in local contexts. This helps to identify risk factors and social norms that perpetuate violence, as well as structures that hold these norms in place and influence attitudes and behaviours. Global evidence is finding that working through multiple entry points to change social norms and challenge unequal gender power relations is effective in preventing violence against women.

Community mobilisation, awareness raising, education, and group-based interventions that work with men, women, girls and boys are other globally tested strategies supported by *Pacific Women* to prevent violence.

Engaging men and women in prevention initiatives is a way to examine gender power dynamics and promote discussion of social and cultural norms. This is being done by coalitions, faith-based organisations and by rural community groups and is the focus of research and evaluation. In addition, across *Pacific Women's* other areas of work on leadership, economic empowerment and enhancing agency, the program is striving to strategically strengthen women's abilities to claim their rights to live free from violence.

Violence against women related programming comprises the largest type of work supported by *Pacific Women*. A total of 36 activities have a primary focus on ending violence against women, with these activities underway in eight countries as well as at the regional level. Of the 36 activities funded, 27 also do some of their work in other *Pacific Women* outcome areas (women's leadership and decision making or economic empowerment of women). This helps to deliver information and activities to more diverse groups of men and women and can influence and accelerate change in social norms.

The following case studies highlight more details about these initiatives supported by *Pacific Women*.

Note:

Governments, development partners and civil society organisations in the Pacific use a range of terminology when discussing different forms of violence against women and girls. These terms include ending / eliminating violence against women (EVAW), gender-based violence (GBV), and family and sexual violence (FSV). Each of these terms carry nuances of meaning, so the case studies in this report use the preferred language of the relevant partner country and/or organisation.

CASE STUDIES

Faith in gender equality

Project name: Supporting gender equality through ecumenical-based approaches

Project details:

UnitingWorld: \$370,000 (2015–2018)

Pacific Conference of Churches: \$83,000 (2016)

House of Sarah: \$86,000 (2015–2016)

Christianity is at the heart of Pacific culture with approximately 95 percent of Pacific Islanders (with lower rates in Fiji) identifying as Christians. *Pacific Women* believes significant positive change in gender equality will come from the work of churches and Christian development organisations using innovative, faith-based approaches.

UnitingWorld, the Pacific Council of Churches (PCC) and the Anglican church supported House of Sarah are working collaboratively across each of their programs targeted at addressing violence against women and girls.

‘The system that I grew up in and the knowledge that was given to me by my parents and the leaders of the church was different - it was that women are inferior to men. It is very important to correct this understanding because women and men are same in the eyes of God. This can only be done if we go back to the roots, which is the Bible. The interpretation of the Bible is so important because it can do good but also harm people if not done correctly.’

Ms Sosefo Tigarea, the Women’s Program Coordinator at the Pacific Theological College, offered these reflections whilst participating in UnitingWorld’s regional Partnering Women for Change program.

With support from *Pacific Women*, UnitingWorld partners with churches and ecumenical networks in the Pacific to review traditional patriarchal views of the Bible in favour of an inclusive biblical framework. The Partnering Women for Change program also works closely with women’s fellowship organisations to support leadership opportunities for women within churches and community.



Church representatives at the regional forum hosted by UnitingWorld in Suva from 12 to 13 May 2016. L-R: Ms Martha Yamsiu (Presbyterian Church of Vanuatu), Ms Bairenga Kirabuke (Kiribati Uniting Church) and Ms Helen Vavia (United Church in PNG) were part of plenary sessions during the two days and spoke about their work in progressing gender equality within the church. Photo: Shazia Usman/ Pacific Women Support Unit.

The PCC is the peak fellowship organisation of 22 Pacific member country churches. Through the PCC’s awareness programs with indigenous communities, *Pacific Women* is supporting the introduction of gender equality principles to church members.

Ms Ethel Suri is the Women’s Desk Officer of the PCC. She explained: *‘One of the resolutions from the last General Assembly was for at least five national churches to have policies on eliminating violence against women and at least five national churches to have male advocacy programs in their countries.’*

The PCC is working to support churches achieve these goals. It recognises that to be successful, networking is essential. The PCC therefore works with partners to complement the theologically based curriculum. This includes the Fiji Women’s Crisis Centre (a key partner of *Pacific Women*).

In Fiji, the Support for Ecumenical Approaches to Ending Violence against Women project conducted by the House of Sarah also strives to challenge those who interpret the bible in a way that views women as inferior to men. The House of Sarah is a non-government organisation (NGO) of the Anglican Church of Polynesia registered in 2012 as a response to the violence against women in faith-based settings. With *Pacific Women’s* assistance, it conducts workshops with women and young people on the interface between biblical teachings, human rights,

violence against women and gender equality. It also supports churches with awareness raising activities on violence against women such as biblio-dramas, messages and liturgies for 'Break the Silence' Sunday services. These services occur during the 16 Days of Activism against Gender Based Violence Campaign through the Christian Network Talanoa, a forum of ecumenical partners working to address violence against women in faith-based communities.

This overlap of faith-based and human rights-based teachings about gender equality is extremely important, but also extremely challenging. Reverend Dr Cliff Bird, a Solomon Islands theologian and UnitingWorld's Pacific Regional Coordinator, described it this way: *'On the one hand human rights are seen by many ordinary Oceanic peoples as foreign, making claims that are seen as overtly individualistic, unbiblical and unchristian. On the other hand, some human rights organisations and agencies see churches and religions in general in negative ways harbouring church members who perpetrate violence against women and children; condoning, perhaps even justifying violations of human rights within the family, community and church settings, through acts of 'forgive and forget' for instance.'*

Aside from culture, religion has the reputation for perpetuating gender inequality. *Pacific Women's* contribution to these effective faith-based initiatives is working to change that.

Using creative approaches to advance gender research in PNG

Project name: Support for strengthening national coordination, implementation and monitoring for zero tolerance towards family and sexual violence

Project partner: United Nations Development Program (UNDP)

Total funding: \$4,500,000¹²

Funding timeframe: 2014–2016

An innovative film and photo project is documenting community-based interventions against gender-based violence in Papua New Guinea (PNG) to inspire others to impact change in their communities. It is attracting deserved attention and producing extraordinary reactions for the storytellers.

Yumi Kirapim Senis is produced by creative arts researchers Dr Jackie Kauli and Dr Verena Thomas. They worked with the UNDP on the *Pacific Women* supported documentary series to capture community led initiatives in six PNG communities.

Yumi Kirapim Senis means 'let's create change together', which is what Dr Kauli and Dr Thomas are doing by training local organisations to document how interventions against GBV in their communities have affected them, then sharing these experiences via digital media.



Dr Jackie Kauli (left) and Dr Verena Thomas (middle), worked with UNDP on *Yumi Kirapim Senis* - a Pacific Women supported documentary series capturing community led initiatives in PNG. The two researchers attended the Pacific Gender Research Workshop in June in Fiji, where they shared their approach to research using creative arts and media in PNG. Photo: Shazia Usman/ Pacific Women Support Unit.



The *Yumi Kirapim Senis* documentary series captures the work of six community led initiatives against GBV across PNG. Photo: Shazia Usman/ Pacific Women Support Unit.

¹² This activity is part of a larger program.

The women from Simbu whose story is documented in one of the films, titled 'Closing the Gap', have spent years mediating and mitigating tribal warfare and sorcery related violence. Their efforts have not been recognised before. However, with the launch of the film, the women are now flagged down by people on the street and called 'heroes'. Nearby districts have called on them to share their expertise with their communities. As a result, they are supporting the Kagle Peace Treaty of the Wara Simbu in the Sinesine Yongumul electorate of Simbu province.

Dr Kauli explained: *'They [the methodologies depicted in the films] represent models of best practice but the difference is they are home grown. There are loads of documents that highlight the challenges in the GBV response but not enough that present workable solutions. We captured examples of initiatives that are contextualised within communities and they know what to do and form the relationship and negotiate the positions they are in.'*

The films are being distributed and promoted as part of the project. Pastors in Simbu have been showing the film 'Closing the Gap' as an educational and advocacy tool to reduce GBV and sorcery related crimes. Monitoring of the *Yumi Kirapim Senis* initiative has shown that in Simbu, people are now more aware of laws on sorcery related violence.

The films have made visible the hard work of local-level advocates and their efforts are being recognised and appreciated.

Making our families safe through collective action at the provincial level

Project name: Let's Make Our Families Safe (Safe Families)

Project partner: Oxfam

Total funding: \$5,642,461

Funding timeframe: 2014–2017

In Solomon Islands, the Safe Families project strives to create a country where family and sexual violence is no longer considered acceptable behaviour. It is taking an innovative approach to mobilise communities and build coalitions for action that will change the social norms, values, attitudes and beliefs that drive family and sexual violence.

The program is being piloted in Malaita and Temotu provinces by Oxfam, in partnership with the Solomon Islands National Council of Women, *Vois Blong Mere* Solomon, International Women's Development Agency, Pacific Leadership Program and IOD PARC.

Central to Safe Families' approach is coalition building aimed at initiating collective action towards both prevention of family and sexual violence and also improved service delivery at the provincial level. To this end, the project established provincial alliances in both Malaita and Temotu. These alliances have helped create an environment where community members are able to have meaningful and open discussions about prevalent family violence issues and allow members to develop action plans collaboratively.

'In the past, NGOs and service providers work[ed] in isolation in addressing GBV,' explained Mr Eric Sogotee from the Solomon Islands Planned Parenthood Association in Malaita Province. 'However with this alliance in operation, I now see that NGOs and CSOs have established and strengthened relationships among themselves and communities and view each other's work as complementary rather than as competing against each other.'



Stakeholders at the launch of the Safe Families initiative in Malaita in 2015.
Photo: DFAT/Solomon Islands Post.

Ms Martha Rurai, President of the Malaita Provincial Council of Women, has noticed improved coordination of service provision for survivors of violence, as a result of the provincial alliance.

'In this alliance, we have the police, the health workers, this safe house rep and others who are working to address GBV issues. This space has brought us all together and we know who is doing what. It has contributed a lot to improving the referral system, so when a victim goes to access the police service, this victim would then be referred to next appropriate

service provider, whether the hospital or the safe house.'

The provincial alliance in Temotu is generating similar engagement. Mr Godfrey Kolia, the Temotu Provincial Alliance Coordinator said there has been increased attendance in alliance meetings *'as a result of alliance members realising the importance of collaborative effort and coordination at the provincial level.'* He remarked: *'Some members who are not invited can now turn up as they were driven by interest in working together to address the deadly issue of violence.'*



Coalition members at one of the meetings of the Temotu Provincial Alliance. A similar alliance has been formed in the Malaita Province, under the Safe Families initiative, to undertake collective action against family violence. Photo: DFAT/Solomon Islands Post.



Improving the depth of data recorded about violence against women

Project name: Pacific Regional Ending Violence Against Women Facility Fund (Pacific Fund)

Project partners: UN Women and the ANGAU Hospital Family Support Centre (ANGAU FSC)

Total funding: \$1,500,000¹³

Funding timeframe: 2014-2015

The Family Support Centre at the ANGAU Hospital in PNG provides holistic care for people escaping domestic or social violence, including sexual violence. From January to September 2015, ANGAU FSC provided medical consultations and counselling support for 799 people, 95 percent of whom were women and girl survivors. With support from *Pacific Women*, ANGAU FSC has introduced an enhanced data collection tool that enables staff to record the nature of each case.

Data are now being collected around themes such as women living with disabilities, violence during pregnancy and incest. Types of cases recorded using the new system have included abduction, kidnapping and rape, forced hard child labour, child abuse and rape of minors, forced sex and hard labour by step fathers, gang rape, insertion of objects in vagina, attempted murder by intimate partners, attempted suicide, and violence in pregnancy.

The data collected offers an evidence base for developing programs to reduce violence against women and girls and provide appropriate medical and psychological treatment.

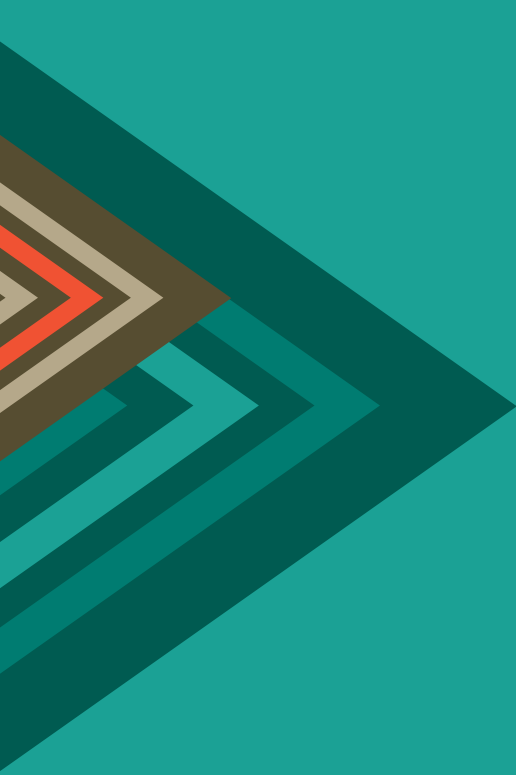
Through understanding the nature of violence that is occurring, it is possible to develop targeted activities in response.

Data is also collected regarding the treatment provided at ANGAU Hospital. For example, in 387 cases, patients reported feeling mentally healthier after receiving counselling support. The reporting also shows how ANGAU FSC is linking with other services for survivors of violence: 175 cases were referred to the new Case Management Centre in Lae (Femili PNG also a *Pacific Women* partner) to support further follow up and 110 of the 263 medical reports that were written were issued to survivors and the police for court processes.

ANGAU FSC also uses this information in policy work. They made a substantial contribution to drafting the Gender Based Violence Health Curriculum for health institutions in PNG and made submissions to the parliamentary inquiry into violence against women and children in PNG.

Sr Anastasia Wakon, Sister In Charge of ANGAU FSC, shared: *'The data management tool is an excellent tool and has been very helpful in recording detailed data and information on a survivor's medical as well as psychological condition. In the past we recorded all information as normal trauma, not explicitly as medical or psychological. I am proud of this progress as now I am able to report on medical and psychological interventions better. I would like to see the tool being rolled out to family support centres in other provinces'*.

¹³ This activity is part of a larger program.



PROGRESS HIGHLIGHTS BY OUTCOME

Enhancing Agency

‘We need to strengthen the power within women to stand up and make a change. Remove dependency or we will never get anywhere.’

Ms Ume Wainetti,

Family Sexual Violence Action Committee, Papua New Guinea (UN Women, 2016)^{xvii}.

‘When they [young Nauruan women studying overseas] come back they are different and things are different for them. They want to work. They have become exposed to a different life. They don’t want to get married early. So that’s different these days. Yes, it’s new and different and we accept it.’

Hon Ranin Akua,

Deputy Speaker of the Parliament of Nauru, sharing his observations on young women’s empowerment in the country (Pacific Women’s Parliamentary Partnerships 4th Annual Forum, Samoa, 2016)^{xviii}.

ENHANCING AGENCY

Efforts to enhance women's agency need to work at multiple levels, to help create an enabling environment where a woman's right to make decisions about her own life is recognised, where women are economically empowered and where women and children are safe from all forms of violence.

This can be challenging in the Pacific, where social norms and attitudes are based on complex gendered hierarchies that keep women disempowered. Understanding these context specific norms is essential to achieving change. Formal structures, such as policy and legislative frameworks, also discriminate against women. For example, legal barriers exist in the majority of countries across the Pacific including laws that constrain women's ability to exercise their economic, social and political rights, as well as silent gaps in legislation, or references in legislation to discriminatory customary law. In particular, women face discrimination both informally and overtly, when it comes to land, marital property and inheritance.

In this context, amplifying women's voice and supporting their ability to act against this discrimination is critical. This is why *Pacific Women* has funded 23 activities during the reporting period with a primary focus on enhancing agency and supporting an enabling environment. These activities include a large focus on research, with nine activities aimed at understanding the many dynamics contributing to gender inequality, so the program can collectively understand how best to tackle these complex problems. A further nine activities focus on building the capacity of national women's machineries and other women's organisations to support legislative and policy reform. Enhancing agency also includes activities that

support coalitions to build a local understanding of solutions for change and activities working with men. *Pacific Women* supports these activities in recognition that enhancing women's agency involves directly supporting catalytic women leaders, their organisations as well as coalitions for change.

Understanding what action can drive change, and who can catalyse change is important. An example of this work is a collaboration with the Pacific Leadership Program (PLP), where *Pacific Women* has identified women from civil society, government and the private sector who are already leading change in their communities, to undertake further training in adaptive leadership. Adaptive leadership skills enable individuals and groups to thrive in complex environments, particularly those undergoing a gradual, but meaningful process of change.

Pacific Women's approach to enhancing agency recognises that change is already occurring, but often further support is needed to scale up and amplify this work. The We Rise Coalition is an example of this. Through *Pacific Women's* support, the We Rise Coalition was able to expand its work from a partnership of two organisations to a coalition of four organisations working across Fiji, Australia and the region. These four organisations work together as Pacific and Australian feminists, recognising that the whole is greater than the sum of their parts. Together, they have made progress on policy reform, human rights and women's leadership, as well contributing to a stronger regional women's movement.

The following case studies highlight examples of initiatives supported by *Pacific Women* that are contributing to enhancing women's agency.

CASE STUDIES

The power of one Pacific voice at the UN Commission on the Status of Women

Project name: Support for Women's Groups and Coalitions

Project partner: Pacific Leadership Program (PLP)

Total funding: \$200,000¹⁴

Funding timeframe: 2015–2015

Each year, the world focuses on the progress of gender equality at the Commission on the Status of Women (CSW). Before the 60th CSW in March 2016, *Pacific Women* partnered with PLP, UN Women, NGO CSW and the Pacific Islands Forum Secretariat to provide 25 participants with preconference adaptive leadership training. The training strengthened Pacific participation, collaboration and leadership at the CSW.

Participants included those who would attend the CSW in New York as representatives of government and CSOs, as well as those who would support the process from their home countries.

Adaptive leadership skills enable individuals and groups to have the adaptability to thrive in complex environments, particularly those undergoing a gradual, but meaningful, process of change. The two and a half day training in adaptive leadership developed participants' leadership skills to work more strategically and collaboratively.



L-R: Ms Anne Kautu, Senior Women's Development Officer from Kiribati, in conversation with Ms Pula Toaka, National Coordinator of the Tuvalu National Council of Women, and other colleagues at the CSW60 preparatory meeting.
Photo: Shazia Usman/Pacific Women Support Unit.



Representatives of Pacific governments, civil society organisations and human rights activists spent 25-29 February in Fiji strategising for CSW60 and learning more about the concept of adaptive leadership. Photo: Shazia Usman, Pacific Women Support Unit.

Ms Anne Kautu was preparing to attend her third CSW as the Senior Women's Development Officer heading the Women's Development Division of the Kiribati Ministry of Women, Youth and Social Affairs. *'I used to see leadership in a different way,'* Ms Kautu said, *'but going through the adaptive leadership training has made me think about finding that one voice.'*

The purpose of this targeted adaptive leadership training was to assist participants to gain skills, consider strategies and catalyse action so that they more effectively represent Pacific women's interests at regional and international events like the CSW. The tools, programs and resources have been developed by PLP in conjunction with Cambridge Leadership Associates to promote these aims.

Participants spoke positively about learning skills to improve cooperation on key issues of concern for Pacific women.

'I thought it would [be] more of an information session on CSW' said Ms Pauline Soaki, who was preparing for her first attendance at the CSW as the Director of the Women's Development Division within the Solomon Islands Ministry for Women, Youth, Children and Family Affairs. *'But they really showed us the reality of what we will actually be doing when we are there. I also liked the discussions around solidarity what does it really mean having that one voice on issues that are important to the Pacific. The discussions have helped define my purpose at CSW.'*

¹⁴ This activity is part of a larger program.

Samoa's Ms Cherelle Fruean said: *'This pre-CSW prep meeting was an amazing experience for me! I wish I had attended one before my first CSW. CSW is a very intense meeting and can be very overwhelming. The prep meeting was a great way of introducing everyone to these concepts beforehand and also a great way of strengthening our relationships within the Pacific delegation at CSW.'* Ms Fruean, a Pacific Advisory Committee member for FRIDA: The Young Feminist Fund, also attended the 2014 and 2015 CSW.

Harnessing the power of coalitions

Project name: Strengthening feminist coalitions and partnerships for gender equality (We Rise Coalition)

Project partners: Diverse Voices and Action for Equality (DIVA), FemLINKPACIFIC, Fiji Women's Rights Movement (FWRM) and IWDA

Total funding: \$4,800,000

Funding timeframe: 2015–2019

Four organisations have demonstrated that by working together as a coalition, they can increase their reach and impact. The vision of the We Rise Coalition is a Pacific where there is gender justice, ecological sustainability, peace, freedom, equality and human rights for all.

DIVA, FemLINKPACIFIC, FWRM and IWDA have a 'herstory' of partnering successfully. In 2015, they further developed their collaboration by forming the We Rise Coalition to implement activities in Fiji and the Pacific.

'We work together as Pacific feminists recognising that the whole is greater than the sum of our parts,' explained Ms Sharon Bhagwan Rolls, the Executive Producer-Director of FemLINKPACIFIC.

The We Rise Coalition partners join their strengths, resources and networks together towards a collective objective: to develop, demonstrate and strengthen feminist coalitions and partnerships in order to grow and uphold inclusive governance, equality, diversity, justice and women's human rights.

With support from *Pacific Women*, 2,235 people have been involved in We Rise Coalition activities: 2,048 women, 79 men and 108 people who identified as transgender. This included 396 women participating in national-level and 194 in community-level learning events on topics such as coalition building, feminist analysis and practice; and 189 women participating in activities supporting women's leadership.



We Rise Coalition partners signing the Coalition Memorandum of Understanding in Melbourne, April 2016. Photo: IWDA.

The coalition works in a number of ways to influence decision making, at local, national, regional and global levels, including strategic advocacy at intergovernmental meetings. Examples include DIVA's participation in the Expert Group Meeting on Gender and Climate Change; DIVA and FemLINKPACIFIC at the 60th CSW; and FWRM's participation in the Asia-Pacific Forum on Sustainable Development. A common thread through all these events has been the push for gender equality commitments in the Sustainable Development Goals, and the Coalition has played a driving role in coordinating Pacific civil society engagement with the 2030 Development Agenda.

Working locally in Fiji in the wake of Cyclone Winston, the We Rise Coalition was active in post-cyclone communications (including through a Women's Weatherwatch campaign) and the recovery response, demonstrating the adaptability of the model in emergency situations. The Fiji-based partners stayed in close communication during the early post-cyclone period, visiting and providing immediate relief to women and marginalised groups in affected communities. All partners then shared the stories they heard during this early response to advocate for better policy and practice in official government and intergovernmental agency response and recovery activities.

In addition to working with communities and leaders at all levels, the Coalition also invests time in defining and understanding the benefits of this Pacific grown coalition model. Noelene Nabulivou, DIVA's political adviser, acknowledged the value of being part of the coalition: *'The We Rise Coalition model is assisting DIVA to sustain ourselves as an organisation, and as individual Pacific LBT (lesbian, bisexual and trans) feminist activists working in small island*

societies. The We Rise Coalition model, for DIVA, is becoming clearer and more relevant as time goes on. It is not always easy, but we are committed to the Coalition's feminist vision.'

For FWRM's Michelle Reddy, the strength of the coalition approach 'is much more than just four organisations working together on joint projects. It is a way of partnering to build strength in each of our organisations, and the women's human rights movement in Fiji and the Pacific.'

Girl Guides as actors of change

Project name: Pacific Regional Ending Violence Against Women Facility Fund (Pacific Fund)

Project partners: UN Women and Fiji Girl Guides Association (FGGA)

Total funding: \$1,500,000¹⁵

Funding timeframe: 2014-2015

Girl Guides in Fiji are becoming powerful 'Voices against Violence' in their communities.

Since 1924, girls and young women in Fiji have been actively participating in the FGGA. There are now 5,522 members aged between seven and 21, making it one of the largest organisations for girls in the country. Girl Guide and Girl Scout movements are present in 146 countries and support girls and young women to develop their full potential as leaders and active citizens of the world.

Together with UN Women, the Worldwide Association of Girl Guides and Girl Scouts has developed a curriculum for its members on ending violence against women. In Fiji, Pacific Women is supporting this to be rolled out as part of FGGA's 'Voices against Violence' program.



Fiji Girl Guides used poetry, oratory, song and dance to get across messages about ending violence against girls at the launch of the Voices against Violence curriculum in Suva in November 2015. Photo: Ellie van Baaren/UN Women.

At the 2015 National Guides Camp in Sigatoka, 400 girl guides and 100 guide leaders were exposed to two days of the Voices against Violence curriculum. In addition, 12 guide leaders were trained as trainers.

Voices against Violence seeks to improve knowledge and attitudes relating to gender equality and violence against women. It builds the confidence and skills of girls aged from 7 to 15 to establish and sustain respectful, non-violent relationships and to advocate for personal rights, including being empowered to say no to violence.

The model capitalises on one of the strengths of the organisation as a provider of non-formal education to girls. According to the World Association of Girl Guides and Girl Scouts: 'Non-formal education can create a powerful force for change by empowering girls and young women to understand and assert their rights, and by challenging root



Banners created by Fiji Girl Guides were on display at the launch of the Voices against Violence curriculum. Photo: Ellie van Baaren/UN Women.

¹⁵ This activity is part of a larger program.

causes of violence such as gender stereotypes and inequality and reaching out to boys and young men.'

Pacific Women's support to FGGA also strengthens organisational skills in the association. In 2016, three FGGA project team members along with 11 guide leaders were instructed in conducting baseline surveys to assess the FGGA's own competencies, analyse data and develop project activities. FGGA also worked with the Fiji Women's Crisis Centre to develop a child protection policy.

Girl Guides who complete activities in the Voices against Violence curriculum are not only empowered to change gender inequality, but also earn a badge in recognition that a girl has developed new skills or mastered a challenge.

Empowering women and girls with disabilities

Project name: Pacific Regional Ending Violence Against Women Facility Fund (Pacific Fund)

Project partners: UN Women and Pacific Disability Forum

Total funding: \$1,500,000¹⁶

Funding timeframe: 2014–2015

Ms Lanieta Tuimabu is the Office Manager for the Fiji Disabled People's Federation (FDPF) and a Board Member of the Pacific Disability Forum. Through a variety of projects sponsored by Pacific Women, Ms Tuimabu has been an active influencer in ensuring protection and advancement of women and girls with disabilities.

Drafting a toolkit to assist with disability inclusive programming to end violence against women, modelling adaptive leadership for her five staff at the FDPF and representing Pacific women with disabilities at the 60th CSW in New York, are all in a day's work for Ms Tuimabu.

She has found the two adaptive leadership programs organised by Pacific Women and PLP to be 'very helpful' in her active role at the FDPF. At the training in February 2016, she explained: 'it was a new concept and I was worried, thinking how effective will it really be. But it was effective. And being part of this meeting today has enhanced my knowledge.'

Adaptive leadership skills enable individuals and groups to have the adaptability to thrive in complex environments,

such as the one Ms Tuimabu works in. She has since put her adaptive leadership skills to use at the FDPF.

'After the training, it really built my personal skill in terms of managing very high-risk issues. I have also cross disability staff where I have to understand each one's ability and disability and how to effectively communicate with each one of them. I have staff with hearing impairment and one staff with physical disability and one who is in a wheelchair. I am visually impaired.'

Ms Tuimabu felt that the adaptive leadership training also prepared her for representing the Pacific Disability Forum at the 60th CSW.

'I hope my participation at the CSW would be very meaningful, ensuring that women's issues in the Pacific will be heard at the UN level. Whether it is women's empowerment, women's economic empowerment, access to health services, ending violence against women. Some women with disability have been sexually abused and have had unwanted pregnancies. This is one of my focus areas that I will lobby on.'

In addition to her leadership and advocacy roles, Ms Tuimabu supported the Pacific Disability Forum with the development of a practical, user friendly toolkit for designing and implementing successful projects to end violence against women and girls.

Global data shows that women and girls with disabilities are more vulnerable to experiencing physical or sexual violence from an intimate partner.



Ms Lanieta Tuimabu is strong Pacific disability rights advocate and works with key organisations such as the FDPF and PDF, in ensuring the protection and advancement of women and girls with disabilities. Photo: Shazia Usman/Pacific Women Support Unit.

¹⁶ This activity is part of a larger program.

The toolkit was developed through support from UN Women's Pacific Fund, which is funded from *Pacific Women*. The toolkit contains group exercises, role plays and case studies, as well as a section on action planning for the inclusion of women and girls with disabilities.

US-based Handicap International has recognised the tool kit globally as one of the top 10 projects on good practices about the elimination, prevention and response to violence, abuse and exploitation of women and girls with disabilities.

Nauru's Deputy Speaker sees his mother as a role model leader

Project name: Pacific Women's Parliamentary Partnerships (PWPP) project

Outcome area: Leadership and decision making

Project partner: International and Community Relations Office, Australian Department of the House of Representatives

Total funding: \$2,850,037¹⁷

Funding timeframe: 2013–2018

With a population of just 11,000 people, Nauru is one of the least populated countries in the world. The PWPP project annual forum provides an opportunity for representatives from small Pacific nations like Nauru to share their experiences and hear from other parliamentarians in the region. The Hon Ranin Akua is the Deputy Speaker of the Parliament of Nauru. He was one of the eight male parliamentarians who attended the 4th PWPP annual forum in Samoa in April 2016.

Hon Akua explained his support for women in politics: *'Our Minister Charmaine Scotty [Nauru's Minister for Home Affairs, Education, Youth, and Land Management and the only woman in Nauru's parliament] has done a lot for*

Nauru and is one of the key persons in Government,' he said. 'I support women to be in politics and to be part of everything. My mother is a leader I am trying to become like her but I still cannot. I wish we had more women in politics.'

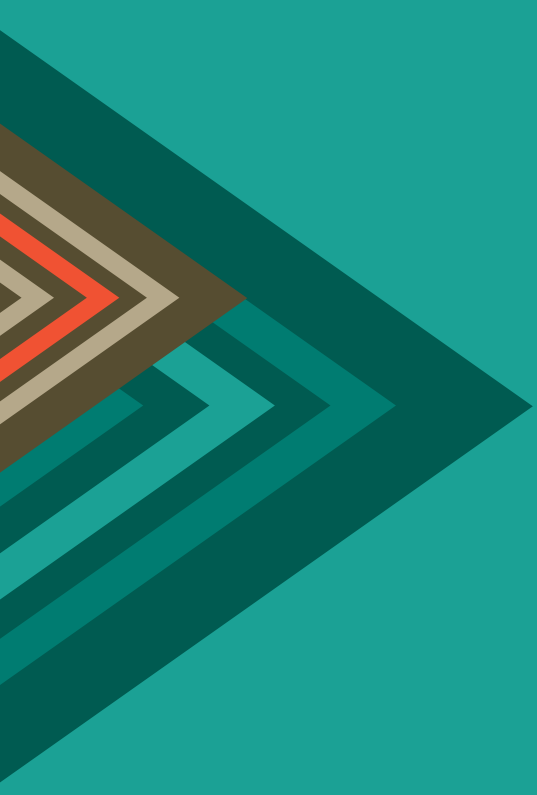
Sixty parliamentarians from 21 parliaments in the region participated in the 2016 PWPP annual forum, with the theme of exploring economic empowerment in the Pacific. Although primarily a forum for women MPs, men have been involved in the last two gatherings.

Currently, only 6.7 percent of parliamentarians across the Pacific (excluding Australia and New Zealand) are women. However, Hon Akua believes that trends are changing in Nauru. Young women are choosing different paths from their mothers, who traditionally stayed at home to look after husbands, children and aging parents. Hon Akua observed that young women often travel and study overseas and come back more empowered.

'When they come back they are different and things are different for them they want to work. They have become exposed to a different life. They don't want to get married early. So that's different these days. Yes, it's new and different and we accept it.'

As participants in the PWPP annual forum, both Hon Akua and Minister Scotty will take away a set of priority actions identified by the delegates to assist their government in taking genuine action at the domestic political level and to implement change in support of women's empowerment.

¹⁷ This activity is part of a larger program.



The page features a teal background with decorative geometric shapes in the corners. On the left, a small brown and orange arrow-like shape points right. In the bottom right corner, a larger, multi-layered geometric shape in shades of brown, orange, and teal points towards the center. The text is centered horizontally in the middle of the page.

PROGRESS HIGHLIGHTS BY LOCATION

COOK ISLANDS

‘Before, women had to walk or take a motorbike to get up to the hospital on the outskirts of town for ultrasounds. But motorbikes are dangerous for pregnant women on the winding roads. Cook Islands Family Welfare Association’s (CIFWA) clinic is in the middle of town, right on the bus route and is much easier and safer for women to access.’

Ms Taraivosa Nakolinivalu,

International Planned Parenthood Federation’s Quality Improvement and Country Desk Officer for the Cook Islands.

Cook Islands using smart infographs to explain gender statistics

Project name: Progressing Gender Equality in the Pacific (PGEP) program

Outcome area: Enhancing agency

Project partner: Pacific Community (SPC)

Total funding: \$3,817,332¹⁸

Funding timeframe: 2013–2018

Quality statistics help everybody in a project cycle. However, data is only as good as our ability to understand, interpret and use the information that is presented.

Through the PGEP program, Pacific Women is supporting work in the Cook Islands to improve the analysis and presentation of gender statistics, with the aim of making them accessible, interesting and ready for a wide range of uses.

The project is implemented by the Pacific Community (SPC) to support national governments and civil society to develop specific strategies for increasing capacity to mainstream gender. Gender mainstreaming is the concept of bringing the

goal of gender equality into the mainstream of society, rather than it being dealt with as a separate, segregated issue.

In 2012, the project assisted with a stocktake of the Cook Islands Government’s gender mainstreaming. One of the areas identified as a potential entry point of intervention in Government to strengthen capacities, was gender statistics.

In August 2014, a regional workshop on gender statistics was organised by SPC and the United Nations Statistics Division. This event identified some priorities for future work, including the production of a core set of gender indicators for the Pacific and the need for regular dialogue between data users and producers to increase the quality and use of gender related statistics and analysis.

A subsequent workshop in October 2015 built on these outcomes, with a focus on the use of gender statistics for the Post-2015 Development Agenda.¹⁹ During the four-day workshop, participants from national statistics offices, national gender equality focal points, national planning offices, NGOs as well as development partners (*Pacific Women*, SPC and various United Nations agencies), worked together to develop national plans to produce a core set of relevant gender statistics.

¹⁸ This activity is part of a larger program.

¹⁹ The Post-2015 Development Agenda refers to a process led by the United Nations that aims to help define the future global development framework succeeding the Millennium Development Goals.



Ms Fabiola Bibi, the Pacific Community's (SPC) Statistics Advisor in discussion with Ms Dorosday Kenneth Watson, Director of the Department of Women's Affairs Vanuatu, and her team. Photo: SPC

As a result, the Cook Islands Statistics Office has been reviewing alternative ways of data dissemination, including infographics, as a simple, visual way of displaying complex data to users with relatively low levels of statistical literacy. The Office anticipates that the infographics will spark people's curiosity, raise awareness about a particular issue, educate on the importance of statistics and data as well as create demand for other statistical products.

Using this approach, the Cook Islands Statistics Office is improving the analysis and presentation of gender statistics and improving the use of gender statistics in informed decision making, which were two key aims of the workshop.

Extending the reach of family welfare services

Project name: Partnerships For Health and Rights: Working for Sexual and Reproductive Health and Rights for all in the Pacific

Outcome area: Enhancing agency

Project partner: International Planned Parenthood Federation (IPPF)

Total funding: \$1,500,000²⁰

Funding timeframe: 2015–2018

Walking uphill to the hospital in the tropical heat whilst heavily pregnant to access the ultrasound at the main hospital was not something that Cook Islander women looked forward to. However, IPPF has supported the CIFWA to provide women with better access to reproductive health services, including ultrasound, close to their communities.

'Before, women had to walk or take a motorbike to get up to the hospital on the outskirts of town for ultrasounds. But motorbikes are dangerous for pregnant women on the winding roads. CIFWA's clinic is in the middle of town, right on the bus route and is much easier and safer for women to access,' said Ms Taraivosa Nakolinivalu, IPPF Quality Improvement and Country Desk Officer for the Cook Islands.

'I feel comfortable coming to CIFWA clinic. It is welcoming and easy to access. I don't have to wait for long. They provide good service and it is confidential,' said a CIFWA client.

The range of services offered by the CIFWA also includes obstetrics, family planning, sexually transmitted infection and human immunodeficiency virus (HIV) prevention as well as sexually transmitted infection treatment including voluntary confidentiality counselling. In 2015, CIFWA increased its number of service delivery points, including in hard to reach areas of the country such as Aitutaki.

CIFWA's services remain relevant given the high rates of STIs in the Cook Islands, particularly among young people aged between 15 and 29 years old. In 2015, CIFWA delivered 7,840 sexual reproductive health services to 6,220 clients. Of these, 2,739 (44 percent) were young people. In addition, CIFWA improved its service delivery to people with disabilities in partnership with the Institution for People with Disability and Mental Illness. CIFWA renovated one of its service delivery points, named Te Kainga, and now provides targeted sexual reproductive health and non-communicable disease services to people living with physical and mental disabilities.



DFAT's Ms Emma Goodwin with Ms Naomi Manavaikai, Youth Officer with the Cook Islands Family Welfare Association, during a country consultation with partners and stakeholders in 2016. Photo: Sarah Boxall/Pacific Women Support Unit.

²⁰ This activity is part of a larger program.

FEDERATED STATES OF MICRONESIA

‘In the end, success in supporting the countries in the North Pacific to uplift the status of women and ensuring that women benefit from programmes and services is about supporting the people in country to do this. The message we want to get across is that gender is everybody’s business and this means tackling a whole range of conscious and unconscious biases and barriers that limit women’s opportunities. That said, Pacific Women’s funding is helping countries to kick start critical initiatives.’

Ms Maire Dwyer,

SPC Gender Adviser on Progressing Gender Equality in the Pacific.

Optimising technical assistance through partnership

Project name: Progressing Gender Equality in the Pacific (PGEP) program

Outcome area: Enhancing Agency

Project partner: Pacific Community (SPC)

Total funding: \$373,140

Funding timeframe: 2015–2018

Pacific Women and SPC are trialling an innovative technical assistance model through the joint engagement of a gender equality adviser. The adviser, employed by SPC, supports both Pacific Women and SPC initiatives in the Federated States of Micronesia (FSM), Palau and the Republic of Marshall Islands (RMI). After only six months, the adviser is already reporting benefits of this collaborative arrangement.

Based in Pohnpei, Ms Maire Dwyer supports gender mainstreaming in government policies and programs through the SPC’s Pacific Women-funded PGEP program, as well as working with the Australian Embassy to establish and monitor Pacific Women country plans.

‘As a matter of course, the SPC’s PGEP program works collaboratively with other Pacific Women-funded programs,’ Ms Dwyer said. ‘Having a single person play this dual role strengthens synergies between the two programs and makes sense given the small populations in the three countries. The

arrangement saves on travel time, and costs as elements of both programs can progress concurrently on a single mission.’

The linkages between the gender equality work of governments in the North Pacific with the projects supported through the Pacific Women country plans are often very direct, for example the Palau country plan provides for a gender analyst to work in Government to boost its efforts on gender mainstreaming. The RMI country plan is supporting Women United Together Marshall Islands, a women’s NGO, to develop the country’s first support service for women and girls experiencing violence. The women’s economic empowerment projects in development under the Pacific Women country plans in both FSM and Palau, could help extend the reach of the gender officers in the respective governments by strengthening their relationships with the private sector.

Recently, Ms Dwyer visited the three other states of FSM (Chuuk, Yap and Kosrae) with Ms Norleen Oliver, the Gender Development Officer for the FSM Government. On these trips, they consulted on the proposed FSM gender policy.

‘We met with the governors, and they all stressed the importance of awareness raising as part of the efforts to progress towards gender equality. People consulted generally recognised the need for initiatives such the introduction of domestic violence legislation only Kosrae has this at the

moment. People understood that women were held back by conventions and norms and they understood that their state would progress more if women could progress. People also made the connection to social inclusion. For example, in Yap, the group consulted identified that the caste system was holding them back,' Ms Dwyer said.

The consultations were part of the PGEP program, but the information gathered in them will also inform the priority activities of the *Pacific Women* country plan for FSM. Whilst RMI had endorsed its country plan prior to 2015, formal endorsement of the country plans for both FSM and Palau will be sought.

Ms Dwyer is part of the SPC's Social Development Program, which has an internal mandate to strengthen gender mainstreaming within SPC, thereby providing a further point of leverage for progressing towards gender equality within this key regional organisation.

'In the end, success in supporting the countries in the North Pacific to uplift the status of women and ensuring that women benefit from programmes and services is about supporting the people in country to do this,' observed Ms Dwyer. *'The message we want to get across is that gender is everybody's*

business and this means tackling a whole range of conscious and unconscious biases and barriers that limit women's opportunities. That said, Pacific Women's funding is helping countries to kick start critical initiatives.'

Promoting full and equal participation for women and girls living with disabilities

Project name: Support to the Pacific Community Regional Rights Resource Team

Outcome area: Ending violence against women

Project partner: Pacific Community Regional Rights Resource Team (SPC RRRT)

Total funding: \$3,000,000²¹

Funding timeframe: 2015–2017

Discrimination can be twofold for women and girls living with disabilities. They can experience unequal treatment because of their gender and also because of their disability. In FSM, *Pacific Women* is supporting the government's efforts to protect the rights of women and girls living with disabilities through legislation.



Stakeholders during a CRPD consultation. Resolutions from these consultations will inform the FSM Congress about CRPD ratification. Photo: SPC RRRT.

²¹ This activity is part of a larger program.

SPC RRRT undertakes activities that build a culture of human rights in the Pacific and assist nation states to commit to, and observe, international human rights standards.

Funded jointly by *Pacific Women* and the European Union, SPC RRRT has supported efforts towards FSM's ratification of the United Nations Convention on the Rights of Persons with Disabilities (CRPD).

FSM signed the CRPD in 2011. Since then, SPC RRRT has been working closely with the FSM Disabled Persons Organisation and the Pohnpei Consumer Organisation to lobby and conduct consultations with the four state governments of FSM.

Each of these states has now passed a CRPD ratification resolution. Mr Nelbert Perez, President of the Pohnpei Consumer Organisation highlights the importance of this step: *'The ratification of the CRPD allows our governments to take stock of provisions to safeguard rights and identify gaps*

in order to allow persons with disabilities access to the same opportunities as everyone else.'

To support the FSM Congress with the final stage of ratification²², SPC RRRT has assisted with the development of the congressional resolution, creation of radio awareness materials on the CRPD and planning of a CRPD stakeholder consultation, including looking at the challenges faced by women living with disabilities. Outcome statements from the stakeholder consultation will provide in depth information for the members of the FSM Congress about CRPD ratification.

Additionally, SPC RRRT has worked at state level to encourage functional family protection legislation to promote gender equality more broadly. In Pohnpei, SPC RRRT provided expert review and feedback on the draft Pohnpei Family Protection Bill. In Kosrae, SPC RRRT held a workshop with the Kosrae Women's Association that raised awareness of the protections offered to women and children under the Kosrae Family Protection Act.

²² At the fourth regular session of the 19th Congress Sitting of the FSM Congress in September 2016, the FSM Congress agreed to ratify the CRPD and have since requested technical assistance from SPC RRRT to develop a CRPD domestication and implementation plan, with work to begin in November 2016. At the time of writing, the congressional ratification is awaiting signature.

PROGRESS HIGHLIGHTS BY LOCATION

FIJI

‘The goal for the Fiji Women’s Fund will improve the playing field for gender equality and women’s rights. The gains from the fund will combine with the efforts by the Fijian Government in these two critical areas.’

Hon Rosy Akbar,

Fiji’s Minister for Health and Medical Services (former Minister for Women, Children and Poverty Alleviation).

Opportunities for Fijian women’s groups and women focused CSOs

Project name: Fiji Women’s Fund

Outcome areas: Leadership and decision making, economic empowerment, ending violence against women and enhancing agency

Project partners: Fijian women’s groups and women focused CSOs

Total funding: \$10,500,000*

Funding timeframe: 2016–2022

In Fiji, Pacific Women will provide \$10.5 million of flexible funding through the Fiji Women’s Fund. The Fund will assist a broad range of women’s groups and women focused civil society organisations to increase women’s economic empowerment, end violence against women and increase women’s role in leadership and decision making.

The Fiji Women’s Fund was launched jointly by the Hon Steven Ciobo, Australia’s Minister for International Development and the Pacific (at the time) and the Hon Rosy Akbar, Fiji’s Minister for Women, Children and Poverty Alleviation (at the time) in November 2015. The announcement took place at the Muslim Women’s League’s vocational training centre in Makoi. The Muslim Women’s League is one Fijian community organisation that has received *Pacific Women* funding to operate effective, local-level projects to achieve gender equality. The model of the Fiji Women’s Fund recognises that local, passionate actors are critical in achieving gender equality.



Ms Puja Chetty, a Project Officer for local women’s organisation Ra Naari Parishad, addresses guests at the launch of the Fiji Women’s Fund in November 2015. The Fund was jointly launched by Hon Steven Ciobo, Australia’s Minister for International Development and the Pacific (at the time) and the Hon Rosy Akbar, Fiji’s Minister for Women, Children and Poverty Alleviation (at the time). Photo: DFAT/Fiji Post.

Minister Ciobo said: ‘Through the Fiji Women’s Fund we aim to provide flexible support to a wide range of women’s groups in Fiji both big and small, urban and rural, national and grassroots. This reflects our belief that empowering such groups means supporting local champions of change to make a difference in their own communities.’

Minister Akbar added: ‘The goal for the Fiji Women’s Fund will improve the playing field for gender equality and women’s rights. The gains from the fund will combine with the efforts by the Fijian Government in these two critical areas.’

The design team for the Fiji Women’s Fund met with various women’s groups, CSOs and other stakeholders to inform the development of the Fund model.

*The design of the Fiji Women’s Fund was completed in the FY2015/16

It will provide grant funding, capacity development assistance and support for networking and cross learning for women's groups and women focused CSOs across Fiji, particularly targeting those in rural, remote and maritime areas that do not often have opportunities to access support.

Ms Puja Chetty, a Project Officer for local women's organisation Ra Naari Parishad, can see the opportunities that the Fund presents.

'It demonstrates that leaders are hearing the voices of women and support the work we are doing,' Ms Chetty said. 'Our heartfelt gratitude to the people and the Government of Australia for this wonderful gesture.'

Women respond to emergencies

Project name: Support for women's participation and leadership in disaster response and recovery

Outcome areas: Leadership and decision making, ending violence against women and enhancing agency

Project partners: Muslim Women's League, Medical Services Pacific, FemLINKPACIFIC and ActionAid Australia

Total funding: \$496,223

Funding timeframe: 2015-2016

In the wake of tropical cyclone Winston, Pacific Women supported women to be effective first responders and leaders in the ongoing humanitarian relief response. Government, NGOs and development partners demonstrated a commitment to take into account gender issues in their emergency responses.



With support from Pacific Women, Medical Services Pacific was able to purchase a vehicle, enabling their medical team to better access rural and remote areas of Fiji to provide assistance following Tropical Cyclone Winston. Having a vehicle has also made their general outreach to communities more efficient. Photo: DFAT/Fiji Post.



Hon Rosy Akbar, Fiji's Minister for Health and Medical Services, joined HE Margaret Twomey, the Australian High Commissioner, to acknowledge the women who continue to work tirelessly for Fiji's immediate and long term recovery. Photo: DFAT/Fiji Post.

Severe tropical cyclone Winston was the strongest tropical cyclone to make landfall in Fiji in recorded history. During February 2016, it damaged or destroyed 30,000 homes, killed 44 people and affected approximately 540,400 people (62 percent of Fiji's population)^{xix}.

Women played a critical role in the response to the cyclone, both in the immediate aftermath and also as the country began longer term recovery efforts.

With support from *Pacific Women*, a number of organisations worked to ensure women's rights and Medical Services Pacific deployed a dedicated medical and social services team, including a trained Protection Specialist. The Protection Specialist focused on prevention of violence against displaced women and girls, who are most at risk of violence in disasters.

During the cyclone, communications were temporarily lost with at least six islands and some remained isolated for two days following the storm. FemLINKPACIFIC quickly repaired its communications towers and undertook rural broadcasts and community education campaigns in affected communities. FemLINKPACIFIC also implemented a Women's Weatherwatch campaign, designed to provide digestible information on the weather in ways that are accessible to women to enable them to prepare and respond.

FemLINKPACIFIC also worked with ActionAid Australia to consult with women in affected communities about the cyclone and its aftermath. Through these consultations, FemLINKPACIFIC and ActionAid Australia increased women's awareness and understanding and provided support to encourage, enable and inspire women to become more involved in disaster preparedness

and response in their own communities. A clear understanding emerging from these discussions was that increasing women's participation in leadership in general is key to ensuring their participation in disaster response.

The Muslim Women's League provided 2,680 kits to families containing basic household and health items like kitchen utensils, buckets, soap and sanitary pads. Some kits upheld the dignity of elderly, sick and people with disabilities with the inclusion of items such as adult diapers.

Supporting women in the fishing industry

Project name: Support for women's CSOs

Outcome area: Economic empowerment

Project partner: Women in Fisheries Network-Fiji (WiFNetwork-Fiji)

Total funding: \$85,000

Funding timeframe: 2015-2016

As an island nation, fishing is an important primary industry in Fiji. WiFNetwork-Fiji is committed to raising the status of women engaged in the fisheries sector in the provinces of Ba and Tailevu, located on the island of Viti Levu.

During this first year of the project, *Pacific Women* supported WiFNetwork-Fiji to begin building its network and developing its strategic plan for the next five years. The network has identified relevant organisations with similar objectives to approach, with the goal of recruiting members and sharing information.

The network collaborates with relevant government agencies, such as the Department of Fisheries. At the community level, it engages with partners such as the Fiji Locally Managed Marine Areas Network to raise the profile of women in the fisheries industry and to help identify women to participate in the network's capacity building activities.

The WiFNetwork-Fiji and Fiji Locally Managed Marine Areas Network have delivered a number of activities together to improve women's understanding of, and economic returns from, the fisheries sector.

These include: mud crab awareness and planning workshops; financial literacy and business training; gender and fisheries training; and photo voice workshops. The workshops have enhanced the women's understanding of environmental, social and economic issues associated with mud crab fishery, including the importance of sustainable management practices and enforcement approaches.



A member of the WiFNetwork-Fiji collecting mud crabs for market in Sawakasa, Tailevu. Photo: WiFNetwork-Fiji.



*A member of the WiFNetwork-Fiji harvesting oysters for market in Sawakasa, Tailevu.
Photo: WiFNetwork-Fiji.*

The financial literacy and business trainings were conducted in partnership with the Women Entrepreneurs and Business Council in Buretu Village in Tailevu and in Tavua Village in Ba. The training covered personal finances related to household income and making informed financial management decisions. The second part of the training addressed business operations, focusing on decision making to build a profitable business. WiFNetwork-Fiji's gender and fisheries training has supported participants to clearly identify gender related issues and challenges within the sector. The photo-voice training also enabled participants to use photography as a means of telling their stories, highlighting the problems they face as part of their work.

KIRIBATI

‘I was encouraged by the people of the island in Kiribati that I am from, called South Tarawa, to take part in politics, to run for elections. The support was mostly from men. They asked me if I wanted to be an MP they knew me, my background and came to me with the idea. I listened to them and liked the idea, it felt like a calling in my heart.’

Hon Shiu Fung Kamho,
Member of the Kiribati Parliament.

A fair legal response to violence against women on remote islands

Project name: Judiciary enabling rights outreach to the vulnerable

Outcome area: Ending violence against women

Project partner: Kiribati Magistrates’ Court

Total funding: \$125,398

Funding timeframe: 2016 -2017

Pacific Women is supporting the judiciary in Kiribati to reach out to some of the most remote communities in the country. The judiciary’s Enabling Rights project raises awareness both with lay magistrates and the broader community, on issues of procedural fairness in domestic violence cases and access to justice for women and children who have experienced violence.

Magistrates’ courts deal with the majority of cases involving violence against women. The judiciary in Kiribati includes over 150 lay magistrates. These lay magistrates have important decision making responsibilities in their communities with the support of court clerks, despite receiving no formal legal training.

Over the past two years, the judiciary has been working to build the capacity of the lay magistrates to ensure that the justice system is responding efficiently, fairly and comprehensively in cases involving violence against women and children. This has included interactive training to give lay magistrates a better understanding of the relevant laws and court procedures that exist in Kiribati.

Pacific Women supported the judiciary to continue this training in 2016 as part of an expanded project that also included a community outreach component.

The Enabling Rights project has been designed and delivered by Pacific Judicial Development Programme certified trainers who are also qualified court officers, including both the Chief Registrar, Deputy Chief Registrar, Judiciary Diplomacy and Public Relations Officer and two magistrates in Kiribati. The project uses case studies, role plays and reflections in face to face consultations.

As well as working with lay magistrates, the project engaged with the public to allow them ‘to see, feel and understand positively’ their roles in ending violence against women, particularly with respect to legal responses to the violence and how to access and use the justice system.



In Kiribati, judicial staff part of the Enabling Rights project conducted workshops with villages on laws and procedures related to addressing violence against women.
Photo: Kiribati Magistrate Court.



Distribution of pamphlets during workshop. Photo: Kiribati Magistrates' Court.

The project used two methods to connect with communities. First, a live radio program was broadcast on the national radio station, enabling the awareness messages to reach people living on remote islands.

Secondly, judicial staff conducted three-day community workshops on each of the 19 islands in the Gilbert group with the three-day consultation for the Line group (Kiritimati, Tabuaeran and Teeraina) held in Kiritimati Island. These workshops used existing High Court circuits to outer islands to enable court officers and judges to participate in discussions with the public.

The isolation of these outer islands means that many of the concepts introduced by the project were new and challenging for lay magistrates and court users. However, the facilitators reported that the training resulted in raised awareness of the laws and procedures to deal with cases involving women; and increased competency of lay magistrates to perform their duties. The facilitators perceived that the project will ultimately create a safer and informed society in Kiribati who will be confident to access and use the justice system to bring domestic violence criminals to justice.

Kiribati's parliamentarians committed to improving women's economic empowerment

Project name: Pacific Women's Parliamentary Partnerships (PWPP) project

Outcome area: Leadership and decision making

Project partner: International and Community Relations Office, Australian Department of the House of Representatives

Total funding: \$2,850,037²³

Funding timeframe: 2013–2018

Parliamentarians in the Pacific come from a range of backgrounds. Together, at the PWPP project annual forum, they share experiences and develop strategies to improve gender equality in the region. The topic of the 2016 forum enhancing women's economic empowerment was particularly close to the heart of the Hon Shiu Fung Kamho. Hon Kamho is one of just three women in Kiribati's 45-member parliament and was a successful business operator before entering politics.

'It is really important for women to be economically empowered,' Hon Kamho said, reflecting on her own experiences. She started her own import business, distributing general items such as groceries, which grew to include a string of retail shops and eventually a wholesale business. Hon Kamho was elected as a Member of the Kiribati Parliament at the beginning of 2016. Attending the PWPP annual forum for the first time, she highlighted the information sharing aspect of the forum as helpful.



Hon Shiu Fung Kamho was elected into the Kiribati Parliament in 2016 and believes there should be more women in leadership roles in her country and the wider Pacific. Photo: Shazia Usman, Pacific Women Support Unit.

²³ This activity is part of a larger program.

'We get to hear ideas from different countries its good information to take back to our own countries.'

Working together, 60 parliamentarians from 21 parliaments in the region, including eight male parliamentarians, developed a set of priority actions for Pacific parliaments to promote women's economic development. Participants will present these to their home parliaments. The PWPP project aims to improve understanding of the factors that constrain women's political participation, and to build the capacity of women MPs in the Pacific, the institutions in which they work and the staff who support them.

Ms Kamho's story is a reminder that men as well as women are working to ensure women play a greater role in the country's decision making: *'I was encouraged by the people of the island in Kiribati that I am from, called South Tarawa, to take part in politics, to run for elections. The support was mostly from men. They asked me if I wanted to be an MP they knew me, my background and came to me with the idea. I listened to them and liked the idea, it felt like a calling in my heart.'*

As one of her country's elected leaders, she explained: *'One of my hopes is to have more women in leadership roles, especially in Parliament. Women are passionate and compassionate and are more open to team work. This would add to the economic growth of the country.'*

Using the law and community participation for protection

Project name: UNICEF Pacific Child Protection Program

Outcome areas: Ending violence against women and enhancing agency

Project partner: UNICEF

Total funding: \$7,000,000²⁴

Funding timeframe: 2014-2018

Families in Kiribati are participating in UNICEF's positive parenting program to promote homes, communities and schools that are free from violence, abuse and exploitation. Kiribati also now has one of the strongest legal frameworks to protect girls and boys with the passing of the Juvenile Justice Act in 2015.

Studies in Kiribati have shown that there are high levels of public acceptance of violence as a suitable punishment for children. More than 70 percent of adults admit to using corporal punishment on children at home.

There is an established correlation between violence against children and violence against women by their intimate partners. In Kiribati, women experiencing violence from their husband or intimate partner are seven times more likely than women who do not experience intimate partner violence to report their children are also being abused.

Equipping adults with non-violent disciplinary techniques contributes to ending this generational violence. In consultation with faith-based organisations and community leaders and stakeholders, UNICEF has developed a community facilitation package to promote positive parenting and community action on child protection in the Kiribati language. It will be rolled out with the implementation manual developed to support the Child, Young People and Family Welfare Act 2013.

Pacific Women and UNICEF have also contributed to the strengthening of the legal framework in Kiribati to set standards that will protect the nation's children. One particularly vulnerable group of children are those who interact with the formal justice system. The newly passed Juvenile Justice Act 2015 puts in place child sensitive justice procedures for child victims, witnesses and offenders.

A separate Juvenile Court will be established, so that children in contact with the justice system will not attend the regular court, which is set up for adults. The court will also have a child friendly space.

At the time the Bill passed into law, there were 10 children being held in adult prisons in Kiribati. The Juvenile Justice Act requires children and adults to be separated in prisons and also limits the detention of children.

²⁴ This activity is part of a larger program.

PROGRESS HIGHLIGHTS BY LOCATION

NAURU

‘If you are someone who aspires to become a leader, you have to be a transformational leader.’

Ms Gabrissa Hartman and Ms Kay Aliklik,

participants of the Women’s Practice Parliament held in the lead up to Nauru’s national elections.

Pre-election women’s practice parliament in Nauru

Project name: Practice Parliament

Outcome area: Leadership and decision making

Project partner: UN Women

Total funding: \$200,000

Funding timeframe: 2016–2017

In preparation for Nauru’s election in June 2016, 30 women and men from Nauru’s 14 districts participated in a Women’s Practice Parliament initiative. As well as role playing as members of the government and opposition in a debate of a mock bill, the participants also learned about transformational leadership in a workshop supported by Pacific Women and UN Women.

The activity developed the skills and knowledge of women confirmed as candidates in the June elections; those still considering running in this or future elections, and those aspiring for other leadership roles in the community. Male allies supportive of increasing women’s political participation also participated.



Participants of the pre-election transformational leadership training held in Nauru. Both confirmed election candidates and those aspiring were part of the training. Photo: DFAT/Nauru Post.



Transformational leadership training participants, Ms Gabrissa Hartman and Ms Kay Aliklik, reflecting on their training experience with DFAT staff. Photo: DFAT/Nauru Post.

The workshop helped participants in understanding transformational leadership and the existence of inequality when it comes to power sharing and decision making.

Transformational leaders trust and listen to their supporters and as a result, they inspire and empower those around them to be their best.

For Ms Gabrissa Hartman and Ms Kay Aliklik, it was the first time that they had learned about the concept. Following the training they said: ‘If you are someone who aspires to become a leader, you have to be a transformational leader’.

The response to the training was positive, particularly from male participants. In several cases they became less defensive in discussions about gender inequality and changed some of their views about gender.

At first, women like Ms Hartman and Ms Aliklik found it interesting that men were involved in the training. However, by the end they expressed the view that it was the best move.

'It gave the males more understanding of all the issues that women had to go through. This is a way of giving them a better chance to understand us and for us to share all our ideas with the men. So basically it was a great idea having the men as advocates for us in the house and out in the community. It'll be just a waste of time we women campaigning for our needs and rights, and the men not understanding our concerns.'

At the beginning of the training, most participants expressed doubts about approaches such as Temporary Special Measures to assist women to access leadership opportunities. At the end of the training, all participants women and men were more supportive of getting more women in Parliament and in leadership roles more generally, including advocating for temporary special measures to create a level playing field.

Nauru takes stock of its gender mainstreaming capacity

Project name: Progressing Gender Equality in the Pacific (PGEP) program

Outcome areas: Leadership and decision making, economic empowerment, ending violence against women and enhancing agency

Project partner: Pacific Community (SPC)

Total funding: \$3,817,332²⁵

Funding timeframe: 2013–2018

The PGEP program is supported by Pacific Women to help national governments and civil society to develop specific strategies for increasing capacity to mainstream gender. In 2015, the program assisted with a stocktake of the Nauru government's gender mainstreaming capacity.

SPC undertook the stocktake and produced a report that identifies areas and strategies for improvement.

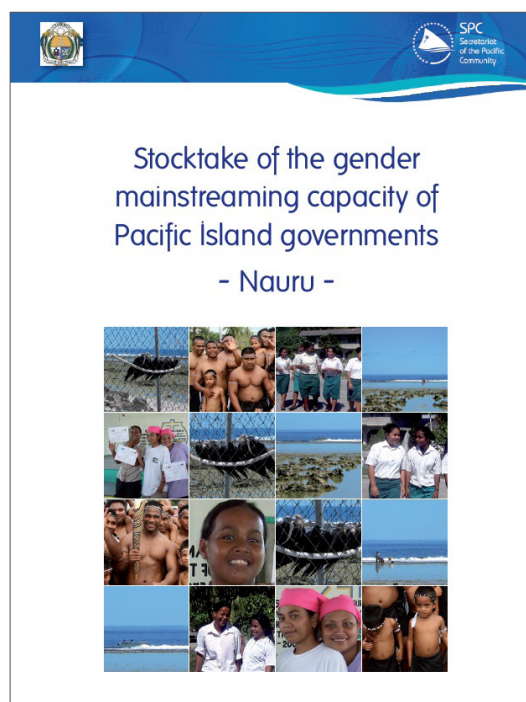
The exercise found that work on gender mainstreaming was not well understood in Nauru and that there are weaknesses and gaps in accountability for gender equality across the whole of government.

Gender mainstreaming is the concept of bringing the goal of gender equality into the mainstream of society, rather than it being dealt with as a separate, segregated issue.

The stocktake found that, the Women's Affairs Department in Nauru *'is seen to be the only arm of government responsible for working on gender equality. There is a need for increased conceptual and technical awareness about gender mainstreaming and how it relates to the advancement of women.'*

The report provided recommendations on how improving gender mainstreaming in Nauru may be approached. A key suggested strategy is working with the Minister of Home Affairs to provide presentations on gender equality and development effectiveness to parliamentarians and senior government officials.

The report also recommended supporting legislative review and reform in relation to international conventions and local legislation as well as developing the technical capacity in front line service providers (such as teachers and health workers).



With support from Pacific Women, the Pacific Community (SPC) undertook a stocktake of the Government of Nauru's gender mainstreaming capacity. The report was published in 2015. Photo: SPC

²⁵ This activity is part of a larger program.

PROGRESS HIGHLIGHTS BY LOCATION

NIUE

‘My hope for Niuean women is to work harder and prove that they can do things like men. But our women are trying to balance home life, family life and time with community and they are doing well. Since 2006, thirty-three women have applied for licenses to have businesses. They are informal ones but I think that’s the best for my country because it’s a small place.’

Hon Va'aiga Tukuitonga

Member of Parliament, Niue.

Developing robust family law legislation

Project name: Support to the Pacific Community Regional Rights Resource Team

Outcome area: Ending violence against women

Project partner: Pacific Community Regional Rights Resource Team (SPC RRRT)

Total funding: \$3,000,000²⁶

Funding timeframe: 2015–2017

At the invitation of the Government of Niue, SPC RRRT has been assisting with the development of legislative reforms in the area of family law.

SPC RRRT’s assistance for the development of family protection legislation in Niue included supporting Madam Judge Mere Pulea, a former Fijian Family Court Judge, to provide technical assistance to the Government of Niue. Judge Pulea has worked with SPC RRRT on the development of family protection legislation in a number of Pacific countries.

Under the leadership of Ms Gaylene Tasmania, the Director General of Social Services, stakeholders have been active in a series of consultations to deliberate, comment and provide feedback on what the legislation should contain.

Key stakeholders who are working together include members of the Bills Committee and representatives from the Police, Department of Education, Department



Key stakeholders during a consultation in Niue this year. Photo: SPC RRRT

of Justice, Crown Law, Public Service Commission and Health and Social Services. Judge Pulea assisted with the development of the initial draft of the Family Law Bill for consideration by the stakeholder group.

Going through this process and contextualising the draft Bill to the practical and lived realities of Niueans allowed for vigorous and robust discussions to unpack key issues to take into account when revising and updating the proposed legislation.

The draft bill contains eight major parts and includes legislative provisions relating to marriage, de facto relationships, separation and divorce, access and custody issues relating to children, age of majority, child protection, domestic violence and other ancillary, but associated matters.

²⁶ This activity is part of a larger program.

SPC RRRT is continuing working with the Government of Niue through the Ministry of Social Services in developing a revised draft of the Family Law Bill that reflects the needs identified for Niue through the consultations, as well as socialising the ideas covered by the Bill to facilitate a smooth journey of the draft legislation through the law making process.

Sharing experiences from 17 years as a Pacific woman MP

Project name: Pacific Women's Parliamentary Partnerships (PWPP) project

Outcome area: Leadership and decision making

Project partner: International and Community Relations Office, Australian Department of the House of Representatives

Total funding: \$2,850,037²⁷

Funding timeframe: 2013-2018

The Hon Va'aiga Tukuitonga has been a Member of Parliament in Niue for 17 years and attended her third PWPP project annual forum in Apia in 2016.

Pacific Women supports the PWPP project, which seeks to improve understanding of the factors that constrain women's political participation, and to build the capacity of women MPs in the Pacific, the institutions in which they work and the staff who support them. Hon Tukuitonga finds the annual gatherings beneficial as it's a good opportunity for countries to share what they are doing to advance gender equality.

As one of the region's longest serving woman parliamentarians, she reflected: *'It's a really challenging job and one that women should come out, take a step forward and do it. Not be scared, be strong and be humble. Be confident that they can make a difference.'*

Hon Tukuitonga also believes it is important to keep track of the numbers of women parliamentarians and celebrate the successes.

'In my country since we got self-Government, ten women have got into the House that's for the last 40 years. And I think that's a big number for a small country.' Niue has a 20 member parliament and currently two (10 percent) of its parliamentarians are women. This is greater than the average representation of women in parliament across the

Pacific, which sits at 6.7 percent (excluding Australia and New Zealand).

This year delegates at the forum focused on women's economic empowerment in the Pacific. The 60 delegates, including eight male parliamentarians, from 21 different parliaments discussed the role of legislators in supporting women's economic empowerment and the positive flow on effects for families, communities and nations when women are able to participate fully in the economy.

'My hope for Niuean women is to work harder and prove that they can do things like men. But our women are trying to balance home life, family life and time with community and they are doing well. Since 2006, thirty-three women have applied for licenses to have businesses. They are informal ones but I think that's the best for my country because it's a small place,' Hon Tukuitonga stated.



*Hon Va'aiga Tukuitonga, Member of Parliament in Niue, is one of the strongest advocates of gender equality in the country and Pacific.
Photo: Shazia Usman/Pacific Women Support Unit.*

²⁷ This activity is part of a larger program.

PROGRESS HIGHLIGHTS BY LOCATION

PALAU

‘I had a different vision of what the word [feminism] meant. And then I sat there and got educated by Ms Ali [Shamima Ali the Coordinator of the Fiji Women’s Crisis Centre] and realised that I am a feminist!’

Mr Vierra Toribiong,

counsellor and advocate, Ministry of Community and Cultural Affairs, Palau.

Palauan men rethink feminism

Project name: Regional support for male advocacy

Outcome areas: Ending violence against women, enhancing agency

Project partners: Fiji Women’s Crisis Centre (FWCC) and Government of Palau

Total funding: \$17,998

Funding timeframe: 2016

In June 2016, Pacific Women supported two participants from Palau to attend the month long Regional Training Programme run by FWCC. After attending the training, the two counsellors have found they approach their work with a different perspective.

The Regional Training Programme is considered by international donors and agencies to be a best practice model of training in the area of gender awareness and eliminating violence against women.

Mr Wilson Subris is a Spiritual Health Coordinator with the Ministry of Health and Mr Vierra Toribiong works for the Ministry of Community and Cultural Affairs and has travelled to Palau’s 16 states to deliver awareness training about the Family Protection Act.

Both men found the training ‘an eye opener’. Although they both deal closely with the issue of violence against women as part of their work, Mr Subris explained that the training helped them understand the issues in a new light and approach their work with new insight: *‘This training is unique. The unique thing that I learned here is the link between gender inequality, violence against women, and*



L-R: Palauan advocates Mr Wilson Subris and Mr Vierra Toribiong spent the month of June in Suva this year, attending the Fiji Women’s Crisis Centre’s Regional Training Programme. Photo: Shazia Usman/ Pacific Women Support Unit.

society’s attitudes around it. The impact of that on me has been huge. I was challenged to just look at where I am, where I was and provide a bigger picture, a more accepting picture. I am very excited and I want to be part of the group of people making the change.’

The course allowed both men to examine the daily inequalities experienced by women and the systems that reinforce this. *‘It’s about control,’* explained Mr Subris. *‘Men usually like to control what women do and expect women to comply with what they want. It’s common both among younger and older men.’*

Course topics in the Regional Training Programme include gender and violence against women; religious and cultural justifications for violence against women; counsellor training; and international human rights law and national laws in the Pacific relating to violence against women.

The course gives participants the opportunity to better understand the concepts of gender and feminism. Mr Toribiong confided that before the course he had not understood the difference between 'feminism' and 'femininity'.

'I had a different vision of what the word meant. And then I sat there and got educated by Ms Ali [the Coordinator of FWCC] and realised that I am a feminist!'

Senator Sandra Pierantozzi, a trailblazer for Palauan women in politics

Project name: Pacific Women's Parliamentary Partnerships (PWPP) project

Outcome area: Leadership and decision making

Project partner: International and Community Relations Office, Australian Department of the House of Representatives

Total funding: \$2,850,037²⁸

Funding timeframe: 2013–2018

The Hon Senator Sandra Pierantozzi was Palau's first woman Senator and first woman Vice President. Now she's running for President in the country's November 2016 elections.

Senator Pierantozzi had retired from politics in 2005, but was sworn in once again on 31 December 2015 when she won a special election held after the death of a sitting Senator.

Back in parliament, she chose to attend the PWPP project annual forum for the first time in April 2016.

The event is an opportunity for parliamentarians from the Pacific, Australia and New Zealand to work collaboratively. They can learn from each other, as well as look at finding strategies to overcome the factors that constrain women's political participation.

'These Forums are important for women because a lot of times, especially in the men's world, women are [considered] the homemakers, and that it's always the men that bring in the bread and is responsible for the financial part,' explained Senator Pierantozzi.

The fourth PWPP annual forum was held in April 2016 in Samoa with 60 parliamentarians from 21 jurisdictions, including eight male parliamentarians. This year delegates explored women's economic empowerment.

As a child, after having experienced and witnessed extreme poverty Senator Pierantozzi decided to work hard, stating, *'I am never, ever, ever going to be poor again,'* and as a woman in business and politics, she has been committed to supporting women's economic empowerment ever since.



Hon Senator Sandra Pierantozzi is a trailblazer for Palauan women in political leadership. She's running for President in the country's November 2016 elections. Photo: Shazia Usman/Pacific Women Support Unit.

'I do believe that men and women have roles to play in the family as caretakers and nurturers but both have to survive with or without a spouse, so it's very important for women to have small businesses and be able to save money for a rainy day as well as use it for expenses.'

Senator Pierantozzi's confidence in the presidential race is grounded in her belief in gender equality.

'I always know that if he can do it, I can do it, especially intellectually,' she said.

Others believe this of her too. When she asked her supporters why they were urging her to run for President, they told her: *'We want a person who is honest, transparent, accountable, and has integrity. And they say they see that in me and they would like to have a change in government because it has been led by men for so long. Both men and women came to me together.'*

²⁸ This activity is part of a larger program.

PAPUA NEW GUINEA

6 *The women leaders talk about taking on more responsibility within their communities, of speaking more confidently in public and that they had gained respect.'*

Ms Fredah Wantum,

Project Leader, on women's experience as community educators in the Western Highlands Province (as part of the Australian Centre for International Agricultural Research project).

Reducing barriers to deliver basic services to their communities

Project name: Inclusive Development in Post-Conflict Bougainville Project

Outcome area: Leadership and decision making

Project partner: World Bank

Total funding: \$3,000,000

Funding timeframe: 2015–2018

Pacific Women, the World Bank and the Autonomous Bougainville Government are supporting local women across the Autonomous Region of Bougainville to identify, plan and deliver community projects that meet the development priorities of women.

Bougainville suffered a significant loss of physical and social infrastructure as a result of the 10-year crisis from 1988 to 1998. The Inclusive Development in Post-Conflict Bougainville Project seeks to redress these gaps in a way that supports the involvement of women in all aspects of delivering community projects.

Women who are part of the project are developing skills in managing a project cycle. This includes planning and identifying needs, making decisions about priorities, drafting detailed project designs, obtaining costs estimates, drawing up activity schedules and procuring materials.

In 2016, 85 women's groups (222 women) received training. Projects being implemented by these groups include building new resource centres, aid posts and classrooms, improving water supply and sanitation; and bringing better 'haus' markets to their communities.



Participants pose with their certificates after a successful sub-project implementation workshop. Photo: Inclusive Development in Post-Conflict Bougainville Project.

Ms Celestine Tommy, the Chairperson of the Malasang Women's Group, said of her group's involvement: *'in the beginning we didn't get much support. Now the project is finished, people are giving us their support.'*

The Community Centre built by the Malasang Women's Group through the project has become a successful business entity providing a space for events and functions for the community.

While women's groups are planning and delivering the projects, an important feature of the initiative is the engagement of the local community leaders. Each project idea goes through a Council of Elders' appraisal committee and the Autonomous Bougainville Government's Project Management Unit undertakes validation ahead of technical review and funding. The Council of Elders' Executive officers also attend all trainings and assist with monitoring the projects in their communities.

Encouraging farming families to make good decisions as a 'family team'

Project Name: Improving opportunities for economic development for women smallholders in rural PNG 'Family Teams'

Outcome area: Economic empowerment

Project partner: Australian Centre for International Agricultural Research (ACIAR), University of Canberra

Total funding: \$3,000,000

Funding timeframe: 2015–2017

The ACIAR is trialling different models of farmer learning to help families examine the work done by women, men and youth and to work towards more equitable and effective distribution of agricultural and household labour.

Supported by *Pacific Women*, ACIAR's Family Teams project seeks to enhance the lives and economic security of women farmers in PNG. It enables farming families to explore issues of gender and culture within families, seeking to encourage more effective, sustainable and gender equitable farming and business practices.

The program assists families to plan and make decisions together. It encourages opportunities for women to have access to their own income and promotes the wider benefits of women having a voice within the family and community.



Alona ward peer educators discussing the use of 'financial decision making cards' to enable better designing making. The project is working with both women and men peer educators. Photo: Sanna Harri.

In the remote Alona ward of the Mul-Baiyer district of the Western Highlands Province, seven women are leading teams of village community educators to roll out the program. ACIAR has partnered with the Baptist Union to support these women chosen by their communities, most of whom have prior experience as leaders in church and women's groups.

Ms Fredah Wantum, Project Leader in the Highlands shared that *'the women leaders talk about taking on more responsibility within their communities, of speaking more confidently in public and that they had gained respect'*.

The project is trialling different methods of delivery for the program, including a women's only model and a mixed gender model. Early lessons from the Family Teams research indicate the importance of providing ongoing support for the women leadership teams.

The value of having both women and men as peer educators has been highlighted as enhancing men's engagement and providing public role models for both women and men.

With the aim of supporting women and men to work more equitably and effectively as a family team, the program includes modules on planning as a family for family goals, communicating and decision making as a family team and, in response to the drought, feeding your family.

The project is now extending to the Asaro Valley, Eastern Highlands, partnering with the Fresh Produce Development Agency, and Wahgi Valley, Jiwaka partnering with Voice for Change.

A joint research project with CARE and the University of Canberra will examine the Family Teams model in both coffee and vegetable producing communities to identify how the concepts are understood and applied by women, men and youth.

Travelling safely in Port Moresby

Project name: Safe Public Transport with and for Women and Children

Outcome area: Ending violence against women

Project partner: UN Women

Total funding: \$3,000,000

Funding timeframe: 2015–2017

More than 90 percent of women and girls in Port Moresby have experienced some form of violence or harassment when accessing public transport. The Meri Seif Bus (safe bus for women) is providing safe public transport options for women and girls and promotes respectful behaviour amongst men and boys towards women and girls.

Research from the World Bank shows that women change their transport behaviour when they feel their physical safety is threatened. This can often be to the detriment of their economic success. In response, *Pacific Women* has been supporting UN Women and Ginigoada Bisnis Development Foundation to provide safe buses on popular routes in Port Moresby since September 2015.

The first Meri Seif Bus between Gerehu market and central Port Moresby averages over 400 women passengers per day. A second Meri Seif Bus began operating on another high use route in February 2016 and is equally popular.

The Meri Seif Buses provide women only, safe, reliable and free public transport. The buses enable women and girls to move around Port Moresby to get to work safely, as well as access health facilities and markets without harassment, allowing them to better support their communities and families.

The project also works more broadly on changing behaviours and attitudes within the public transport system to make it safer. In addition to providing women only transport, the Meri Seif Bus crew also provide awareness training to male commuters at bus stops about the benefits of the service, and the importance of safety for women and girls.

Public Motor Vehicle (PMV) drivers can be a key ally to ensure safety in buses. The project engages with public transport providers, including PMV drivers, to prevent and respond to sexual harassment and sexual-based violence against women and girls in and around public transport.

One of the Meri Seif Bus drivers shared, *'I believe it is a responsibility of the driver to ensure the safety of passengers, the driver is the team leader of the bus, of the crew, he is a person behind the wheels, the general safety is also the responsibility of the driver.'*

Women have reported feeling safer when travelling in the Meri Seif Bus. Men have also become more supportive of the bus and appreciate the service it provides for women.



Meri Seif Bus drivers and crew. This bus service in Port Moresby provides women-only, safe, reliable and free public transport for women and girls. Photo: UN Women.

The business case for addressing family and sexual violence

Project Name: Economic Empowerment Partnerships with Private Sector

Outcome area: Economic empowerment

Project partner: International Finance Corporation

Total funding: \$3,400,000

Funding timeframe: 2014–2018

The Business Coalition for Women (BCFW) is a group of companies and corporate leaders who are helping the private sector in PNG to recruit, retrain and promote women as employees, leaders, customers and business partners. Among other resources and services, BCFW has developed a model workplace policy and related tools that support survivors of GBV. Active coalition member NCS Holdings Pty (NCS) is already seeing early results.

Research conducted in 2014–2015 by BCFW found that 94 percent of surveyed PNG employers believed their employees had experienced GBV and that it affects their workplaces. Further research with a sample group of employers showed the cost of GBV due to loss of staff time alone was between two and nine percent of their salary bills.

In response, the BCFW worked with its members to develop a Family and Sexual Violence Legal Guide for businesses in PNG, a model workplace FSV policy and an implementation toolkit. BCFW provides training to help its members to implement the gender smart policies.

NCS was one of two early adopters and participated in the pilot training.

Since the training, NCS is reporting positive change in its workplace. More staff experiencing FSV have disclosed that they are survivors; there has been a reduction in visible bruising and an increase in attendance of staff who had previously been absent due to FSV.



L-R: Chef Helen Marum with NCS Holdings Pty Managing Director John Gethin-Jones. Mr Gethin-Jones has been an active supporter of the Coalition's work since its inception. Photo: NCS Holdings Pty.

In one case since the FSV policies were introduced, NCS actively assisted an employee by reporting the violence to the perpetrator's employer. The employer warned the perpetrator that his behaviour was unacceptable and that if he should retaliate, disciplinary action would be taken against him.

Without NCS' action, it is likely that the employee would have abandoned her employment at both a personal cost as well as direct and indirect costs to NCS. Direct costs alone (termination, recruitment and retraining costs) were estimated in this case at PGK 4,333 (AU\$1,785).

Male staff members also report feeling engaged in NCS' response to FSV. A male staff member stated 'I am very proud to be a part of a company that has seen the need to educate our staff on FSV and launch a policy to assist all of us that may experience FSV in some way, now we are aware that this is not just a domestic issue anymore. It seriously affects people at work also.'

REPUBLIC OF THE MARSHALL ISLANDS

‘For many years we’ve pondered the idea of establishing such a service. When we talk to women, survivors or not, a place to go to for assistance is what they ask for.’

Ms Kathryn Relang,

Executive Director of Women United Together Marshall Islands.

Consultations to meet the needs of women in RMI

Project name: Violence Against Women and Girls Support Service Project

Outcome area: Ending violence against women

Project partner: Women United Together Marshall Islands (WUTMI)

Total funding: \$430,000

Funding timeframe: 2014–2016

Pacific Women supported WUTMI to conduct far reaching consultations to ensure that the first support service for women and girls experiencing violence in the RMI will rightly respond to their clients’ needs.

‘For many years we’ve pondered the idea of establishing such a service. When we talk to women, survivors or not, a place to go to for assistance is what they ask for.’

Those are the words of Ms Kathryn Relang, the Executive Director of WUTMI. She is proud that the organisation consulted widely in order to develop a model that will fit the needs of women in RMI.

Through *Pacific Women* funding, WUTMI was able to conduct community consultations with 222 people from six atolls, including through discussions with over 180 local women. Sixty percent of these women identified that they had experienced some form of gender-based violence.

The consultations enabled WUTMI to understand the type of service that women want. Women expressed a need for alternative, safe accommodation for survivors of violence; a focus on prevention of violence against women through community education and awareness raising regarding women’s rights as well as the laws surrounding



L-R: Police Commissioner George Lanwi with Ms Kathryn Relang, the Executive Director of Women United Together Marshall Islands (WUTMI). WUTMI and the Marshall Islands Police Department have agreed on a joint working protocol, formalised in a Memorandum of Understanding between WUTMI and the police Domestic Violence Prevention Unit. Photo: Wean Elmer.

violence against women; and intervention programs with men who choose to commit violence against women.

The challenge of accessing police support was a particular theme that emerged. To respond to this problem, WUTMI and the Marshall Islands Police Department have agreed to a joint working protocol to strengthen collaboration between the two organisations and improve survivors’ experience of reporting incidents of violence to the police. The program is also in the final stages of negotiating a similar agreement with the Majuro Local Government Police.

Significantly, the consultations also helped WUTMI identify the critical issues the service will need to address.

The facilitators of the consultations observed that, before participating in the workshops, the majority of women were unaware of what constitutes violence against women. Many saw it as normal or a natural way of life. For example, many women expressed shock and disbelief when they learned that wives are not obliged to have sex with their



K&K Island Pride Supermarket staff receive advocacy posters from WUTMI.
Photo: Anatha Elias.

husbands and that men who coerce or force their partners to have sex are perpetrating sexual violence.

'I didn't know before that we have right to say no to our husband when we don't [want] to have sex with them,' explained one participant.

WUTMI will continue to use the information gathered through the consultations to design and deliver a service that fits the specific needs of women in RMI.

MPs in RMI take action to end violence against women

Project name: Support to the Pacific Community Regional Rights Resource Team

Outcome area: Ending violence against women

Project partner: Pacific Community Regional Rights Resource Team (SPC RRRT)

Total funding: \$3,000,000²⁹

Funding timeframe: 2015–2017

Members of the Nitijela (Parliament) of RMI put strong recommendations to the President on ending violence against women following the 2016 Human Rights Dialogue facilitated by SPC RRRT, supported by the European Union and Pacific Women.

The MPs heard from speakers who have been at the centre of Pacific responses to violence against women. Justice

Stephen Pallaras, QC and former justice of the High Court of Solomon Islands encouraged the MPs to influence the nation's policy to eliminate violence against women: *'During my time in court and the 40 years of practice in criminal law, I have heard all the excuses. Some will say it's traditional, cultural; we've always done it this way. Some men have told me I have the right to beat my wife, have sex with her, I have paid the bride price and therefore she is mine. Other men have told me that they are entitled to have sex with my daughter because I am the man. The scale and dimensions of this problem are not simply personal, they are financial, they are social, they are national, they are international and more, they are human. It will take people with leadership, vision and courage. Are you one of them?'*

During the consultation, the MPs developed a set of recommendations for the President, including taking steps to progress and monitor the Domestic Violence Prevention and Protection Act 2011; to promote awareness of national leaders on issues of violence against women; to strengthen preventative measures in legislation and policy; and to support organisations that are acting to address violence against women.

Mr Mark Atterton, SPC RRRT Director (at the time) observed that *'it was clear that the members of the Nitijela, old and new, were outraged by the statistics we presented and committed to support local NGO, Women United Together Marshall Island, in their service for a women's counselling centre and shelter accommodation. This was a great outcome of the induction programme.'*

As part of its commitment to RMI, Pacific Women has also been working closely with WUTMI the leading voice against violence against women and girls in the nation.

Justice Pallaras underscored the role that leaders of RMI need to play: *'Don't tell me it's not your problem. Don't tell me it's a women's problem. It is a national problem about which the citizens are entitled to look to and expect their leaders to be working their absolute hardest to resolve.'*

²⁹ This activity is part of a larger program.

PROGRESS HIGHLIGHTS BY LOCATION

SAMOA

“The whole village came together. We noticed that no one was at home as every house in the village was empty, and the Malae (meeting place) was packed. Even neighbouring villages came to watch. Conversations were made! The village council [was] in full force, merely as supporters, while the women coordinated, led and implemented all aspects of the program; including the oratory role, which is usually and traditionally reserved for a male chief. It was empowerment in its purest form.”

Ms Falenaoti Mulitalo June Kolotita Ailuai,
community leader, Vavau.

Samoan women shaping development

Project name: Samoan Women Shaping Development Program

Outcome area: Enhancing agency

Project partner: Ministry of Women, Community and Social Development

Total funding: \$3,800,000³⁰

Funding timeframe: 2015–2020

The *Pacific Women*-funded Samoan Women Shaping Development program is implemented by the Samoan Ministry of Women, Community and Social Development with civil society, government and private sector partners. The program’s approach to improving gender equality in Samoa is holistic and grounded in respect for Samoan culture.

Program activities over the past year have been diverse, including promoting women’s economic empowerment with traditional mat weaving, supporting the National Council of Women’s pre-election advocacy campaign and working with male volunteers to speak out against violence.

The program also supported grassroots sharing of positive gender equality messages through ‘community conversations,’ incorporating traditional learning methods like songs, poems, drama, comedy, and dancing.



‘Community conversations’ in Samoa incorporates traditional learning methods like songs, poems, drama, comedy and dancing to discuss gender equality issues.
Photo: Mema Motusaga

³⁰ This activity is part of a larger program.

Community conversations create a safe environment where everyone in the community has a voice to address important issues, so they can build a better future, together.

Samoa Women Shaping Development hosted national symposia in Upolu and Savaii where 200 National Council of Women advocates were trained in conducting community conversations. The National Council of Women advocates have since held community conversations in 41 villages, focusing on increasing the participation of women in the 2016 national election and ending violence against women. In total, about 7,000 women, 3,800 men, 4,300 youth and 1,000 children have performed for an audience of about 15,300 women, 9,000 men, 10,700 youth and 9,000 children.

Ms Falenaoti Mulitalo June Kolotita Ailuai led a community conversation in her village, Vavau: *'The whole village came together. We noticed that no one was at home as every house in the village was empty, and the Malae (meeting place) was packed. Even neighbouring villages came to watch. Conversations were made! The village council [was] in full force, merely as supporters, while the women coordinated, led and implemented all aspects of the program; including the oratory role, which is usually and traditionally reserved for a male chief. It was empowerment in its purest form.'*

Monitoring and evaluation of the community conversations showed a change in people's mindsets about women becoming involved in politics.

In Vavau, there was also a significant attitude change with respect to ending violence against women. *'As a result of the community conversation process,' Ms Ailuai explained, 'I am very proud to announce that the Village Council passed its first bylaw on adopting a zero tolerance on violence. This is a reflection of the power of engaging men in these conversations from the beginning, where they are also thinking about solutions for the protection of the whole village.'*

Expanding sexual and reproductive health and rights services

Project name: Partnerships For Health and Rights: Working for Sexual and Reproductive Health and Rights for all in the Pacific

Outcome area: Enhancing agency

Project partner: International Planned Parenthood Federation (IPPF)

Total funding: \$1,500,000³¹

Funding timeframe: 2015–2018

The Samoa Family Health Association (SFHA) is Samoa's leading provider of sexual and reproductive health and rights (SRHR) services. With support from IPPF, SFHA provided services to more than 10 percent of Samoa's population in 2015.

SFHA's mobile unit ensures that services are available not only at its clinic in the capital Apia, but also in the outer islands. The mobile unit visits rural areas three times each week to provide educational and contraceptive services to communities. In 2015, the association delivered 63,818 SRHR services to 14,342 clients, including 5,628 (39 percent) young people. Sixty-three percent (9,103) of SFHA's clients are poor and marginalised members of the community, including those living below the poverty line.

For the first time, SFHA signed a Memorandum of Understanding with a private company in 2015. Yazaki Eds Samoa Limited is an automotive supplier plant located in the capital, Apia. The vast majority of workers at the factory are women, most of whom are of reproductive age (15–49). Under the Memorandum of Understanding, SFHA carries out fortnightly visits to the Yazaki factory to provide free health services to workers, in addition to comprehensive SRHR information and education.

³¹ This activity is part of a larger program.

SFHA uses the information it collects whilst providing SRHR services to advocate for improvements in legislation on SRHR issues. During the year, SFHA was active in lobbying for the inclusion of SRHR issues in legislation and policies being developed by Samoa's Ministry of Health, Ministry of Women and Social Development and Ministry of Finance.

The association also contributed positively to the country's Health Reports, Health Plans, Health Surveys and Human Rights Reports. In July 2016, the Executive

Director of SFHA was the NGO representative in the Samoan Government delegation to the High Level Political Forum on Sustainable Development in New York. Of the 22 countries participating in the National Voluntary Review at the Forum, Samoa was the only Pacific Island Country. Due to SFHA's involvement in the review process, the Samoan National Voluntary Review specified SRHR as a key priority under the implementation of the 2030 Agenda in Samoa.



The Samoa Family Health Association in collaboration with Samoan Government ministries and the Ombudsman's Office conducted an outreach program on sexual reproductive health and rights and gender based violence, with communities. Photo: DFAT/Samoa Post.

SOLOMON ISLANDS

‘Before this training I treated costing and pricing as the same thing when running my business, but now I know they’re quite different. Now I can hopefully attract more customers by pricing my products correctly.’

Ms Mary Roberts,

business woman and new member of the Solomon Islands Women in Business Association from West Guadalcanal.

Investing in women is smart business

Project Name: Support to Solomon Islands Women in Business Association

Outcome Area: Economic empowerment

Project partner: Solomon Islands Women in Business Association (SIWIBA)

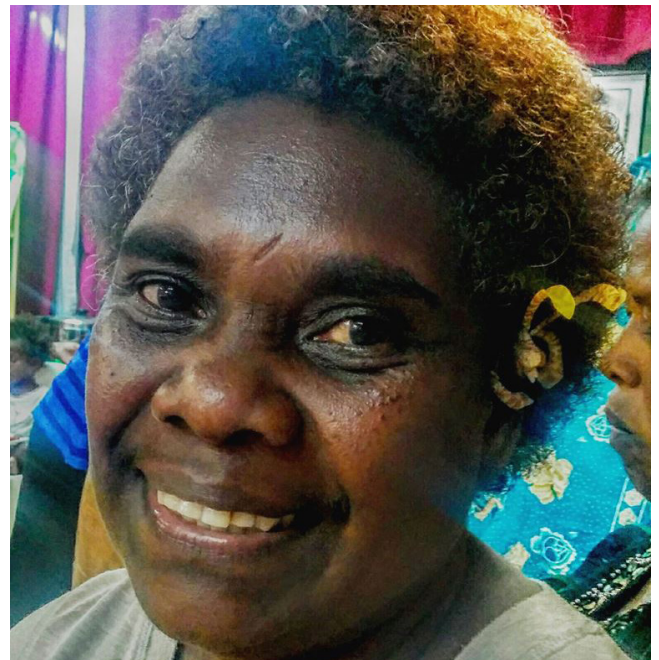
Total funding: \$485,000

Funding timeframe: 2014–2017

SIWIBA acknowledges women’s economic empowerment as a key factor to women’s development and participation in the county. SIWIBA’s vision is to inspire women to realise their full potential, importance and status and be increasingly recognised in Solomon Islands’ society. SIWIBA is providing different training that suit both formal and informal businesses.

With support from *Pacific Women*, SIWIBA has established a Business Development Centre, where women can access training, learning materials and resources. Training is offered in a range of areas so that women can learn new skills in order to set up new income generating activities, as well as improve their ability to manage existing businesses. The work done by SIWIBA is to transition women to the formal economy.

At the end of 2015 SIWIBA hosted a gala to link SIWIBA to corporate houses and be part of the bigger picture in business. This led to a bigger event, the 2016 Women in Business Awards in July 2016. The Women in Business Awards was a milestone for the organisation. There were awards for both the formal and informal sectors recognising business management styles, innovation and skills.



Businesswoman Ms Mary Roberts from West Guadalcanal is one of SIWIBA’s newest members. Photo: DFAT/Solomon Islands Post.

A series of trainings has been conducted for SIWIBA members depending on the interest and demand from members, which range from floral display, phonic reading systems, advanced sewing, leadership and good governance, starting your own business and cookery trainings. Accredited local business trainers within SIWIBA’s pool of skilled resources are engaged to conduct trainings for its members.

West Guadalcanal's Ms Mary Roberts is one of the many women in business in the Solomon Islands, who've benefitted from these trainings.

'Before this training I treated costing and pricing as the same thing when running my business, but now I know they're quite different. Now I can hopefully attract more customers by pricing my products correctly,' she said. Ms Roberts is one of SIWIBA's newest members.

With support from *Pacific Women*, SIWIBA plans to continue its mission *'to promote, develop and empower women's participation as business owners in the private sector'* in the Solomon Islands.

Young athletes 'red card' violence in Solomon Islands

Project name: Red Cardim Vaelens

Outcome area: Ending violence against women

Project partner: Live and Learn Solomon Islands

Total funding: \$557,810

Funding timeframe: 2015-2017

The Red Cardim Vaelens (red carding violence) project works with young men in sports clubs to foster respectful and non-violent gender relations. Athletes in five soccer clubs and two rugby clubs in Solomon Islands' two biggest provinces are kicking goals in championing for an end to family violence.

The initiative is supported by *Pacific Women* and implemented by Live and Learn in Solomon Islands. It provides leadership training and mentoring to young sports players to be role models and advocates against family violence in their local communities. Strong mentoring for young men is another key element of the initiative.

It is a unique approach in Solomon Islands, using sport as a catalyst for change. Early participants in the project quickly demonstrated their commitment to *'red carding'* violence by joining the 16 Days of Activism Against Gender Based Violence Campaign.

The project acknowledges research conducted by Live and Learn that shows men are interested in stopping violence in their homes and communities.

'Every man can help build safer, stronger communities,' counsels the Red Cardim Vaelens leadership manual. *'They can work on themselves, be a role model, be a good neighbour or friend, or be a champion to stop family violence.'*

Efforts are directed at changing social norms that accept violence by men; promoting non-violent and respectful behaviour among men; and working with sporting club management to have zero tolerance of violence from its players.



Ms Natasha Stott-Despoja, Australia's Ambassador for Women and Girls (first from right), at the launch of the Red Cardim Vaelens program in Solomon Islands in November 2015. Photo: DFAT/Solomon Islands Post.

Ms Natasha Stott-Despoja, Australia's Ambassador for Women and Girls, values the role men and boys play in ending violence against women and girls in Solomon Islands: *'Sport is a key part of life in Solomon Islands, and therefore provides a powerful vehicle for creating social change,'* said the Ambassador at the launch of the project in November 2015.

'Preventing violence is everyone's responsibility, both men and women need to work together to address this challenge.'

Ensuring that survivors' stories are documented sensitively

Project name: Pacific Regional Ending Violence Against Women Facility Fund (Pacific Fund)

Outcome area: Ending violence against women

Project partners: UN Women and Vois Blong Mere Solomon (VBMS)

Total funding: \$1,500,000³²

Funding timeframe: 2014–2015

Vois Blong Mere Solomon (VBMS), meaning Voice of Women, is a non-government organisation in Solomon Islands that engages with the media to improve gender-sensitive reporting. VBMS staff and volunteers underwent a specially designed training to prepare them for documenting the stories of survivors of violence.

VBMS plays a unique role as an influencer in Solomon Islands broadcasting. Since 2002 it has worked to promote gender sensitive media and to increase the exposure of women's voices.

Through the Pacific Fund, *Pacific Women* supported VBMS' Digital Story Documentation project during 2015–2016. This project builds a resource and digital reference collection of stories about ending violence against women. To prepare the staff and volunteer interviewers at VBMS for collecting these stories, VBMS organised a one week workshop on digital story documentation on survivors of violence.



Participants with Ms Joel Supple, a volunteer with the Australian Volunteers International, during a demonstration of the digital story recording process. Photo: VBMS.



Workshop participants of VBMS' Digital Story Documentation project, held in the Guadalcanal Province. Photo: VBMS.

The training was provided to three VBMS staff, 12 volunteers and two media personnel. It focused on how to conduct sensitive interviewing and how to respond if the interviewing affected survivors of violence. Ms Joel Supple, a volunteer with Australian Volunteers International, also assisted with technical training on video recording and production techniques.

'One of the challenges was the heightened emotions when dealing with difficult topics,' explained the VBMS team. 'In response to this, one of our partner's [under the Pacific Fund], the Family Support Centre, provide[d] a counsellor who [would] accompany us during [the] digital documenting [of] survivors of domestic violence stories in provinces, to provide stress management and trauma counselling for those who need[ed] it.'

The counsellor was available to answer questions and share experiences about working with survivors of violence. The participants noted the importance of this additional resource as they realised that they *'needed to be at peace within themselves'* before they would be able to engage fully in the project activity.

Following the workshop, the interviewers are now prepared to roll out the story gathering project in Western, Guadalcanal and Malaita provinces.

³² This activity is part of a larger program.

TONGA

‘I want to be CEO of a company in three years’ time.’

Ms Ofeina Filimoehala,

participant of Pacific Private Sector Development Initiative’s Women Business Leadership Program, Tonga.

Many ‘first wins’ for Tongan women in leadership

Project name: Support to government for key ending violence against women events

Outcome area: Leadership and decision making

Project partner: Government of Tonga Women’s Affairs Division

Total funding: \$590,000³³

Funding timeframe: 2014–2017

On International Women’s Day in March 2016, the Tongan International Women’s Day National Planning Committee set their sights on a clear goal: to have as many women as possible elected to leadership positions in the forthcoming local government elections. With a dedicated campaign and efforts to promote women’s candidature supported by Pacific Women, they were successful with women elected to two positions that have never been held by women before.

The Tonga Electoral Commission announced that Ms Sisifa Fili will be the District Officer in ‘Eua Motu’a District in ‘Eua and Ms Vika Kaufusi will be the Town Officer for Havelu in Tongatapu. Neither of these positions have been held by a woman before.

In addition to this success, four other women placed in second position: one for District Officer (Hihifo District in Vava’u) and three for Town Officer (Ha’alalo and Ha’atafu in Tongatapu and Matamaka in Vava’u). This significant achievement allows these women to be deputised, including the opportunity to be Acting District and Town Officers.

These ‘first wins’ are significant on multiple levels. Not only is it a new opportunity for women’s voices to be heard at the local government level, but as a *Pacific Women*-funded research study conducted by the State, Society and Governance in Melanesia program at the Australian National University shows, women candidates in the Pacific who poll well in national elections typically have built good reputations as a local representative. The hope of those supporting the local government women representatives in Tonga is that this may also be a pathway to national parliament.

In total, there were 18 women who ran in the local government elections. *Pacific Women* supported the Women’s Division at the Ministry of Internal Affairs with the International Women’s Day activities and also the training offered to the candidates.

The women involved in the campaign believe there are still many challenges ahead. Some women candidates were not welcomed by the existing town officers as they campaigned. They also said that it continues to be difficult to try to change the mindset of Tongans to believe that women can lead as well as men.

Yet these challenges do not deter the Women’s Division. With the successes of the local government elections, they will continue their efforts to work towards greater development of women in leadership positions as well as advocating good leadership and governance at local and national level.

³³ This activity is part of a larger program.

Supporting women business leaders in Tonga

Project name: Pacific Private Sector Development Initiative (PSDI)

Project partner: Asian Development Bank

Total funding: \$500,000³⁴

Funding timeframe: 2013-2015

Successful businesses need successful leaders. To support motivated women in mid-level management roles to become such leaders, Pacific Women funds the Women Business Leadership Program of PSDI. In 2016, PSDI provided 14 Tongan women with skills, knowledge, mentoring and networking opportunities to advance their careers.

'I want to be CEO of a company in three years' time,' was the clear goal of Ms Ofeina Filimoehala, following the completion of the training.

Ms Filimoehala and the other participants took part in three two-day sessions that equipped them with the skills and confidence to take on senior management roles. Topics included understanding different organisational cultures and the challenges and skills of

successful business leaders. The program also addresses institutional change by harnessing the support of male advocates, who agree to act as mentors and advocate for women employees and entrepreneurs.

Participants reported that the networking component of the program was particularly valuable. This component taught participants how networking can be used to raise their profile, presence and influence within their own organisations. The training also promoted networking with other leaders in their field. More than half of the participants reported that their own networking ability had significantly improved as a result of the training.

This program is being replicated in Fiji with 30 participants from 17 organisations including financial institutions and major companies, such as the ANZ Bank, Reserve Bank of Fiji, Digicel and Fijian Holdings.

To date the program's success in Fiji has resulted in two requests. The first was from the South Pacific Stock Exchange, who are preparing a paper on increasing diversity of corporate boards. The South Pacific Stock Exchange requested PSDI to partner in the replication of the program in Fiji's 18 listed public companies in 2017. The second request was from Fijian Holdings to present



Tongan women participants of the Women Business Leadership Program. This program is also being replicated in Fiji with 30 participants from 17 organisations including financial institutions and major companies. Photo: Pacific Private Sector Development Initiative.

³⁴ This activity is part of a larger program.

a plenary session on diversity at a conference of business leaders advocating institutional change particularly in recruitment practices and in-house promotion policies.

At the completion of this program, 44 women in 27 organisations would have undertaken the program, two informal networks of professional women would have been created, and over 12 male advocates would have been recruited to advocate for the economic empowerment of women.

Thinking and working politically following a set back

Project name: Support for Women's Groups and Coalitions

Outcome area: Leadership and decision making

Project partner: Pacific Leadership Program (PLP)

Total funding: \$200,000³⁵

Funding timeframe: 2015–2016

The year 2015 was an extraordinary year for gender equality in Tongan politics. In February, the Government announced at the United Nations Commission on the Status of Women that it would ratify the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). Six months later, it reversed this decision. Over the past year, Pacific Women has supported the PLP to work with Tonga's Women in Leadership coalition in understanding the events of 2015 and start developing strategies to regain momentum in the bid for Tonga's ratification of CEDAW.

Women's coalitions are often a crucial force in securing developmental reform. They utilise collective power and resources to amplify the strength of women who are otherwise politically marginalised.

Such coalitions need to adapt to local political contexts. This is called *'thinking and working politically'*.

The Women in Leadership coalition has worked for over a decade to achieve CEDAW ratification in Tonga. During 2015, the coalition acted to explain the legal meaning and benefits of CEDAW ratification in response to the vocal anti-CEDAW campaigning, particularly from religious leaders, asserting ratification would result in uncomfortable social outcomes for Tongan society.

The anti-CEDAW demonstrations and reversal of the government position affected members of the coalition by uniting them in their aims. Recognising that a conventional workshop would be insufficient to foster the necessary reflection and dialogue for the coalition to strategise collectively, PLP organised an overnight retreat.

'It was very useful because we had the space not to be hurried, and to think openly and reflectively,' observed one participant.

Activities focussed on communication, crafting messages to specific audiences, mapping out networks, and identifying gatekeepers and strategies for influence. Participants also received an update from the Ministry of Internal Affairs on its plans for future consultations on CEDAW.

Following the retreat and reflections on the events of 2015, the coalition is highly motivated to build bridges where relationships have been problematic, and to widen its existing network of allies. They know this has challenges but are steadfast in thinking and working politically to progress their cause: *'You really have to come back in some other friendly way, trying to appeal to people that this is not just for a limited group, but this is for the rights of all women. Women are not the only beneficiaries, everybody else will benefit if we ratify CEDAW.'*



Staff of Women and Children Crisis Center (WCCC) Tonga. WCCC Tonga is one of the key organisations lobbying for CEDAW ratification in the country. Photo: WCCC Tonga.

³⁵ This activity is part of a larger program.

PROGRESS HIGHLIGHTS BY LOCATION

TUVALU

‘I really wanted to become a member of the Kaupule because many issues that concern us as women are often not discussed or not given priority. Now, I can bring in concerns on health care services and education for our children. For example, I raised the issue of a teacher that used corporal punishment to discipline our children although this is not allowed.’

Ms Semolina Faiva Tavita,

the second woman on Nukulaelae in Tuvalu to be elected to the *Kaupule* (implementing arm of the local government).

Progressing gender equality in Tuvalu

Project name: Tuvalu Country Plan

Outcome areas: Leadership and decision making, economic empowerment, ending violence against women and enhancing agency

Project partner: Tuvalu Gender Affairs Department

Total funding: \$1,800,000

Funding timeframe: 2015–2018

***Pacific Women* is investing \$1.8 million over three years to implement the Tuvalu Country Plan. Great steps were made in 2016 towards empowering women in the outer islands and those with disabilities, through the work of the program’s Gender and Social Inclusion Adviser.**

There is no equivalent word for ‘gender’ in Tuvaluan language. Therefore, the concept of ‘gender equality’ can be challenging and confusing for Tuvaluan women and men. The country’s National Gender Policy therefore seeks to help Tuvaluans better understand and adopt gender equal practices.

As part of the awareness raising of the country’s National Gender Policy, Adviser Ms Natalie Makhoul, whose work is supported through *Pacific Women*, travelled with Ms Lanoula Fasai, Project and Monitoring Officer of the Gender Affairs Department and Ms Eseta Lauti, in-country Focal Point for the Pacific Community Regional Rights Resource Team, to the outer islands of Niulakita (population 20) and Nukulaelae (population 300).



Staff of Tuvalu’s Gender Affairs Department with Gender and Social Inclusion Adviser Ms Natalie Makhoul (third from left). Photo: Ministry of Home Affairs.

Whilst conducting a workshop on Nukulaelae, Ms Makhoul observed that, despite accepted traditions of women not being welcome to raise their voices during community meetings of the local government (known as the *Falekaupule*), the community was supporting some women to be part of the implementing arm of the *Falekaupule* (known as the *Kaupule*).

Ms Semolina Faiva Tavita is the second woman on Nukulaelae elected to the *Kaupule*. Ms Tavita sees her role as providing a different voice on the committee to the five other male members.

‘I really wanted to become a member of the Kaupule because many issues that concern us as women are often not discussed or not given priority. Now I can bring in concerns on health care

services and education for our children. For example, I raised the issue of a teacher that used corporal punishment to discipline our children although this is not allowed.'

Ms Makhoul reported that on her outer island visit, men were showing interest and were open to listening and discussing gender concepts. 'This is a positive trend and signals that past consultations of the Gender Affairs Department in Nukulaelae are showing good results,' she reported.

Ms Makhoul has also collaborated with *Fusi Alofa* (Tuvalu's association for people with disabilities) and the Attorney General's Department in relation to the adoption of the standards under the Convention of the Rights of People with Disabilities (CRPD). As a result of this, six people in Tuvalu receive financial support under the government's scheme to assist people with disabilities.

With Ms Makhoul's input, the Attorney General's Department has made a submission to the Ministry of Home Affairs to strengthen Tuvalu's disability policies and laws to include CRPD standards. This includes recommendations for the scheme to be extended to apply to those acquiring a disability during their lifetime (such as through an accident or disease) and continuing financial support after the age of 70.

Looking forward, *Pacific Women* will support a national disability survey that will help organisations like *Fusi Alofa* by producing meaningful statistics on people with disability in Tuvalu.

First step towards a National Human Rights Institution

Project name: Support to the Pacific Community Regional Rights Resource Team

Outcome area: Ending violence against women

Project partner: Pacific Community Regional Rights Resource Team (SPC RRRT)

Total funding: \$3,000,000³⁶

Funding timeframe: 2015–2017

National Human Rights Institutions (NHRIs) are entities established by the State, but independent from government, to promote and protect human rights, including women's rights. In 2016, the Government of Tuvalu invited SPC RRRT to conduct a scoping study on the desirability and feasibility of creating an NHRI in this small Pacific Island nation.

The Government of Tuvalu has identified promoting the rights of citizens as a fundamental principle under its National Strategic Plan Te Kaakega III. Funding from both the European Union and *Pacific Women* supported the scoping exercise, leading to recommendations for the establishment of an NHRI in Tuvalu.

Engagement with the project came from the highest levels, with His Excellency Sir Iakoba Italeli, the Governor General of Tuvalu, stating that even though there may be a lack of resources and capacity, 'it must not be the reason to stop Tuvalu from progressing on the initiative of establishing an NHRI.'

NHRIs can take a variety of forms, including a stand-alone commission; an ombudsman's office with a human rights mandate; advisory and consultative bodies; and research bodies. The decision on which model to adopt is significant because, under the Paris Principles, the institution must prescribe to certain conditions to be recognised as an NHRI.

The scoping team recommended an enhanced ombudsman-NHRI model as the best option for Tuvalu. Further recommendations included the passing of enabling legislation that vests in the NHRI the competence to make visible women's and children's rights and the rights of people with disabilities, amongst other human rights.

The report also advised that the appointment of human rights commissioners should take into account gender considerations and the plurality of Tuvaluan society.

Worldwide, there are 110 countries with operating NHRIs, including Fiji, Samoa, Australia and New Zealand in the Pacific. Through this work supported by *Pacific Women*, Tuvalu may become number 111.



SPC RRRT with the His Excellency Sir Iakoba Italeli, the Governor General of Tuvalu (second from right), following a briefing on the scoping study. Photo: SPC RRRT.

³⁶ This activity is part of a larger program.

Pacific Women's Parliamentary Partnerships lead to action on diabetes epidemic

Project name: Pacific Women's Parliamentary Partnerships (PWPP) project

Outcome area: Leadership and decision making

Project partner: International and Community Relations Office, Australian Department of the House of Representatives

Total funding: \$2,850,037³⁷

Funding timeframe: 2013–2018

The Hon Dr Puakena Boreham, Tuvalu's only woman MP and the Hon Judi Moylan, a former member of the Australian House of Representatives, have formed a partnership that is positively influencing government action on diabetes prevention in Tuvalu.

The PWPP project has offered the two women a number of opportunities to work together, learn from each other and advocate on their common goal. Non-communicable diseases (NCDs), including diabetes, account for 75 percent of deaths in the Pacific. As a medical doctor, Dr Puakena Boreham felt constrained at only being able to manage the treatment of patients with diabetes.



L-R: Associate Professor Ruth Colagiuri with Hon Judi Moylan and Dr Puakena Boreham (front) at the Menzies Centre for Health Policy at Sydney University. They were part of a forum for women leaders in academia and politics supported by the PWPP project.

Photo: PWPP.



Dr Puakena Boreham at the Menzies Centre for Health Policy at Sydney University. She was part of a forum for women leaders in academia and politics supported by the PWPP project. Photo: PWPP.

'It was heart breaking seeing the consequences and complexities of diabetes in the country over the duration of my career in medicine. It was during this period that my passion to help the sick and my people as a whole, evolves from a doctor-patient relationship in closed rooms and operating theatres, to one that involves addressing it at the highest decision making table in the country. This belief for a positive change in the management of diabetes and other NCDs resulted in my running for the country's recent election.'

Ms Moylan spent 20 years as an Australian politician and established the Parliamentary Diabetes Support Group. Parliamentarians in the Parliamentary Diabetes Support Group show leadership in promoting community education, effective policies and healthcare for sufferers of diabetes. Since retiring from parliament, Ms Moylan continues her advocacy work as the current convenor of the Parliamentarians for Diabetes Global Network.

The two women met at the Menzies Centre for Health Policy at Sydney University at a forum for women leaders in academia and politics, supported by PWPP. Later, with further support from *Pacific Women*, they travelled together to Canada for the Parliamentarians for Diabetes Global Network Forum.

There, Dr Boreham addressed parliamentarians from 31 nations on the challenge of diabetes in island nations. Along with parliamentarians from other countries, she signed the Vancouver Proclamation calling on governments to provide universal health coverage for everyone with diabetes. Through the PWPP project, Ms Moylan has been able to share with Dr Boreham her experience and networks as a parliamentarian advocating on the issue of diabetes for two decades. This has assisted Dr Boreham to take steps in her own parliament, including successfully establishing Tuvalu's first Standing Committee on Health.

³⁷ This activity is part of a larger program.

VANUATU

6 *There has been little research to date that has practically mapped how community-level justice through chiefs mainly, but also religious leaders and family members and state justice (including courts and police) actually function in Vanuatu, both on their own and as part of a broader system. Understanding this broader system and some of the assumptions upon which it is based is crucial for Vanuatu to be empowered to navigate its own path towards access to justice for all its citizens. This research [Conflict Management and Access to Justice in Rural Vanuatu report] supports us to do this.'*

Hon Ronald Warsal,
Vanuatu's Minister for Justice and Community Services.

Learning Exchanges and Preparatory Electoral Contestant Workshops for women leaders

Project name: Support for Women in Shared Decision Making (WISDM) work on Temporary Special Measures (TSM) at Municipal and Provincial Level

Outcome area: Leadership and decision making

Project partner: Pacific Leadership Program (PLP)

Total funding: \$250,000³⁸

Funding timeframe: 2014–2017

The implementation of TSM legislation for women to be elected into councils at municipal level in Vanuatu ensures a minimum 30 percent representation of women. Activities supported by Pacific Women encourage learning exchanges at municipal level as well as building the capacity of potential women leaders to stand for provincial elections.

The TSM legislation in Vanuatu is designed to achieve a quota of 30–34 percent of women municipal councillors for a period of 16 years (four election cycles). The introduction of the legislation at municipal level in 2013 led to the election of nine women councillors in the 2014 Port Vila and 2015 Luganville Municipal Council elections.

Party officials in Luganville saw the potential and opportunity in using TSM to gain seats for their respective



Ms Nelly Willy, PLP Country Representative (far right) in discussion with Luganville Municipal Councillors outside the Council Chambers. Photo: PLP.

parties in the Municipal Councils. Compared to Port Vila, where women self-nominated to stand for election, women in Luganville were identified by political parties as potential candidates through their husbands or male relatives. *Pacific Women* and PLP partnered with the WISDM Taskforce, led by Vanuatu's Department of Women's Affairs, to facilitate a learning exchange program between elected women members of two municipal councils, and provide training for potential provincial council members.

Like all elected officials, the newly elected women councillors were briefed on the functions of the Council and their roles as duty bearers.

³⁸ This activity is part of a larger program.

The peer-to-peer learning exchange program for municipal women councillors provided a space to share their challenges and make recommendations on the type of support needed for women candidates before, during and after elections. Recommendations included involving male participants in future workshops to generate support for TSMs at provincial and national level, as well as to ensure that all candidates understand electoral procedures and prioritise issues that affect their communities.

It was also a space where negotiations were made across party lines, and resulted in the nomination (and eventual election) of the first woman Deputy Mayor in the Luganville Council. The Port Vila women councillors had been working together longer (since 2014), had more political experience and were more comfortable in working across party lines to progress issues of common concern.

A Port Vila woman Councillor stated: *'Yes we are working together, so if one of us finds an opportunity [we] bring it to the council then all of us are working on it...although we represent different political parties xx.'*

The successful implementation of TSMs at the municipal level has encouraged the Government to formally consider TSMs at provincial level. The WISDM Taskforce has embarked on a series of electoral candidate workshops in the provinces to prepare women and men candidates of various political parties for provincial elections. These workshops have incorporated lessons learned from the experiences of the women councillors, to work across party lines and ensure their readiness to stand for elections.

Protecting women and girls in the aftermath of tropical cyclone Pam

Project name: UNICEF Pacific Child Protection Program

Outcome area: Ending violence against women

Project partner: UNICEF

Total funding: \$7,000,000³⁹

Funding timeframe: 2014–2018

Gender-based violence, especially sexual violence, is known to increase in the wake of natural disasters. When tropical cyclone Pam hit Vanuatu, UNICEF's immediate emergency response was to protect women and children from gender-based violence, and provide them with a variety of holistic assistance.

About two thirds of Vanuatu's children were affected by tropical cyclone Pam in March 2015. *Pacific Women* assisted UNICEF to support children's psychosocial needs and ease children's return to school and normalcy following the cyclone. This protected them against potential abuse and exploitation, which increases when children are out of school.

Theatre was also used as a medium to socialise child protection issues, emergency preparedness and disaster risk reduction messages with communities on Efate, Tanna and Aniwa islands.

Written, produced and performed by the Narongtong Theatre Group, the play was based on the life of a mother who is separated from her husband and the challenges she and her teenage daughter face. It addressed issues of violence, abuse and exploitation in communities.

A total of 1,484 adults (816 women and 668 men) and 298 children (162 girls and 136 boys) watched the play on the three islands. The audiences were engaged in discussions about child protection after the play. As a result, the play raised awareness and knowledge of child protection issues in emergencies among leaders, parents, caregivers and duty bearers and created the potential for positive behaviour change.

UNICEF also worked with the Ministry of Youth Development, Sports and Training to deliver training to 1,272 service providers (561 women and 711 men) on child protection in emergencies and psychosocial support. Participants included teachers, faith-based organisation staff and youth leaders. These service providers organised activities to promote psychosocial support in their communities, including structured play and recreational activities.

³⁹ This activity is part of a larger program.

Study of community-level access to justice

Project name: Research on improved access to justice for women and children

Outcome area: Ending violence against women

Project partner: Policing and Justice Support Program (Vanuatu)

Total funding: \$120,000

Funding timeframe: 2015–2016

A Pacific Women-funded study into the management of community-level justice issues on the island of Malekula suggests pathways for improving access to justice for women in the future.

The Conflict Management and Access to Justice in Rural Vanuatu report was prepared as part of the Australian Government's Policing and Justice Support Program (Vanuatu). It identified the kinds of conflicts that are prevalent in communities; examined how conflicts are managed and resolved by individuals, institutions and processes; and explored peoples' experiences of those broader justice processes and institutions.

'There has been little research to date that has practically mapped how community-level justice through chiefs mainly, but also religious leaders and family members and state justice (including courts and police) actually function in Vanuatu, both on their own and as part of a broader system,' explained Hon Ronald Warsal, Vanuatu's Minister for Justice and Community Services.

'Understanding this broader system and some of the assumptions upon which it is based is crucial for Vanuatu to be empowered to navigate its own path towards access to justice for all its citizens. This research supports us to do this.'

The findings and recommendations have particular importance for gender equality programing because conflict relating to violence against women, particularly by an intimate partner, is most commonly dealt with within a community setting. More often than not, state justice

processes will not be involved. The research therefore looked specifically at women's experiences of conflict and their access to justice.

It is the first time this type of research has been undertaken in Vanuatu. Researchers were drawn from a number of organisations including the Vanuatu Women's Centre, CARE and the Vanuatu Law Commission. They interviewed more than 800 women, men, community leaders, police and state justice representatives across Malekula.

The research showed that men, women and leaders at the community level who are involved in managing conflict have limited understanding of the state laws that govern them and their human rights. They expressed a clear interest in acquiring greater knowledge of state institutions and processes.

Additionally, leaders at community level who are responsible for managing conflict would like greater support from the state for conflict management and implementation of justice measures.

The findings will be used as a solid evidence base to develop future program support at government and community level to strengthen access to justice, including women's access to justice, in rural areas on Malekula.



Senator Concetta Fierravanti-Wells, Australian Minister for International Development and the Pacific, at the launch at Lakatoro, Malekula of the research into Conflict Management & Access to Justice in Rural Vanuatu. More than 800 women, men, community leaders, police, and state justice representatives were interviewed across the island of Malekula during the research. Photo: Ministry of Justice and Community Services, Vanuatu.

MONITORING, EVALUATION, LEARNING AND RESEARCH

Pacific Women places a strong emphasis on high-quality monitoring and evaluation (M&E) and sharing program information and research relevant to women's empowerment across the region. This is critical to generating new insight into the enablers and barriers for change as well as testing *Pacific Women's* underlying assumptions to ensure that the program is learning and evolving.

This year saw strides in the development of the *Pacific Women* M&E system. This system is made up of the *Pacific Women* program M&E framework, M&E frameworks for country plans, and activity-level M&E plans developed by implementing partners. The system also includes the *Pacific Women* Knowledge Management Database that allows for the entry and analysis of activity-level performance data. The Knowledge Management Database will considerably improve access to and analysis of program information to inform the direction of *Pacific Women* at regional and country levels. A toolkit for M&E data collection provides *Pacific Women* implementing partners with a range of possible data collection tools to support project learning and improvement. An M&E panel has also been established, comprising specialists and practitioners who can provide ongoing high-quality technical support to the program.

To support a process of ongoing learning, *Pacific Women* has commissioned a number of evaluations. These include midterm evaluations of two regional projects, the Pacific Women's Parliamentary Partnerships (PWPP) project (2013-2018) and the Progressing Gender Equality in the Pacific (PGE) program (2013-2018). Both evaluations will be completed towards the end of 2016 and will inform the year three evaluation of *Pacific Women*. The year three evaluation of *Pacific Women* will be completed in February 2017. It will be an independent assessment of *Pacific Women's* progress against intended outcomes and

will develop analysis and recommendations to inform the ongoing implementation of the program.

This year, *Pacific Women* convened and commissioned a number of strategic research activities in order to contribute to the body of knowledge and evidence available to Pacific stakeholders.

A significant achievement saw *Pacific Women* work collaboratively with partners including the University of the South Pacific, Pacific Islands Forum Secretariat, UN Women, SPC and the Fiji Women's Rights Movement to carry out a comprehensive scoping study on gender research in the Pacific. The research was conducted by the University of Auckland and a team of Pacific women scholars including two from the University of the South Pacific. The study has been published as an e-book titled: *Gender Research in the Pacific 1994-2014: Beginnings*⁴⁰. It is the first attempt to map existing gender research on the Pacific across eight thematic areas⁴¹ and includes a bibliography of over 400 citations, an annotated bibliography of 135 pieces of research and provides a literature review of each of the thematic areas. The scoping study culminated in a research symposium and workshop that brought together Pacific, New Zealand and Australian academics, development practitioners and development partners working in the Pacific to consider the findings and recommendations. They proposed priority actions that would contribute to progressing and expanding high-quality Pacific gender research to inform policy, driven and produced from within the region. *Pacific Women's* Research Strategy will be informed by this work.

The following case studies provide further details on the work supported in the area of M&E and research. This area will remain a high priority for *Pacific Women* over the life of the program.

40 Research available on *Pacific Women's* website under the Resources section

41 The eight areas correspond to eight of the critical areas of concern in the Revised Pacific Platform for Action on the Advancement of Women and Gender Equality 2005-2015: Education, Health, Climate Change, Economic Empowerment, Gender Mainstreaming, Leadership and Decision Making, Human Rights and Violence Against Women.

CASE STUDIES

Action Research as a development tool

Project name: Support for Women's Groups and Coalitions

Project partner: Pacific Leadership Program (PLP)

Total funding: \$200,000⁴²

Funding timeframe: 2015–2016

Pacific Women funds three targeted pieces of research through PLP that apply an Action Research methodology. Through this approach, coalition project partners are receiving 'real time' feedback on their initiatives as they are implemented and are enjoying deeper insights into the complex, nonlinear and long term change processes in which they have been engaged.

Action Research involves active participation in change processes, whilst simultaneously conducting research into it. This leads to increased understanding of how the multiple inputs around processes (including resources, personnel and relationships) have an impact on outcomes. Feedback and knowledge is then integrated into current and future activities. Researchers typically undertake three or four field visits a year, timed to coincide where possible with key coalition activities.

The Simbo for Change coalition is a partnership between Simbo communities in Solomon Islands, a local woman development entrepreneur; and experienced regional organisation, Samoa Women in Business Development Inc. (SWIBDI). It started with a goal of advancing women's economic empowerment in this remote community and through the Action Research process it has moved into addressing issues connected to gender roles and family safety.

The Action Research approach has meant that the initiative has developed iteratively. SWIBDI noted, 'We have been involved in so many projects over the years that have been hampered because the guidelines didn't suit our intervention model. PLP allowed SWIBDI to do this project 'the way we knew how to work.'

This more open ended process has enabled the Simbo for Change initiative to adapt to what is learned at each stage, plan in short phases and maintain flexibility. It has resulted in the emergence of women's developmental leadership in four communities, as well as the formation of the Gizo Women in Business association that is advocating for sustainable livelihoods across the Western Province.

Pacific Women also supports action focused research in Tonga (working with the Tonga's Women in Leadership coalition in relation to the ratification of the CEDAW) and Vanuatu (supporting capacity building opportunities for local government-level women councillors through the Women in Shared Decision Making coalition).

Power, politics and coalitions in the Pacific

Project name: Women's Leadership Research

Project partner: Developmental Leadership Program

Total funding: \$250,000

Funding timeframe: 2014–2016⁴³

Coalitions are increasingly understood as important in bringing about change. Pacific Women has supported the Developmental Leadership Program to conduct research into coalitions in the Pacific that are working on issues of gender and power.

The research draws on case studies of five coalitions of varied sizes, types and locations:

- > **Talitha Project** (Tonga) responding to the needs of young women and girls.
- > **Women in Sustainable Enterprise** (Tonga) network for women in business.
- > **Nei Nibarara** (Kiribati) a women's handicraft network/cooperative.
- > **Response to sorcery related violence** (PNG).
- > A group working to **protect and promote universal human rights, including the rights of women and LGBTQI⁴⁴ people** (Fiji).

⁴² This activity is part of a larger program

⁴³ This activity is part of a larger program

⁴⁴ Lesbian, gay, bisexual, trans, queer and intersex

Findings highlight four factors that seem to have shaped the coalitions, and their ability to promote social change in gender norms and power relations:

- > The formative event that brought people together to take action on an issue in a concerted way.
- > The nature of the coalition's ownership and ways of working.
- > The shared ground (values/interests) on which the coalition is based.
- > The nature of the coalition's leadership, whether leadership is understood and practised as a process of adaptation, or a characteristic of leaders.

Understanding how these factors influence each other, and how they interact with different forms of power, offers possibilities for better supporting and enabling the work of coalitions. One of the themes emerging from the findings is the importance of safe spaces of participation for relationship building, frank reflection and debate.

Such opportunities can help to foster local ownership and adaptive leadership, and to develop shared values. These spaces can sometimes be usefully convened by regional or international actors.

M&E and Research activities in Papua New Guinea

In May 2016, a three-day *Pacific Women* annual partner workshop was held in Port Moresby. This workshop provided support to implementing partners to undertake M&E for their projects and provided partners with the opportunity to share their experiences. Implementing partners, such as Ms Gabriella Marimyas reported that this workshop contributed to program understanding and improvement.

'It was great to learn about what other projects / programs are doing and meet the individuals in these teams. It was also a good opportunity to tell others about our project and the lessons we've learnt so far. Hopefully we will maintain a sharing and learning culture that allows us access to helpful

information that we will be able to utilise in informing practice in each of our spheres of activity,' Ms Gabriella Marimyas, Monitoring and Learning Coordinator, Care Coffee Industry Support Project.

Pacific Women in PNG is also supporting numerous research activities with the aim of linking findings to program improvement. A number of implementing partners are using Participatory Action Research to inform program and activity development. For example, through Participatory Action Research, Population Services International is working with rural communities in Central Province to support a more nuanced understanding of the causes of GBV. Using these research findings, Population Services International is working with communities to implement contextually relevant solutions to GBV with the aim of these communities becoming part of a Safe Village network.

Through a partnership between ACIAR, the University of Canberra and CARE PNG, *Pacific Women* is supporting research into a promising 'Family Farmers' model that seeks to examine how women and girls can generate greater income through a more equitable family team approach to business. This research will inform how the program supports village community educators and women community leaders in the roll out of the ACIAR agricultural training program.

Finally, through a partnership between the Government of PNG and UNDP, *Pacific Women* has supported the development of the PNG National Gender Based Violence Strategy. This Strategy has been informed by a comprehensive literature review and mapping exercise on the available services to survivors of violence in PNG. Once endorsed by the Government, it will provide a Framework for GBV interventions and provide guidance to improve planning, budgeting and monitoring of GBV at the national and provincial level.

The following case studies profile some of the achievements and work underway in relation to M&E and research in PNG.

CASE STUDIES

Participatory action research: strengthening project implementation

Project name: From Gender Based Violence to Gender Justice and Healing

Project partners: Nazareth Centre for Rehabilitation and the International Women's Development Agency (IWDA)

Total Funding: \$1,693,366

Funding Timeframe: 2015–2017

Educators, defenders, advocates and activists these are all roles that women human rights defenders (WHRDs) play in the Autonomous Region of Bougainville. In the project From Gender Based Violence to Gender Justice and Healing (Justice and Healing), participatory action learning research is being used to provide opportunities for reflection during project implementation that, in turn, give direction for the future of the project.

WHRDs are part of the Nazareth Centre for Rehabilitation's Justice and Healing project that aims to reduce FSV by addressing the root causes of gender inequality. So far, they have conducted 299 awareness raising activities on FSV, women's rights and gender equality.

Nearly half (44 percent) have reported advocating for funds from government for activities to respond to FSV and one quarter also reported asking the police and Council of Elders (local community government) to improve services to respond to FSV. WHRDs also interact directly with survivors of FSV, with 13 percent of them reporting that they have counselled women who had experienced FSV in the past year.

At the end of the first year of the Justice and Healing project, *Pacific Women* supported the Nazareth Centre for Rehabilitation to conduct an assessment of 78 of its WHRDs to better understand their capacity to undertake work to address FSV at the community level.



Women Human Rights Defenders during an assessment and planning workshop in April 2016. Photo by Elena Leddra/IWDA.

The assessment looked at individual capacities such as knowledge of human rights, gender equality and FSV as well as confidence and skills to act; external factors that support or restrict work of WHRDs, including gender relations, networks, support of male relatives and resistance from communities; and the actions that each WHRD had taken.

Applying principles of action learning, the WHRDs and researchers reviewed activities and adapted them to respond to the lessons learned on what was and was not effective.

The methodology enables an environment of equal relationships between researchers and participants, as well as applying culturally and context appropriate techniques to data collection and analysis.

This assessment provided not only a baseline for the project, but also recommendations that informed planning and implementation for the second year of the project. In addition, it allowed active engagement of WHRDs, project team and partners in the monitoring and evaluation of the project.

PNG celebrates successes at Annual Partner Workshop

Project name: Pacific Women Annual Partner Workshop

Project partner: Pacific Women Support Unit

Total funding: \$80,000

Funding timeframe: 2015–2016

Pacific Women partners met in Port Moresby in May 2016 to highlight progress made in the last twelve months and to look at lessons for improvement and support for the future.

The three day monitoring and evaluation workshop attracted 101 participants and was opened by the Hon Delilah Gore, the PNG Minister of Religion, Youth and Community Development, and Mr Bruce Davis, the Australian High Commissioner to PNG.

The workshop provided participants with opportunities to discuss project successes, challenges and strategies they could use to overcome these challenges.

In her welcoming remarks, Minister Gore stressed the importance of improving the lives of women and girls; working towards making communities safer, more productive and more profitable; and the impact

of violence against women as an impediment to development in PNG.

'One of the critical barriers to women's participation is, of course violence. It undermines us as individuals, as families, as communities and as nations,' Minister Gore said.

Mr Davis reaffirmed Australia's commitment to gender equality.

'Empowering women and girls is critical to economic growth and to development and security, particularly in our region,' Mr Davis said.

The workshop also provided the opportunity to network, share stories and gain useful information and to learn from projects and identify opportunities for future collaboration.

Ms Anna Bryan, Project Manager for the Care Coffee Industry Support Project shared: *'I think achieving women's empowerment in PNG is like a big complex puzzle and each Pacific Women implementing partner is a crucial piece of that puzzle. For me, the workshop was a great opportunity to learn about the fantastic work so many implementing partners are already doing to empower women in PNG. It was an opportunity to put the first pieces of the puzzle together.'*



Participants at the workshop at Gateway Hotel in Port Moresby in May 2016.
Photo: DFAT, PNG Post.

LESSONS LEARNED

1 Analysis of gender and power relations, and understanding and addressing discriminatory systems and structures, is critical to progress.

Gender inequalities cannot be considered independently from the broader systems of discrimination or disadvantage in which they occur.

The 'Do No Harm' research from the SSGM program at the Australian National University has concluded that achieving women's economic empowerment is contingent *not only* on women having access to economic resources *but also* on the removal of the impediments to freedoms that disempower women. *Pacific Women* activities able to demonstrate the most positive changes are grounded in strong gender analysis and have strategies to address the gendered power relations that sustain high levels of discrimination and violence against women.

- > The M4C program has shown that to make marketplaces safer for women vendors, it is also necessary to undertake interventions aimed at reducing cumbersome and discriminatory local and municipal government systems and regulations.
- > The Connecting Technical and Vocational Education and Training in Vanuatu project identified that these education and training activities need to link with interventions that aim to expand employment opportunities for women and support gender equitable workplace policies, such as provision for maternity leave.

Looking forward, there are a number of initiatives *Pacific Women* stakeholders will progress to understand better the systemic and structural barriers to gender equality; and where possible, develop or create links to interventions that address those barriers. The Support Unit will investigate how best to include gender and

power analyses in future program designs. Implementing partners will be supported to monitor outcomes using gender analysis frameworks (such as that used in the M4C program) to build the information base and the evidence about the connections between gender relations and program outcomes.

2 Community awareness projects on violence against women are not sufficient on their own to cause lasting changes in attitudes and behaviours that will prevent violence from occurring.

Emerging global evidence on ending violence against women is showing that sustainable, effective prevention programming requires not only a focus on raising awareness about the inappropriateness of violence, but also involves supporting strategies that are aimed at achieving community-wide endorsement of more positive, gender equitable social norms and community-led actions that can facilitate women's empowerment.

Pacific Women is funding an increasing number of activities that aim to prevent violence against women. Given this, the program will need to ensure these activities are based on a strong understanding of knowledge, attitudes and values at individual, family and community levels and that they work at multiple levels to achieve longer-term and transformative changes.

3 Better monitoring and evaluation of projects aimed at ending violence against women is crucial to show that change has taken place.

Activities supported by *Pacific Women* that are focused on ending violence against women differ in approach, scale and possibly, impact. However, program reporting has shown there is a huge variation in the way that these

projects are monitored and evaluated. This makes it difficult at this stage to draw conclusions on the impact, both individually and collectively, of *Pacific Women's* efforts to end violence against women in the Pacific.

As part of work to develop monitoring and evaluation frameworks, *Pacific Women* implementing partners, in conjunction with the *Pacific Women* Support Unit, need to investigate, develop and implement more effective ways of identifying the changes to which they have contributed.

4 Training activities need to be practical and contextually sensitive to be effective.

Projects supported by *Pacific Women* that use simple and practical methods to reinforce women's and men's understanding of rights and responsibilities have been shown to be successful in bringing about change. For example, the practical and contextually sensitive nature of training provided by organisations such as FemLINKPACIFIC, Vanuatu Women's Centre and Women's Rights Action Movement for the market vendor association executive members in Vanuatu, provided an entry point for introducing complex ideas – including equality – which normally remain out of reach for market vendors. Similarly, the Commonwealth Local Government Forum's applied training methods that addressed the needs of council and produce market staff in their daily work provided an entry point for ideas and examples about the impact of gender in the workforce.

Looking forward, *Pacific Women* can explore ways of sharing effective training models and supporting partners in making their training practical and contextually sensitive.

5 There is considerable Pacific gender research being produced, but support is needed to improve its quality, accessibility, and its links to policy-making.

The Pacific Gender Research Scoping Study supported by *Pacific Women* assessed and reported on the status of gender research in the region. The associated symposium and workshop, *Advancing Gender Research in the Pacific*, reflected on the study findings which indicated that although there has been a steady increase of gender research publications on the Pacific, the majority of research has been undertaken by researchers based outside the Pacific. The research is of varying quality, with limited accessibility and weak connections to development policy and practice in the region. Within the Pacific, expertise and resources to support relevant and good quality gender research and make it accessible to a wide range of users, are limited.

Pacific Women will work collaboratively with research stakeholders to investigate options for long term support to improve the gender research capacity of Pacific peoples. The gender research scoping study suggests that collaboration between Pacific universities and Pacific scholars, and gender researchers based outside the Pacific, is a useful strategy. Increased promotion of Pacific-led gender research is also important.

FINANCIALS

DFAT has committed to an investment of \$320 million over 10 years for *Pacific Women* program implementation. A total of \$86.16 million has been expensed over the period FY 2012-13 to FY 2015-16. This comprised:

- > \$41,043,473 (47.6%) to end violence against women
- > \$19,600,368 (22.7%) focused on women's economic empowerment
- > \$11,805,154 (13.7%) on enhancing agency
- > \$6,608,700 (7.7%) to support women in leadership and decision making
- > \$5,339,614 (6.2%) on administration and program support; and
- > \$1,762,135 (2.0%) on monitoring and evaluation/design.

Note, many activities work across more than one outcome. For financial reporting purposes, the activity is categorised according to which outcome is the primary focus. The Enhancing Agency outcome includes activities which contribute to: enhanced knowledge and evidence base to inform policy and practice; strengthened women's groups, male advocates and coalitions for change; positive social change towards gender equality and women's agency; and improved gender outcomes in education and health.

Figure 1 below illustrates distribution of total program expenditure by *Pacific Women's* four outcomes, M&E/design and administration/program support for the period from FY 2012-13 to FY 2015-16.

FIGURE 1

Distribution of Total Program Expenditure by Outcomes, M&E/Design and Administration/Program Support

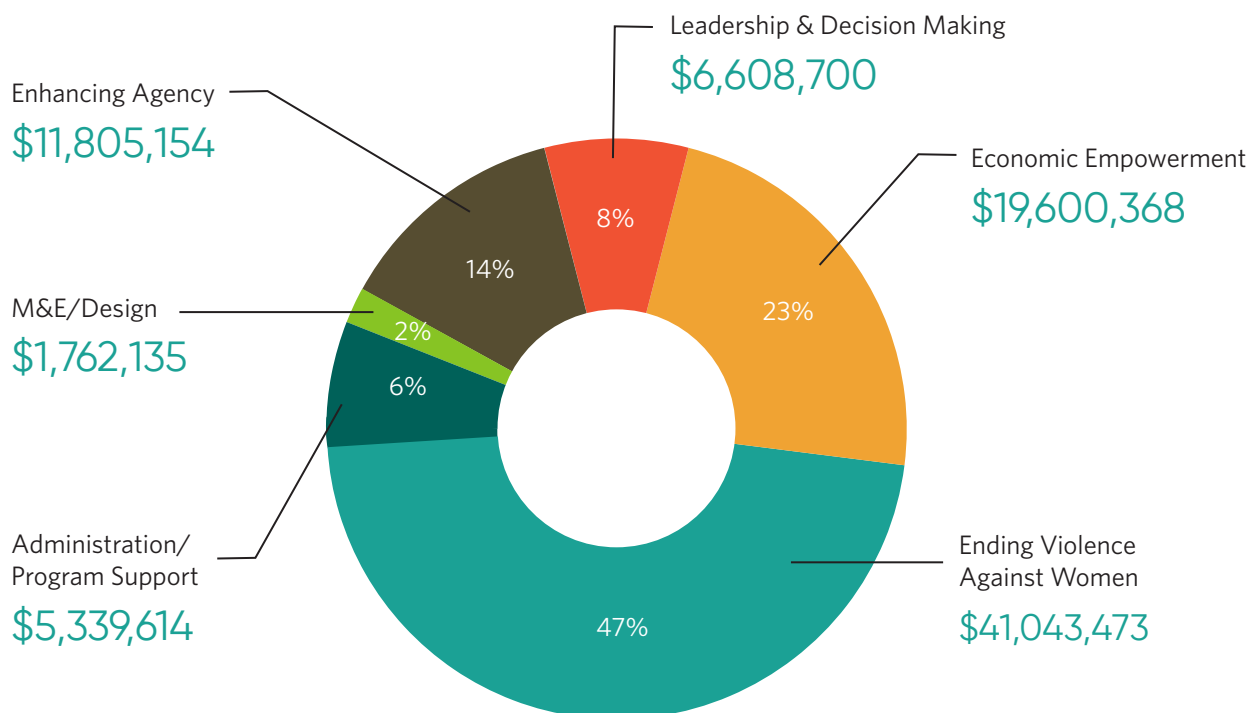


Figure 2 below illustrates distribution of program expenditure by Pacific Women's four outcomes, M&E/design and administration/program support for the period from FY 2012-13 to FY 2015-16.

FIGURE 2

Distribution of Program Expenditure by Outcomes, M&E/Design and Administration/Program Support from FY2012-2013 to FY2015-2016

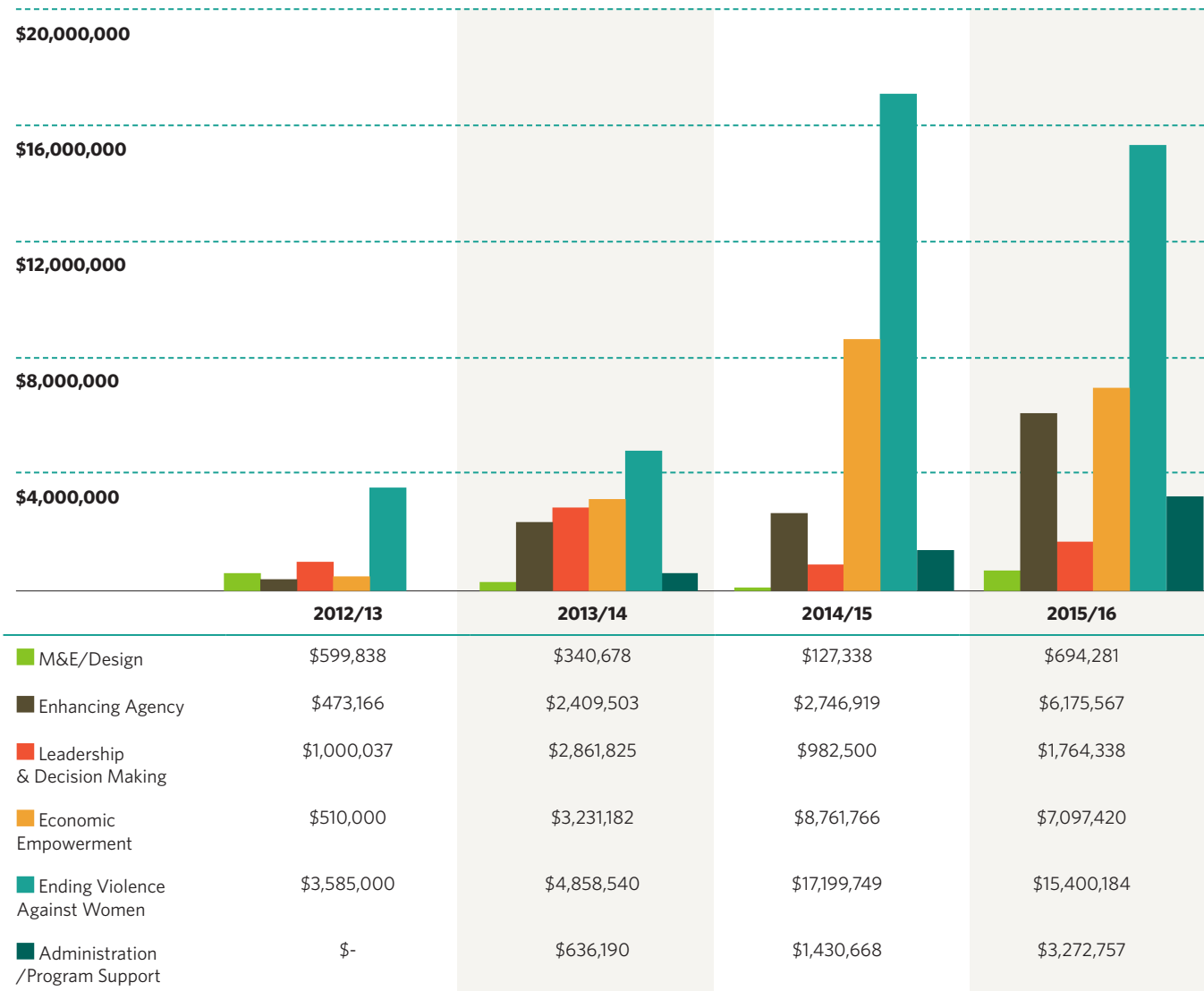


Table 1 below summarises total program expenditure for each country by *Pacific Women's* four outcomes, M&E / design and administration / program support for the period from FY 2012-13 to FY 2015-16.

TABLE 1

Total Program Expenditure for Each Country by Outcomes, M&E/Design and Administration/Program Support FY2012-2013 to FY2015-2016

	M&E/Design	Enhancing Agency	Leadership and Decision Making	Economic Empowerment	Ending Violence Against Women	Administration /Program Support	Total
Regional	\$723,922	\$7,110,429	\$2,818,481	\$9,069,881	\$10,974,325	\$5,072,757	\$35,769,795
Cook Islands				\$260,000	\$150,000		\$410,000
Fiji	\$4,810	\$2,215,082	\$398,131	\$716,327	\$1,113,850	\$3,688	\$4,451,888
Kiribati		\$176,489			\$418,363		\$594,852
Palau*							\$0
PNG	\$633,132	\$920,556	\$2,342,088	\$7,744,345	\$20,056,921	\$218,091	\$31,915,133
Marshall Islands					\$437,722		\$437,722
Federated States of Micronesia*							\$0
Nauru		\$250,000	\$150,000		\$237,888		\$637,888
Niue*							\$0
Samoa	\$12,584	\$541,411	\$500,000	\$505,096	\$194,000	\$10,904	\$1,763,995
Solomon Islands	\$356,385	\$443,909	\$100,000	\$414,401	\$6,825,404		\$8,140,099
Tonga	\$31,301	\$111,536			\$635,000		\$777,837
Tuvalu		\$35,743					\$35,743
Vanuatu			\$300,000	\$890,318		\$34,174	\$1,224,492
Total	\$1,762,134	\$11,805,155	\$6,608,700	\$19,600,368	\$41,043,473	\$5,339,614	\$86,159,444

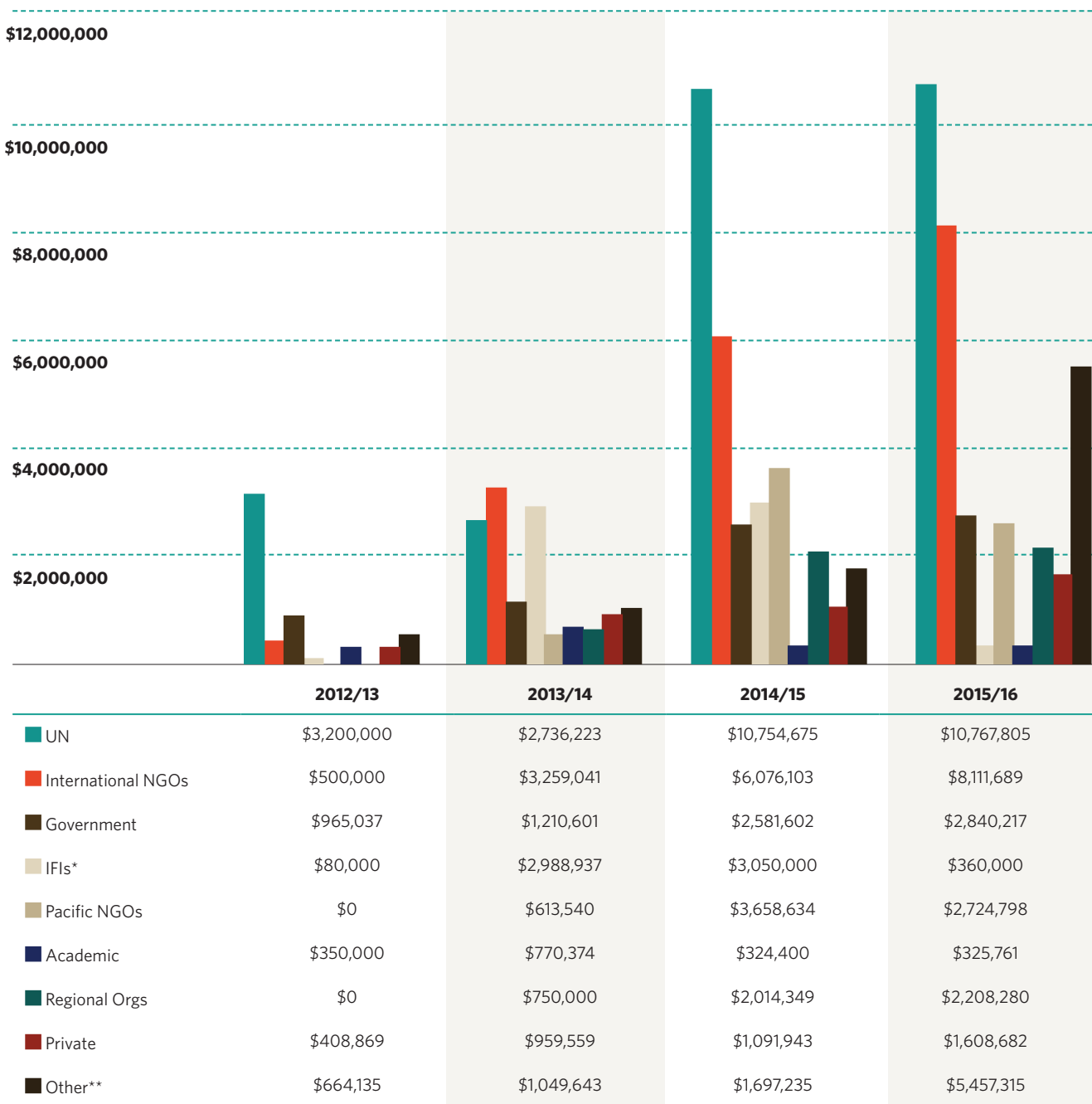
* No bilateral program spending in Palau, Federated States of Micronesia and Niue for the period from FY2012-2013 to FY2015-2016. Activities in these countries have been supported through regional funding.

Pacific Women has a strong focus on working with a range of partners and our funding has been channelled through UN partnerships, international and Pacific NGOs, government partners as well as research, regional and private sector organisations.

Figure 3 below illustrates the breakdown of funding that was provided to respective partner categories from FY 2012-13 to FY 2015-16.

FIGURE 3

Distribution of Program Expenditure by *Pacific Women* Partners from FY2012-2013 to FY2015-2016



* International Financial Institutions

** Other is comprised of individual company or consultant partners who provided small-scale, one-off services such as design, advisory, communications and program support

LOOKING FORWARD

Building on the achievements of 2015–2016, the next 12 months will continue to be a busy period for *Pacific Women*.

It will be a time for reflection and learning about the achievements and challenges of the program to inform future programming.

Some key activities will contribute to this reflection and direction setting period. They include the Year 3 program evaluation. This will be an independent assessment of whether *Pacific Women* has achieved its first interim objective which is to contribute to increased capacity and resources, strengthened relationships, and supported action in its key result areas. The evaluation will also identify effective strategies, barriers and challenges to progress in the four intended outcome areas; and develop recommendations for program improvement and for future program development.

The Year 3 Evaluation Report will be used in a number of ways:

- > for learning and improvement by DFAT and implementing partners;
- > for accountability to DFAT, in-country partners, the *Pacific Women* Advisory Board, and the whole spectrum of program stakeholders including those at community level; and
- > to contribute to information and advocacy efforts within Australia, the Pacific and in other regions of the world of the critical importance of investing in and progressing gender equality in the Pacific island region.

A roadmap to inform and guide future investments in the four outcome areas of *Pacific Women* is underway. It will draw on current practice, programs and experience, learning from research, monitoring and evaluation at national and regional level and be informed by international and regional good practice. The roadmap will include identification of structural and cultural barriers to women's empowerment in order to identify the gaps, opportunities and priorities for *Pacific Women* support. Views of Pacific island stakeholders are critical to this process. The roadmap will primarily focus on regional implementation but can also serve as a useful evidence driven guide for country-level decision making.⁴⁵

Another priority for the coming period is knowledge management and learning. The *Pacific Women* Support Unit will develop, update and implement systems to facilitate this. Sharing program knowledge and lessons learned is an important dimension of *Pacific Women*. The re-design and launch of the *Pacific Women* website will facilitate improved information sharing.

To assist with the implementation of *Pacific Women* activities, *Pacific Women* technical panels⁴⁶ set up in 2016 in the areas of Monitoring and Evaluation and Gender advisory support will become operational as part of the focus on further improving the quality and timeliness of technical support to DFAT offices in each program country.

The Support Unit will continue to engage closely with DFAT staff and management to refine and review the operations and role of the Support Unit to ensure that it responds to the changing context and meets DFAT and program stakeholders' needs and expectations.

⁴⁵ Note, priorities for country-level *Pacific Women* support are identified through country planning processes.

⁴⁶ These are panels of specialists and practitioners sourced through open tender process that will be utilized on an as needs basis to provide technical support to DFAT offices and implementing partners.

Key activities to be undertaken by *Pacific Women* in the next year will include:

Direction setting

- > Completing the roadmap - women and leadership, economic empowerment, ending violence against women and enhancing agency- to guide ongoing and future investments in these areas.
- > Undertaking an evaluation of *Pacific Women* to establish progress against the Year 3 objective and to identify lessons learned for program improvement.
- > Undertaking a mid-term review of the PNG Country Plan and reviewing the Cook Islands and Solomon Islands country plans.
- > Conducting evaluations of specific projects, including the PWPP project, the SPC PGEP program and CARE's Coffee Industry Support project in PNG.

Research and analysis

- > Finalising a resource paper on the legal barriers to gender equality in support of DFAT's gender equality advocacy and mainstreaming efforts.
- > Finalising a review of counselling services available to survivors of violence in the region to assess their relevance and quality in order to inform efforts to increase the effectiveness of these services at country and regional levels.
- > Finalising research on managing menstruation in the Pacific to support DFAT gender equality efforts in the education and health sectors.

- > Development and implementation of a research strategy to increase knowledge about gender in the Pacific.

Resources

- > Establishing a gender advisory panel of suitably experienced gender specialists and practitioners to assist with technical implementation of the program.
- > Redesigning the *Pacific Women* website to increase knowledge sharing and introduce a PNG e-newsletter.
- > Undertaking a review of the operations of the Support Unit.
- > Development and implementation of a program capacity development strategy.

PACIFIC WOMEN PARTNERS

Pacific Women has a strong focus on delivering activities in partnership with others and works closely with Governments, Pacific and international non-governmental organisations, regional organisations, United Nations agencies, development banks and the private sector. These partners, together with women and men from the Pacific, have the opportunity to shape the program. Below is a cumulative list of partners the program has worked with.

Government Partners

Australia

- > Australian Centre for International Agricultural Research
- > International and Community Relations Office, Australian Department of the House of Representatives, Australia

Cook Islands

- > Ministry of Internal Affairs, Gender and Development Division
- > Ministry of Police

Fiji

- > Ministry of Social Welfare, Women, Children and Poverty Alleviation

Kiribati

- > Ministry of Health
- > Ministry of Internal and Social Affairs
- > Ministry of Justice
- > Ministry of Women, Youth and Social Affairs – Women’s Development Division
- > Police Service Domestic Violence and Sexual Offences Unit

Nauru

- > Ministry of Health

Papua New Guinea

- > Department of Community Development
- > Department for Justice and Attorney General

- > Department of Religion, Youth and Community Development
- > Eastern Highlands Provincial Health Authority
- > Office for the Development of Women
- > Port Moresby General Hospital
- > Yangoru Saussia District, East Sepik District Development Authority

Republic Of Marshall Islands

- > Ministry of Foreign Affairs

Samoa

- > Ministry of Women, Community and Social Development

Solomon Islands

- > Ministry of Women, Youth, Children and Family Affairs

Tonga

- > Ministry of Internal Affairs, Women’s Affairs Division

Tuvalu

- > Office of the Prime Minister, Gender Affairs Department

Vanuatu

- > Ministry of Justice and Community Services, Department of Women’s Affairs

International NGOs

- > CARE Australia
- > Family Health International 360
- > International Centre for Research on Women
- > International Committee of the Red Cross
- > International Planned Parenthood Federation
- > International Women’s Development Agency
- > Oxfam Australia
- > Population Services International
- > Uniting World
- > World Vision

Pacific NGOs and Networks

Cook Islands

- > Punanga Tauturu

Fiji

- > Diverse Voices and Action (DIVA) for Equality, Fiji
- > Empower Pacific
- > FemLINKPACIFIC
- > Fiji Muslim Women's League
- > Fiji Women's Crisis Centre
- > Fiji Women's Rights Movement
- > House of Sarah
- > Medical Services Pacific
- > Pacific Conference of Churches
- > Ra Naari Parishad
- > Women in Fisheries Network-Fiji

Kiribati

- > Kiribati Family Health Association

Papua New Guinea

- > Bougainville Women's Federation
- > CARE PNG
- > Family and Sexual Violence Action Committee
- > Family and Sexual Violence Case Management Centre
- > Family Health International 360 PNG
- > Femili PNG
- > Ginigoada Bisnis Development Foundation
- > Nazareth Centre for Rehabilitation
- > Oxfam PNG
- > Tribal Foundation
- > Women's Human Rights Defenders Network

Republic of the Marshall Islands

- > Women United Together Marshall Islands

Solomon Islands

- > Christian Care Centre
- > Live and Learn
- > Oxfam Solomon Islands
- > Save the Children
- > Solomon Islands National Council of Women
- > Solomon Islands Women in Business Association
- > Vois Blong Mere Solomon
- > World Vision Solomon Islands

Tonga

- > Tonga National Centre for Women and Children
- > Women and Children's Crisis Centre Tonga

Vanuatu

- > Vanuatu Women's Centre

Pacific Private Sector Organisations

- > Center for International Private Enterprise
- > IOD PARC
- > PNG Coffee Exports Limited
- > PNG Coffee Industry Corporation
- > South Pacific Academy of Beauty and Therapy
- > StartUp Cup, Inc.
- > Sustainable Management Services PNG

Regional Partners

- > Asian Development Bank
- > Australian Pacific Technical College
- > International Finance Corporation
- > Pacific Community Social Development Program
- > Pacific Community Regional Rights Resource Team
- > Pacific Islands Forum Secretariat
- > Pacific Islands Private Sector Organisation
- > Pacific Leadership Program
- > Pacific Technical Assistance Mechanism, Phase 2
- > UN Women
- > United Nations Children's Fund
- > United Nations Development Programme
- > World Bank

Research and University Partners

- > Australian National University, Centre for Democratic Institutions
- > Australian National University, State Society and Governance in Melanesia program
- > La Trobe University
- > University of Auckland
- > University of Goroka
- > University of New England
- > University of Queensland
- > University of the South Pacific

KEY FORUMS AND EVENTS

Pacific Women acknowledges the work of all its partners in convening stakeholder groups, large and small, for various activities over the course of 2016. The key forums and events listed below represent particularly significant stakeholder gatherings, held at both national and regional level, supported by *Pacific Women* in 2016.

4th Pacific Women Parliamentary Partnerships Project Annual Forum, Apia, Samoa

Co-hosted by the Parliament of Samoa and the PWPP Project, the Forum focused on the theme 'Exploring Women's Economic Empowerment' and provided an opportunity for over 60 parliamentarians from across the region to network.

MARCH

Papua New Guinea Women's Forum, Port Moresby, PNG

Co-hosted by the Embassy of the United States in PNG and the Department for Community Development, the forum brought together women from all over the country to focus on advancing gender justice and economic opportunities for women.

MAY

Bridging the Gap Forum hosted by Uniting World, Suva, Fiji

The forum brought together faith-based organisations, churches and secular human rights agencies such as the Fiji Women's Crisis Centre and FemLINKPACIFIC to discuss ways to work together towards gender equality and reducing violence against women in the Pacific.

APRIL

Regional Human Rights and Media Forum, Nadi, Fiji

Co-hosted by SPC RRRT with partners Pacific Media Assistance Scheme, Pacific Island News Association and the University of the South Pacific School of Journalism, the forum brought together editors, journalists and government communication personnel to explore the theme of: 'Enhancing a Human Rights-based Approach to News Reporting'.

4th Pacific Women Advisory Board Meeting, Apia, Samoa

The Board members met to review and discuss progress across the portfolio of *Pacific Women* activities, endorsed the program's First Progress Report 2012-2015, heard presentations on program activities in Samoa and considered priorities for the remainder of the year.

Pacific Women Annual Partner Workshop, Port Moresby, PNG

This event brought together 101 participants over a three-day period to review progress in implementation of *Pacific Women* activities in PNG, consider lessons for improvement and support for the future.

JUNE

Pacific Gender Research Symposium and Workshop, Suva, Fiji

Co-hosted by the University of the South Pacific and *Pacific Women*, the Symposium and Workshop considered the findings and recommendations of the Pacific Gender Research Scoping Study and proposed priority actions for progressing Pacific-led gender research.

Regional Training Program, Fiji Women's Crisis Centre, Suva, Fiji

This FWCC flagship training program provides a month of learning on gender, violence against women, human rights, relevant legislation, advocacy tools and approaches to addressing violence. In 2016, 39 participants from a range of government, national and regional organisations working on violence against women in the Pacific graduated from the 35th edition of the program.

JULY**2nd Pacific Women Program Management Committee Meeting, Suva, Fiji**

The Program Management Committee, which includes representatives from DFAT, the *Pacific Women Support Unit* and a member of the Advisory Board, met to review program progress against the annual work plan and consider key risks that could impact program effectiveness.

DFAT Gender Focal Points Meeting, Suva, Fiji

The meeting brought together DFAT Gender Focal Points from the region to increase understanding of *Pacific Women's* strategic direction and its connections with country plans, the services of the Support Unit, program reporting requirements and to share experiences from the past year of implementation to inform future planning.

AUGUST**7th Regional Meeting of the Pacific Women's Network Against Violence against Women, Sigatoka, Fiji**

The seventh meeting of the Pacific Women's Network Against Violence against Women, which was formed in 1992, brought together 70 women and men activists and advocates from across the region to share progress and lessons learned in their efforts to address gender-based violence and human rights.

SEPT**SASA⁴⁷ Training for Pacific Women Partners, Port Moresby, PNG**

In collaboration with Raising Voices and UN Women, this training event was held to introduce this well-known model of primary prevention to *Pacific Women* partners in PNG and civil society representatives from Fiji, Kiribati, Solomon Islands and Vanuatu.

The Road to Change: A Pacific Regional Consultation on Prevention of Violence against Women and Girls, Nadi, Fiji

Facilitated by UN Women, the meeting brought together practitioners and experts from across the Pacific island region, the United States, Australia and Uganda to share knowledge and current approaches to violence prevention, strengthen understanding of a transformational approach to violence prevention and develop principles to guide Primary Prevention work in the Pacific.

Practice and Policy in the Prevention of Violence against Women and Children, International Conference, Adelaide, Australia

In collaboration with Australian Women Against Violence Association, Our Watch, Women's Services Network and UN Women, Pacific representatives were supported to attend this international event which focused on violence prevention, including in low resource settings, drawing on current research and strategies that highlight the need to address structures, norms and practices that drive and reinforce violence against women.

NOV**5th Pacific Women Advisory Board Meeting, Canberra, Australia**

Board members will meet to review program progress including consideration of the Annual Progress Report 2015-2016, and to discuss and inform the strategic direction of the program through review of the 'Roadmap' to guide future investments of *Pacific Women*.

47 SASA! (The Kiswahili word for 'now') seeks to change underlying social norms and attitudes that hinder gender equality and has been proven to work in parts of Africa and around the world to prevent gender-based violence.

PACIFIC WOMEN ADVISORY BOARD MEMBERS

Name	Country	Profile
Ms Andie Fong Toy	Fiji / Regional	Deputy Secretary General of the Pacific Island Forum Secretariat's Economic Governance and Security programme
Dr Lawrence Kalinoe	Papua New Guinea	Secretary, Department of Justice and Attorney General
Ms Jane Kesno	Papua New Guinea	Former Head of the Women's Division and Director of the Office of Home Affairs (now the Department of Community Development)
Ms Natalia Palu Latu	Tonga	Deputy Chief Executive Officer, Policy and Reform Division, Ministry of Finance and National Planning
Reverend Sereima Lomaloma	Fiji	Ministry Officer, Anglican Diocese of Polynesia & Chairperson of House of Sarah
Hon Fiame Naomi Mata'afa	Samoa	Deputy Prime Minister and Minister of Natural Resources and Environment
Ms Savina Nongebatu	Solomon Islands	Immediate past female Co-Chairperson of the Pacific Disability Forum, former President of 'People With Disability' Solomon Islands
Mrs Marilyn Tahī	Vanuatu	Coordinator of the Vanuatu Women's Centre
Ms Lesieli Taviri	Papua New Guinea	Chairperson of the PNG Business Coalition for Women and Chief Executive Officer of Origin Energy PNG Ltd
Ms Maere Tekanene	Kiribati	Former Minister of Education
Dr Colin Tukuitonga	Regional/Niue	Director General, Pacific Community (SPC)
Ms Yoshiko Yamaguchi-Capelle	Republic of Marshall Islands	Pacific Young Women's Leadership Alliance
Ms Natasha Stott Despoja (Observer)	Australia	Australia's Ambassador for Women and Girls

PACIFIC LEADERS' GENDER EQUALITY DECLARATION

30 AUGUST 2012, RAROTONGA, COOK ISLANDS

The Leaders of the Pacific Islands Forum met from 27 to 30 August 2012 in Rarotonga and brought new determination and invigorated commitment to efforts to lift the status of women in the Pacific and empower them to be active participants in economic, political and social life.

Leaders expressed their deep concern that despite gains in girls' education and some positive initiatives to address violence against women, overall progress in the region towards gender equality is slow. In particular Leaders are concerned that women's representation in Pacific legislature remains the lowest in the world; violence against women is unacceptably high; and that women's economic opportunities remain limited.

Leaders understand that gender inequality is imposing a high personal, social and economic cost on Pacific people and nations, and that improved gender equality will make a significant contribution to creating a prosperous, stable and secure Pacific for all current and future generations.

To realise this goal, Leaders commit with renewed energy to implement the gender equality actions of the Convention for the Elimination of All Forms of Discrimination against Women (CEDAW), the Millennium Development Goals (MDGs), the Revised Pacific Platform for Action on Advancement of Women and Gender Equality (2005-2015); the Pacific Plan; the 42nd Pacific Island Forum commitment to increase the representation of women in legislatures and decision making; and the 40th Pacific Island Forum commitment to eradicate sexual and gender-based violence.

To progress these commitments, Leaders commit to implement specific national policy actions to progress gender equality in the areas of gender responsive government programs and policies, decision making,

economic empowerment, ending violence against women, and health and education:

Gender Responsive Government Programs and Policies

- > **Incorporate** articles from the Convention for the Elimination of all forms of Discrimination against Women (CEDAW) into legislative and statutory reforms and policy initiatives across government.
- > **Support** the production and use of sex disaggregated data and gender analysis to inform government policies and programs.
- > **Strengthen** consultative mechanisms with civil society groups, including women's advocacy groups, on key budget and policy issues of national and subnational governments.

Decision Making

- > **Adopt** measures, including temporary special measures (such as legislation to establish reserved seats for women and political party reforms), to accelerate women's full and equal participation in governance reform at all levels and women's leadership in all decision making.
- > **Advocate** for increased representation of women in private sector and local-level governance boards and committees (e.g. school boards and produce market committees).

Economic Empowerment

- > **Remove** barriers to women's employment and participation in the formal and informal sectors, including in relation to legislation that directly or indirectly limits women's access to employment opportunities or contributes to discriminatory pay and conditions for women.

- > **Implement** equal employment opportunity and gender equality measures in public sector employment, including State Owned Enterprises and statutory boards, to increase the proportion of women employed, including in senior positions, and advocate for a similar approach in private sector agencies.
- > **Improve** the facilities and governance of local produce markets, including fair and transparent local regulation and taxation policies, so that market operations increase profitability and efficiency and encourage women's safe, fair and equal participation in local economies.
- > **Target** support to women entrepreneurs in the formal and informal sectors, for example financial services, information and training, and review legislation that limits women's access to finance, assets, land and productive resources.

Ending Violence Against Women

- > **Implement** progressively a package of essential services (protection, health, counselling, legal) for women and girls who are survivors of violence.
- > **Enact** and implement legislation regarding sexual and gender-based violence to protect women from violence and impose appropriate penalties for perpetrators of violence.

Health and Education

- > **Ensure** reproductive health (including family planning) education, awareness and service programs receive adequate funding support.
- > **Encourage** gender parity in informal, primary, secondary and tertiary education and training opportunities.

Leaders called on Development Partners to work in a coordinated, consultative and harmonised way to support national led efforts to address gender inequality across the region in line with the Paris Declaration on Aid Effectiveness and Cairns Compact on Strengthening Development Coordination in the Pacific. Leaders also requested Development Partners to increase financial and technical support to gender equality and women's empowerment programs, and to adopt strategies within their programs to provide employment and consultation opportunities for women in the planning and delivery of development assistance to the region.

Leaders agreed that progress on the economic, political and social positions of women should be reported on at each Forum Leaders meeting. They directed the Forum Secretariat, with the support of the Pacific Community (SPC) and Development Partners, to develop, as part of the Pacific Plan performance monitoring framework and annual report to Leaders on country progress in implementing the above commitments and moving towards achieving greater gender equality.

PACIFIC WOMEN ACTIVITIES

Bilateral

Cook Islands

Project Name and Partner	About this Project	Total Funding	Timeframe
Outcome Area: Economic Empowerment			
An enabling environment for the full participation of women in economic development (Ministry of Internal Affairs - Gender and Development Division)	Strengthening the capacity of the Cook Islands Government to identify new economic opportunities for women, promote and support women's businesses in the formal and informal sectors and support women's access to financial services.	\$590,000	2013-2016
Outcome Area: Ending Violence against Women			
Strengthening capacity towards the elimination of violence against women (Ministry of Police - Gender and Development Division, Punanga Tauturu)	Strengthening the capacity of the Cook Islands Government to improve legal frameworks, law enforcement, justice systems and services to prevent and respond to violence against women.	\$190,000	2013-2016

Fiji

Project Name and Partner	About this Project	Total Funding	Timeframe
Outcome Area: Leadership and Decision Making			
Enhancing women's participation in decision-making through strengthened community radio transmission (FemLINKPACIFIC)	Up-grading community radio infrastructure to increase transmission and reach of femTALK's 98FM radio transmission. Additional funding was provided to FemLINKPACIFIC to enable repairs to radio infrastructure as a result of Tropical Cyclone Winston. Additional funding also allowed FemLINK to conduct community and national	\$398,131	2014-2016
Outcome Area: Economic Empowerment			
Markets for Change (UN Women)	Improving market governance, management, infrastructure and access to financial services to increase women's economic empowerment and ensure markets are more sustainable, accessible and safe for women vendors	\$6,477,715	2014-2019

Project Name and Partner	About this Project	Total Funding	Timeframe
Support for women's economic empowerment (South Pacific Academy of Beauty Therapy)	This project aims to improve economic opportunities for rural women through education and training. Fifty scholarships will be awarded to train and graduate with a certificate beauty and spa therapy.	\$492,672	2014-2017
Women's Vocational Training Centre (Fiji Muslim Women's League)	Supporting targeted training programs for women to enhance economic opportunities. Additional funding was provided to the Fiji Muslim Women's League to enable the distribution of dignity, hygiene and household kits to women in rural and remote areas of Ba and Ra that were adversely affected by Tropical Cyclone Winston.	\$299,755	2015-2016
Support to community-based Women's Organisations (Ra Naari Parishad)	Supporting the establishment of the Ra Naari Centre to enable the organisation to deliver economic livelihood activities	\$20,000	2015-2016
Support for women's civil society organisations (Women in Fisheries Network, Fiji)	Supporting the reestablishment of the Women in Fisheries Network Fiji to enable a platform for sharing knowledge, promoting collaboration and exchanging information to address the urgent need strengthen the involvement of and improve the conditions of women in the Fiji fisheries sector.	\$85,000	2015-2016
Feasibility study on increasing women's economic opportunities in Fiji (Consultant)	A participatory scoping study on options for expanding women's economic opportunities across urban and rural areas in Fiji.	\$47,638	2014-2015 (Complete)
Outcome Area: Ending Violence against Women			
Support for sexual reproductive health services for women and youth (Medical Services Pacific)	Supporting the increased access to justice, clinic health care for women and girls and increased child protection for vulnerable children and youth through targeted programs. Additional funding was provided to enable Medical Services Pacific to deliver sexual reproductive health services to rural and remote women in Tropical Cyclone Winston affected communities.	\$626,578	2014-2016
Support for gender equality through ecumenical-based approaches (House of Sarah)	Supporting increased collaboration between church leaders and clergy on advocacy for ending violence against women.	\$86,000	2015-2016

Project Name and Partner	About this Project	Total Funding	Timeframe
WEAVERS project (Pacific Conference of Churches)	Support to enable a rights-based theological approach to eliminating violence against women. This project aims to provide communities with rights-based ecumenical messages to support the prevention of violence against women and link women to crisis services in Fiji.	\$83,000	2016-2016
Fiji Women's Crisis Centre Programs to Eliminate Violence against Women in Fiji and the Pacific	This activity sees the continuation of funding to FWCC, the leading crisis and support service for women and girls in Fiji and the region. This includes funding for multiple shelters for survivors of violence in Fiji.	\$6,300,000	2014-2020
Outcome Area: Enhancing Agency			
Developing a multi-dimensional and gender-sensitive measure of poverty (IWDA)	Developing a tool to measure the gendered aspects of poverty in communities. The provision of gender sensitive data aims to help inform national policy and decision makers on programs and services for women and vulnerable groups.	\$346,659	2014-2017
Support for women's empowerment through holistic and sustainable service delivery (Empower Pacific)	This program will build skills, enhance knowledge and awareness of community members and other local service providers in addressing social issues that impact women's empowerment, well-being and safety.	\$270,000	2015-2016
Support to Ministry of Women (Ministry of Women)	Support the Ministry of Women's implementation of the National Gender Policy and M&E capacity	\$434,334	2015-2016
Feasibility study on establishing a women's fund to support women focused organisations in Fiji (Consultant)	The study builds on recommendations of a recent DFAT commissioned civil society analysis that included a specific focus on the situation of women focused CSOs in Fiji and how DFAT could best support their work in line with its commitment under <i>Pacific Women</i>	\$58,053	2015-2016
We Rise Coalition (a partnership between the Fiji Women's Rights Movement, Diverse Voices and Action (DIVA) for Equality, femLINKPACIFIC and IWDA)	This project is supporting a coalition of four women's rights organisations committed to a Pacific where there is gender justice, ecological sustainability, peace, freedom, equality and human rights for all.	\$2,800,000	2015-2019

Kiribati

Project Name and Partner	About this Project	Total Funding	Timeframe
Outcome Area: Ending Violence against Women			
Support for the Ministry of Women, Youth and Social Affairs (Ministry of Women, Youth and Social Affairs, Women's Development Division) to undertake work to support Ending Violence against Women	Provision of salaries for three EAW staff and two Safenet staff to provide policy and technical advice to the Government of Kiribati on the implementation and monitoring of the Shared Implementation Plan and the UN Joint Program; manage and progress existing implementation project activities for Ministry of Women, Youth and Social Affairs across prevention, response, counselling, advocacy and policy development under the National Action Plan. Funding also includes support for the Women's Development Division to implement a Respectful Relationships activity.	\$375,031	2013-2016
Judiciary enabling rights outreach to the vulnerable (Magistrate Court)	Supporting consultations on the Family Peace Act and training on issues related to human rights and sexual and gender-based violence for lay magistrates on Tarawa and outer islands. Support to reach out to the community and outer islands to improve understanding of the court system and services in relation to EAW as well as improve services provided by lay magistrates and court clerks.	\$125,398	2014-2016
Extension of Kiribati Police Domestic Violence and Sexual Offences office based in Betio to provide safe place and referral centre for victims of violence (Kiribati Police Domestic Violence Unit)	Provide survivors of violence temporary shelter and comfort while awaiting further referral to relevant services. This funding will also support the training and capacity development of over 200 outer island police officers, special constables and village wardens on the Family Peace Act, Police Act, role of Domestic Violence and Sexual Offences unit, standard DV operating procedures and gender-based violence and human rights issues	\$143,725	2014-2016
Support the implementation of the National Plan to Eliminate Sexual and Gender Based Violence (Kiribati Family Health Association)	Provide a start-up funding package to establish the first formal crisis centre in Kiribati and support training for crisis centre staff. Technical assistance will also be provided to the Kiribati Family Health Association to facilitate the finalisation of a three-year strategic plan for the crisis support centre.	\$171,845	2014-2016
Improved infrastructure and training for Ministry of Health staff (Ministry of Health)	Supporting the extension of an existing gynaecology room in the main hospital in South Tarawa to enable improved access to treatment, care and referral services for survivors of violence. Support training of frontline officers working with survivors of sexual violence.	\$194,725	2014-2016

Project Name and Partner	About this Project	Total Funding	Timeframe
Outcome Area: Enhancing Agency			
2015 One Billion Rising Campaign (Kiribati Family Health Association)	Enabling Kiribati to be part of a revolutionary global ending violence against women movement. The Kiribati Family Health Association to work with young people to lead the campaign using creative arts such as stage performances, dancing, singing and marches.	\$6,800	2015 (Complete)

Nauru

Project Name and Partner	About this Project	Total Funding	Timeframe
Outcome Area: Ending Violence against Women			
Improve the health sector response and services to reduce domestic violence (PACTAM, Ministry of Health)	Strengthening the role of the health sector to identify and support victims of violence by training health workers, improving access to counselling services and raising awareness of domestic violence.	\$440,000	2014-2017
Pacific Community Health and Wellbeing Education Project (University of New England)	Strengthening social work and counselling skill qualifications of Nauruan's	\$250,000	2015-2016

Papua New Guinea

Project Name and Partner	About this Project	Total Funding	Timeframe
Outcome Area: Leadership and Decision Making			
Increased women's representation in local government (Centre for Democratic Institutions, United Nations, Government of PNG's Office for Development of Women and the National Council of Women)	Increased women's representation at the 2013 local government elections. Support included training for prospective candidates, developing a media information and talk-back radio campaign and compiling a register of candidates.	\$350,000	2012-2013 (Complete)
Inclusive Development in post-conflict Bougainville (World Bank)	Supports an approach to planning that works to ensure women are involved in decision-making at community and district level regarding allocation of funds and direct delivery of projects, contributing to changing gender norms and demonstrating women's involvement in decision-making.	\$3,000,000	2015-2018

Project Name and Partner	About this Project	Total Funding	Timeframe
Support to the PNG Women's Forum (US State Department and Department of Religion, Youth and Community Development)	Support for the PNG Women's Forum. This project brought diverse women from across PNG together to discuss issues of gender equality and national development.	\$37,633	2016
Women in political leadership design (UNDP and consultant team)	The design provides recommendations for effective ways to support women's political leadership from local level upwards. The design included a workshop in partnership with UNDP drawing together eminent leaders from across the Pacific to discuss temporary special measures for women in Parliament. The design held consultations in four provinces across PNG with women and men.	\$184,157	2015-2016
Strengthening Women's Advocacy in Community Mining Agreements (Centre for Social Responsibility in Mining, Women in Mining Program, University of Queensland)	The objective of the design is to strengthen women's participation in negotiation and agreement processes for major extractive industry projects in PNG.	\$136,000	2015-2016
Voter Education project (Bougainville Women's Federation and International Women's Development Agency)	The aim of this project is to provide education about voting rights and responsibilities to people across Bougainville, focusing on the historically disenfranchised cohort of people who grew up during the Crisis, known as the 'lost generation'.	\$451,888	2016-2017
Young Women's Leadership Project (Bougainville Women's Federation and International Women's Development Agency)	This activity provides leadership and mentoring opportunities for young women in Bougainville. The program supports a Young Women's Leadership Forum, a Women's Leadership Caucus and Male Advocacy sessions.	\$1,402,906	2016-2018

Outcome Area: Economic Empowerment

Coffee Industry Support Project (CARE Australia)	This project supports women's advocacy in the coffee industry to increase opportunities for women farmers in remote areas of PNG's Eastern Highlands.	\$4,450,713	2013 - 2019
Economic Empowerment Partnership with Private Sector (International Finance Corporation)	Supporting a Business Coalition for Women to improve the status and safety of women in workplaces and to empower women economically.	\$3,400,000	2014-2018
Provision of microfinance and banking services to women in Yangoru Saussia District East Sepik (District Development Authority)	This project will support financial literacy training for women and men to better access financial services and operate small businesses.	\$475,000	2016-2017

Project Name and Partner	About this Project	Total Funding	Timeframe
Increasing economic opportunities for women smallholder and their families "Family Teams" (Australian Centre for International Agricultural Research)	This program works with women and men, to change gender roles at family level so that women have more access and control of income from smallholder activities, and to improve family businesses.	\$3,000,000	2015-2018
Creating an entrepreneurial ecosystem for women in PNG to enable women's economic empowerment This involves two grants that are co-financed by the US State Department (Center for International Private Enterprise and GriffinWorx, formerly known as StartUp Cup, Inc.)	Supporting the establishment of an environment supportive of women's entrepreneurial ambitions. This includes establishing a Women's Business and Resource Centre, an accelerator business model competition, mentoring for women entrepreneurs and working with universities to strengthen the content and teaching of relevant curriculums.	\$635,071	2015-2019
Women's Needs Analysis – Tsak Valley, Enga Province (Consultant)	Supporting a needs analysis to determine ways to support women's economic empowerment in the Tsak Valley area of Enga.	\$40,000	2015

Outcome Area: Ending Violence against Women

Family Support Centre at Eastern Highlands hospital (Eastern Highlands Provincial Health Authority)	Strengthening the governance and operations of the Eastern Highlands Family Support Centre to provide high-quality crisis services to survivors of violence.	\$350,000	2013-2015 (Complete)
Response to Gender Based and Sorcery Related Violence (Highlands Women's Human Rights Defenders' Network and Oxfam International) * Previously called: support to Highlands Women's Human Rights Defenders' Network and repatriation research	Preventing violence against women by challenging traditional community attitudes to sorcery, implementing behavioural change activities for men and boys and conducting research on the effectiveness of repatriation of survivors.	\$851,128	2013-2019

Project Name and Partner	About this Project	Total Funding	Timeframe
Strengthening national coordination, implementation and monitoring mechanisms for Family and Sexual Violence (Department for Community Development and Religion, Office for the Development of Women, Department for Justice and Attorney General, Consultative Implementation and Monitoring Council—Family and Sexual Violence Action Committee , United Nations Development Programme)	Supporting GoPNG to lead a coordinated response to support survivors of violence, including a national database on the prevalence of violence against women and mobilising community champions	\$4,500,000	2014–2016
Increase in Family Support Centres (Port Moresby General Hospital)	Rebuild of the Family Support Centre at Port Moresby General Hospital in accordance with the Family Support Centre guidelines, plus provision of a car to transport survivors safely.	\$350,000	2015–2015
Building the capacity of PNG's Family and Sexual Violence Action Committee (FSVAC)	This project provides financial and technical support to strengthen the sustainability and capacity of the Family Sexual Violence Action Committees.	\$624,000	2014–2017
Family and Sexual Violence Case Management Centre (Femili PNG, Australian National University and Oxfam Australia)	Establish a Case Management Centre to support survivors to access emergency medical care, access emergency shelter of an adequate duration and standard, provide counselling support and assistance to obtain police, legal and social services if requested.	\$3,096,186	2014–2017
Safe Cities (UN Women)	Improving women's income and safety at markets in Port Moresby and supporting women market vendors to advocate local government to meet their ongoing needs.	\$9,720,000	2014–2019
Improving Health Services in Southern Highlands Province (International Committee of the Red Cross)	Provision of medical equipment to eight health centres to assist women survivors of violence.	\$37,274	2015–2016
Ending Violence against Children Campaign (UNICEF)	This project is increasing public awareness and understanding of the impact of violence against children and improving access to support services whilst campaigning against violence.	\$1,995,000	2015–2017

Project Name and Partner	About this Project	Total Funding	Timeframe
Partnerships for Positive Parenting (UNICEF)	This project is a collaboration between UNICEF, the Catholic Diocese of Madang, Kundiawa and Mt Hagen and Provincial Community Development Departments. The project is an evidence-based prevention intervention that builds on the strength of the church to deliver a positive parenting program throughout the community. It seeks to develop and adapt a locally appropriate parenting resource kit, monitoring and evaluation framework and monitoring tools.	\$1,787,760	2015-2017
Kommuniti Lukautim ol Meri (FHI360)	This program is assisting to address violence against women and girls in selected sites in Western Highlands and Sundaun provinces (also known as West Sepik) by challenging social norms. The program has four pillars: prevention, response, empowerment and monitoring and evaluation.	\$2,500,000	2015-2018
Improving the impact of state and non-state interventions in overcoming sorcery accusations related violence in PNG (Australian National University / State Society and Governance in Melanesia Program. Working closely with FSVAC and Department of Justice and Attorney General)	This project will investigate a range of interventions by the state and non-state actors and institutions (such as customary and local organisations, churches, and civil society) in overcoming the violence associated with accusations of sorcery in PNG. These research insights will then be used to assist key stakeholder partners, such as Department of Justice and Attorney General and FSVAC, in developing training packages as required in the Government's National Action Plan on Sorcery and Witchcraft Accusation related violence.	\$1,059,240	2016-2020
Developing communication strategies for social change against sorcery related violence in PNG (Queensland University of Technology, University of Goroka's Centre for Social and Creative Media)	This project integrates communication for social change and audio-visual media approaches in the development of communication strategies. These communication products aim to support attitudinal and behavioural change through the development of materials that are contextually relevant.	\$719,801	2016-2019
From Gender Based Violence to Gender Justice and Healing in Bougainville (Nazareth Centre for Rehabilitation and International Women's Development Agency)	This project provides crisis support services for women and children and men, across all regions of Bougainville, particularly within rural and remote communities.	\$1,693,366	2015-2018
Improving Response to Family and Sexual Violence: Safe Village Pilot (Population Services International PNG)	This program works with rural communities in the Central Province to end gender-based violence and ensure provision of services to survivors' of violence. It also supports the work of the Port Moresby General Hospital's Family Support Centre.	\$979,000	2015-2017

Project Name and Partner	About this Project	Total Funding	Timeframe
Outcome Area: Enhancing Agency			
Gender Stocktake of Australian Government Aid Program in PNG (Consultant)	Stock take of gender and women's empowerment work occurring across all work of the Australian Government in PNG; including diplomatic engagement, whole of government partners, Defence and aid.	\$49,164	2015 (Complete)
Highlands Sexual, Reproductive and Maternal Health Project (CARE Australia)	This program seeks to integrate community-based analysis of local gender and power issues with best practice sexual, reproductive, and maternal health interventions in order to address both underlying and intermediate causes of sexual, reproductive and maternal health-related morbidity and mortality, including family and sexual violence. The program also works to increase civil society engagement in sexual, reproductive and maternal health advocacy with provincial and national actors as a foundation for enabling ongoing work in the sector.	\$1,000,000	2015-2017

Republic of the Marshall Islands

Project Name and Partner	About this Project	Total Funding	Timeframe
Outcome Area: Ending Violence against Women			
Technical assistance to Women United Together Marshall Islands (PACTAM, Women United Together Marshall Islands)	Provision of technical assistance for the design of a domestic violence support service for women and girls in the Marshall Islands. This project also provided ongoing work force skills building for WUTMI staff to enable them to provide rights-based support to women and girl survivors of violence.	\$200,558	2015-2016
Establish a domestic violence support service (Women United Together Marshall Islands)	This project enabled wide community consultation on the design of a culturally appropriate domestic violence support service for women and girls in the Marshall Islands.	\$80,000	2014-2016 (Complete)
<i>I den Mwekun</i> (Place of Life) Program (Women United Together Marshall Islands)	This project provides core funding and organisational strengthening support to WUTMI to enable growth, governance and operations. This project also provides funding to WUTMI ending violence against women program, which includes the operations of the first domestic violence support centre in the Marshall Islands.	\$414,649	2015-2017
Outcome Area: Enhancing Agency			
Organisational capacity development and strategic planning (<i>Pacific Women</i> Support Unit)	Undertake a capacity assessment of Women United Together Marshall Islands to identify organisational capacity development needs and explore future opportunities for partnership.	\$7,970	2015-2016 (Complete)

Samoa

Project Name and Partner	About this Project	Total Funding	Timeframe
Outcome Area: Leadership and Decision Making			
Increasing Political Participation of Women in Samoa (UNDP)	Providing support in the implementation of the 2013 Constitutional Amendment to introduce a 10 per cent quota of women representatives in parliament.	\$500,000	2015-2016
Outcome Area: Enhancing Agency			
Samoa Women Shaping Development Program (Ministry of Women, Community and Social Development)	Support to the MWCSO to implement the gender components of the Community Development Sector Implementation Framework in the key outcomes areas of: increasing women's economic empowerment; advancing gender equality in decision-making and political governance; and reducing violence against women. This project enables MWCSO to fund multiple activities with national NGO's and women's organisations in Samoa.	\$3,800,000	2015-2020
Samoa Gender Adviser (Consultant)	Provision of technical assistance to support the implementation of Samoa Women Shaping Samoa Development. The Adviser provides mentoring, coaching and training to support capacity strengthening within the Ministry and provides support to enable gender mainstreaming of DFAT sector programs in Samoa.	\$90,440	2015-2016

Solomon Islands

Project Name and Partner	About this Project	Total Funding	Timeframe
Outcome Area: Economic Empowerment			
Markets for Change (UN Women)	Improving market governance, management, infrastructure and access to financial services to increase women's economic empowerment and ensure markets are more sustainable, accessible and safe for women vendors	\$2,817,795	2014-2019
Support to Solomon Islands Women in Business Association (Solomon Islands Women in Business Association)	Supporting SIWIBA to establish a business development centre with facilities and training for members to gain skills to establish and run profitable businesses in the formal and informal sectors.	\$485,000	2014-2017
Outcome Area: Ending Violence against Women			
Channels of Hope for Gender (World Vision Solomon Islands)	Reducing violence against women in the Solomon Islands by working with religious and community leaders to challenge gender inequitable attitudes, beliefs and behaviours of men and women.	\$2,000,000	2013-2017

Project Name and Partner	About this Project	Total Funding	Timeframe
Support to the Christian Care Centre (Solomon Islands National Council of Women, Vois Blong Mere Solomon, International Women's Development Agency, Pacific Leadership Program, Oxfam Australia and IOD PARC).	Supporting the Christian Care Centre refuge in Solomon Islands to provide crisis services for women and children escaping violence.	\$70,000	2013-2016
Let's Make our Families Safe (Solomon Island National Council of Women, Vois Blong Mere Solomon, IWDA, PLP, Oxfam Australia and IOD PARC)	This project supports community-level action to address violence against women and help to establish coalitions between civil society groups, services providers, churches and government agencies that are working to prevent family violence.	\$5,642,461	2014-2017
Red Cardim Vaelens (Live & Learn Solomon Islands)	This program works with selected sports clubs in Honiara and Auki to address gender-based violence through sports.	\$557,810	2015-2017
Youth alcohol and violence reduction against women and children (Save the Children) Youth alcohol and gender-based violence (Save the Children)	This project will work with young people to address causes of gender-based violence. A scoping study is underway to determine priority areas.	\$800,000	2015-2017
Outcome Area: Enhancing Agency			
Recognising shared interests of Australia and Solomon Islands in the advancement of gender equality (Ministry of Women, Youth, Children and Family Affairs)	Strengthening the capacity of Ministry of Women, Youth, Children and Family Affairs to progress priority outcomes in accordance with its Gender Equality and Women's Development Policy.	\$410,696	2013-2016
Social Development Adviser	The Social Development Adviser works with DFAT staff to improve gender considerations in planning, programming, monitoring and learning of all Australian-funded aid programs	\$200,000	2014 (Complete)

Tonga

Project Name and Partner	About this Project	Total Funding	Timeframe
Outcome Area: Ending Violence against Women			
Support to Women and Children Crisis Centre Tonga (WCCC and the Fiji Women's Crisis Centre)	Supporting existing violence against women service providers to increase the quality, coverage and awareness of services.	\$1,564,840	2014-2019
Funding to government for key violence against women events (Government of Tonga – Women's Affairs Division)	Supporting the Women's Affairs Division to coordinate media and events for key celebration days (International Women's Day, White Ribbon Day etc.)	\$590,000	2014-2017
Outcome Area: Enhancing Agency			
Research on impacts of seasonal migrant worker scheme on women and men (World Bank)	Research to investigate the social and economic impacts of the seasonal migrant worker scheme and develop recommendations to enhance benefits of the scheme for women and men in Tonga.	\$100,000	2014-2016
Gender Adviser (Consultant)	The Gender Adviser works with DFAT staff to improve gender considerations in planning, programming, monitoring and learning of all Australian-funded aid programs. The Gender Adviser will also work with the Government of Tonga and sectoral program managers to improve outcomes for women.	\$312,000	2014-2017

Tuvalu

Project Name and Partner	About this Project	Total Funding	Timeframe
Outcome Area: Enhancing Agency			
Gender and Social Inclusion Adviser (Consultant)	Provision of technical assistance to support the implementation of the Tuvalu <i>Pacific Women</i> country plan. The Adviser provides mentoring, coaching and training to support capacity strengthening within the Gender and Development Division. The Adviser provides support to coordination between the Gender and Development Division and other government ministries to enable the implementation of the Family Protection and Domestic Violence Act.	\$220,000	2014-2017

Vanuatu

Project Name and Partner	About this Project	Total Funding	Timeframe
Outcome Area: Leadership and Decision Making			
Support the introduction of reserved seats for women at Provincial Council level (Pacific Leadership Program and the Department of Women's Affairs, Ministry of Justice and Community Services)	This project supports the development of alternative approaches to increase women's participation in politics. Through this project, adaptive leadership training is provided to women councillors to increase skills in advocacy and policy reform.	\$220,000	2014-2017
Outcome Area: Economic Empowerment			
Markets for Change (UN Women)	Improving market governance, management, infrastructure and access to financial services to increase women's economic empowerment and ensure markets are more sustainable, accessible and safe for women vendors	\$3,429,077	2014-2019
Improving training and employment outcomes for women and girls (Vanuatu Technical and Vocational Education and Training Sector Strengthening Program)	This project provides training for women with a focus on tourism and agribusiness, individual coaching to women to improve business skills and increase women's opportunities for paid employment.	\$686,397	2013-2016
Outcome Area: Ending Violence against Women			
Preventing violence against women (Vanuatu Women's Centre)	The Vanuatu Women's Centre and the Department of Women's Affairs will collaboratively explore ways to prevent gender-based violence, support the implementation of the Family Protection Act and conduct research on the crisis service needs of rural women.	\$800,000	2014-2016
Response to tropical cyclone Pam (Vanuatu Women's Centre)	Provision of funding to the Vanuatu Women's Centre to ensure that women's needs are adequately addressed in recovery planning in Vanuatu	\$500,000	2015-2016
Research on improved access to justice for women and children (Policing and Justice Support Program)	The research will map the 'conflict management web', with a special emphasis on how conflicts involving women and violence against women are managed and resolved in order to identify areas of innovation and strength, as well as areas of weakness.	\$200,000	2015-2016

Regional

Project Name and Partner	About this Project	Total Funding	Timeframe
Outcome Area: Leadership and Decision Making			
Gender Equality in Political Governance (UN Women)	Contributing to improve governance mechanisms, through increased women's transformative political participation in informal and formal systems.	\$200,000	2013 (Complete)
Pacific Women Parliamentary Partnerships (PWPP) Project (International and Community Relations Office, Department of the House of Representatives)	Building the capacity of Pacific women parliamentarians and their staff to ensure gender equality issues are better addressed in parliament.	\$2,850,037	2013-2018
Support for Women's Groups and Coalitions (Pacific Leadership Program)	Funding to PLP to deliver adaptive leadership training for women leaders and coalition members. The project will also carry out research that will contribute to improved knowledge of entry points for women's leadership and structural empowerment to inform future programming.	\$200,000	2015-2016
Outcome Area: Economic Empowerment			
Technical and vocational training opportunities for women in the Pacific (Australia Pacific Technical College)	Leveraging the existing partnership with the Australia Pacific Technical College, this program provides technical and vocational training to women in the Pacific to increase and formalise their skills and open up employment opportunities. Child care services will also be provided to trainees.	\$500,000	2013-2014 (Complete)
Private Sector Development Initiative (Asian Development Bank)	Reducing barriers to women's economic empowerment, with a focus on formal market places.	\$500,000	2013-2015
Building Women Entrepreneurs - Building Nations (Pacific Islands Private Sector Organisation)	Promoting women's economic empowerment in the Pacific Islands through a Women in Business Conference.	\$142,203	2014 (Complete)
Outcome Area: Ending Violence against Women			
Pacific Fund to End Violence against Women (UN Women)	The Fund supports CSOs and governments to prevent violence and provide services for survivors of violence, including for counselling, paralegal aid, shelter and referral services. The Fund also builds the capacity of organisations working to end violence against women through training in advocacy, law reform, women's human rights, community education and counselling services.	\$1,500,000	2014-2017
UNICEF Pacific Child Protection Program (UNICEF)	Support to governments of 14 Pacific Island countries in strengthening protection of children from violence, abuse and exploitation	\$7,000,000	2014-2018

Project Name and Partner	About this Project	Total Funding	Timeframe
Support to Pacific Community (SPC) Regional Rights Resource Team (RRRT)	Support for policy advice, technical support and training on human rights, governance, democracy and the rule of law. Partners include governments, regional organisations and CSOs.	3,000,000	2015–2017
Partnering Women for Change (Uniting World)	This project works with Churches to ensure that women, girls and people living with disabilities have increased safety and well-being in their homes, communities and churches.	\$370,000	2015–2018
Regional support on male advocacy (Fiji Women's Crisis Centre (FWCC) and Government of Palau)	Support for Palau participants to attend the Regional Fiji Women's Crisis Centre Training Program.	\$18,018	2016

Outcome Area: Enhancing Agency

12 th Triennial Conference of Pacific Women (Government of Cook Islands)	Support to the Government of Cook Islands in hosting the Triennial and enabling women's groups to showcase and sell products.	\$30,000	2013 (Complete)
Review of programs aimed at ending violence against women in the Pacific (International Centre for Research on Women)	This initiative will conduct an independent review of six Australian-funded initiatives in the Pacific that represent different approaches to addressing violence against women conducted in the first half of 2013.	\$408,000	2013–2014 (Complete)
Progressing Gender Equality in the Pacific program (Pacific Community)	Conducting stocktakes of government capacity to integrate gender equality and women's empowerment into policies, legislation and programs and strengthen the collection and analysis of data to better track outcomes.	\$3,817,332	2013–2018
Women's Leadership Research (Developmental Leadership Program, La Trobe University)	Funding to the Developmental Leadership Program to undertake research on women's leadership programs at a community level in the Pacific and to assess how working politically and through coalitions can contribute to program outcomes.	\$250,000	2014–2016
Pacific Multi-Country and Regional Assessment on Gender, Equity and Social Inclusion in Health (Consultant)	This assessment provided a gender, equity and social inclusion analysis of DFAT's approach to health sector development to contribute to more effective partner dialogue in this area and better health-programming outcomes.	\$110,000	2014–2015 (Complete)
Improving women's leadership, political participation and decision making in the Pacific (Australian National University, State, Society and Governance in Melanesia Program)	This research will identify the success factors and pathways to women's leadership and decision-making at political and community levels across the Pacific	\$313,000	2014–2017

Project Name and Partner	About this Project	Total Funding	Timeframe
Pacific Women Support Unit	The Support Unit provides technical and administrative services to assist in the management of the <i>Pacific Women</i> program, including planning, delivery and monitoring of activities at the country and regional level, including research and communications.	\$25,000,000	2015-2022
Gender Adviser for the North Pacific (Pacific Community)	The Advisor supports the work of SPC's Gender, Culture and Youth Programme, and through DFAT's Post in Pohnpei, support the implementation and monitoring of <i>Pacific Women</i> activities in the North Pacific	\$373,140	2015-2018
Partnerships For Health and Rights: Working for Sexual and Reproductive Health and Rights for all in the Pacific (International Planned Parenthood Federation)	Support the expansion of access to sexual and reproductive health services in Cook Islands, Fiji, Kiribati, Samoa, Solomon Islands, Tonga, Tuvalu and Tonga.	\$1,500,000	2015-2018
Support research on the relationship between women's economic empowerment and violence against women in Melanesia (Australian National University, State, Society and Governance in Melanesia Program)	The research covers PNG and the Solomon Islands and seeks to answer the question of how to empower women economically and improve their livelihood and security without compromising their safety (through increased violence from jealous husbands).	\$533,150	2013-2016
Pacific Gender Research Scoping Study (University of the South Pacific, Fiji Women's Rights Movement, UN Women, Pacific Islands Forum Secretariat, Pacific Community, DFAT and the University of Auckland)	A mapping and gap analysis to assess gender-responsive evidence-based research that has been undertaken on and by Pacific Island Countries. This project brought together research practitioners and academics from across the Pacific, Australia and New Zealand and resulted in recommendations to improve the quality of gender research carried out in the Pacific.	\$133,564	2015-2016
Women's Crisis Centre Programs to Eliminate Violence against Women in Fiji and the Pacific (Fiji Women's Crisis Centre)	The regional program funds a portion of FWCC's activities. These include activities with a regional focus including: FWCC's Regional Training Program; the Male Advocates Program; and the <i>Pacific Women's Network Against Violence Against Women</i> .	\$2,250,000	2016-2020
We Rise Coalition (a partnership between the Fiji Women's Rights Movement Diverse Voices and Action (DIVA) for Equality, femLINKPACIFIC and IWDA)	This project is supporting a coalition of four women's rights organisations committed to a Pacific where there is gender justice, ecological sustainability, peace, freedom, equality and human rights for all.	\$2,000,000	2015-2019

ENDNOTES

- i Pacific Leaders Gender Equality Declaration Trend Assessment Report 2012–2016, p.79.
- ii Ibid, p.10.
- iii Ibid, p.9.
- iv General Assembly of the United Nations General Debate of the 71st Session (2016). Address in full: https://gadebate.un.org/sites/default/files/gastatements/71/71_MH_en.pdf
- v Excerpted from speech. Access here: <http://www.forumsec.org/pages.cfm/newsroom/speeches/2016-1/adb-annual-distinguished-gender-month-speaker-secretary-general-meg-taylor-dbe.html>
- vi As quoted by Cook Islands News (2016). Accessed here: <http://www.cookislandsnews.com/national/local/item/57731-women-parliamentarians-meet-in-samoa/57731-women-parliamentarians-meet-in-samoa>
- vii Wang (2014) and Vanuatu National Statistics 2012 as cited in Vijaya Nagarajan, Women and Business: Policy options for the economic empowerment of women, p.6 (2016).
- viii Vijaya Nagarajan, Women and Business: Policy options for the economic empowerment of women, p.7 (2016).
- ix As quoted by PACNEWS (2015). Access here: <http://www.pina.com.fj/?p=pacnews&m=read&o=18283628755524a57a6eafe0bac191>
- x Excerpted from a presentation given by Mr Lewai during an International Women’s Day event, Canberra (2016).
- xi World Health Organisation. Access here: <http://www.who.int/mediacentre/factsheets/fs239/en/>. Figure as at September 2016.
- xii Kiribati Family Health and Support Study (2010), p.2. Access here: http://www.spc.int/hdp/index.php?option=com_docman&task=cat_view&gid=89&dir=ASC&order=name&Itemid=44&limit=5&limitstart=0
- xiii Solomon Islands Family Health and Safety Study (2009), p.3. Access here: <http://www.pacificwomen.org/resources/solomon-islands-family-health-and-safety-study/>
- xiv Fiji Women’s Crisis Centre National Research: Somebody’s Life, Everybody’s Business (2013), p.2. Access here: <http://www.pacificwomen.org/wp-content/uploads/FWCC-National-Research-on-Womens-Health-Fiji.pdf>
- xv Republic of the Marshall Islands National Study on Family Health and Safety (2014), p.16. Access here: <http://evaw-global-database.unwomen.org/~media/files/un%20women/vaw/vaw%20survey/marshall%20islands%20vaw%20survey.pdf>
- xvi Tonga National Study on Domestic Violence against Women in Tonga (2009), p.xxiv. Access here: <http://www.pacificwomen.org/resources/national-study-on-domestic-violence-on-women-in-tonga/>. Despite relatively lower rates of intimate partner violence, 79% of Tongan women and girls have experienced physical or sexual violence in their lifetime. The study showed 68% of Tongan women and girls are affected by physical violence, perpetrated mainly by fathers or teachers.
- xvii As quoted by UN Women Pacific (2016). Access here: <https://twitter.com/unwomenpacific/status/779229207478042625>
- xviii Hon Ranin Akua’s interview with the Pacific Women Support Unit in Samoa (2016).
- xix Tropical cyclone Winston Post Disaster Needs Assessment, Government of Fiji (2016).
- xx Dr Tess Newton Cain (2016) as cited in the Pacific Leadership Program Discussion Paper, Analysis of Women Councillors’ Experiences in WISDM Activities in Vanuatu, p.4. Access here: http://www.plp.org.fj/wp-content/uploads/2016/06/PLP_WISDM_Discussion-Paper-June-2016.pdf







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